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Pride Perseverance Possibilities



# GDI Communicator

The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

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## Métis Veterans Monument Unveiled at Batoche

By James Oloo

Since the dream of building a Métis Veterans Memorial Monument at Batoche came to light, many individuals and organizations including GDI, Métis artists and scholars, veterans, families and friends, have worked hard to make the dream a reality. Four years ago this month, the site of the Memorial Garden at Batoche was officially designated as the venue for the monument at a ceremony that was attended by the Hon. John Duncan, then Minister of Aboriginal Affairs and Northern Development Canada.

On July 19, 2014, the Métis Veterans Memorial Monument was unveiled to the public at the Batoche Memorial Garden. The monument is a national tribute honouring Métis servicemen and servicewomen from across Canada who served our country during the South African ('Boer') War (1899-1902), World War I (1914-1918), World War II (1942-1945), and the Korean War (1950-1953).

GDI Executive Director Geordy McCaffrey was the master of ceremony. He noted that GDI is proud to be involved in the project. He said that the names of the veterans will be inscribed on the monument by 2015. Currently there are over 7,000 names of Métis veterans from across Canada who served in the wars.

Métis Nation Saskatchewan President Robert Doucette thanks veterans and their families for their sacrifice and selflessness. Métis National Council President Clément Chartier stated that "To witness the unveiling of a magnificent monument for our veterans on this sacred soil of the Métis Nation is a powerful and poignant experience for me." In paying tribute to Lenard Morin, the Regional Director for Métis Nation-Saskatchewan Eastern Region I, President Chartier said, "This monument speaks to the vision and determination of Lenard Morin, a great Métis patriot, and to the superb work of the Gabriel Dumont Institute in fulfilling that vision."

Describing the monument as a "crown jewel," President Chartier expressed his appreciation to Métis women including those who served and those who stood by the Métis veterans. He talked of a recently "discovered" Métis veteran of World War II who currently lives in England and how efforts are underway to establish communication with him.

Lenard Morin gave a brief history of the contribution of Cumberland House to Canada's war efforts. He noted that from Cumberland House, where he was previously the mayor, 28 men and women served in

the World War I, 32 in the World War II, and four in the Korean War. Morin's uncle also served overseas.

President of the Manitoba Métis Federation David Chartrand stated that Métis veterans should always be remembered, not just once a year. Rob Clarke, MP for Desnethé-Missinippi-Churchill River, SK, brought greetings from Hon. Julian Fantino, Minister of Veterans Affairs Canada. He said that the Métis veterans' monument is "a fitting tribute to all Métis people."

The MLA for Batoche, Delbert Kirsch, described the event as the "largest celebration of Métis culture and sacrifice in North America." All speakers expressed their appreciation to the Institute for its leading role in making the Métis Veterans Memorial Monument a reality.

Donny Parenteau, whose four uncles have served in the Canadian military, encouraged the audience to always be ready to serve their communities as veterans did in the past. Andrea Menard received a round of applause for her song that spoke to the important contributions of (Aboriginal) women. Renowned singers Jess Lee and JJ Lavalee also performed.

As well, about 100 youth, soldiers, and veterans known as "Honour Runners," ran 100 km from Saskatoon to Batoche to recognize the contributions made by Métis veterans.

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# Whistleblowing – What it is and why it is Important

By Jim Edmondson



Geordy McCaffrey presenting Sash to 'Honour Runners' who Included members of Canadian Armed Forces. They ran 100km In honour of Métis veterans



Métis people of all ages showed Their pride and participated at the Unveiling of the Métis Veterans Monument on July 19, 2014



DTI Ladies Golf Team (l-r): Jennie Waldner, Abby Pelletier, Ruby Pelletier and Terry Muller Photos by James Oloo

'Whistleblower' is a relatively new term and phenomenon. It has been variously defined and interpreted due to its broad scope across all sectors of today's society. To attempt to ensure that the term is relevant to what we do at Gabriel Dumont Institute, I have included a very broad definition.

A whistleblower is an individual who seeks to shed light on possible illegal activity that takes place at his/her company. Whistleblowing is officially defined as "making a disclosure that is in the public interest." It generally occurs when an employee discloses to a public body, most often the police or some government regulatory body/commission that their employee is partaking in unlawful practices or activities.

In Canada and all provinces, there is significant legislation in place to protect whistleblowers. The question then, is what types of disclosure amounts to whistleblowing?

In order for an individual to gain the protection afforded to whistleblowers, the individual's disclosure must be deemed as actually in the public interest as it would be of no benefit to anyone if every employee contacted a public authority the minute they were unhappy with

something or someone at work. According to the legislation, the following conditions must be satisfied for a person to be protected by the law as whistleblower.

The disclosure must be made in good faith. In other words, the individual must be disclosing the information because it is in the public interest and is clearly wrong. Disclosure of "wrongdoings" must be pertinent and not as a result of retribution or spite.

The individual must reasonably believe that the information they are relaying is substantially true. While there are not explicitly defined punishments for untruthful or frivolous disclosures, public authorities such as police and other government regulators have mechanisms in place that deal with these situations.

The individual reasonably believes that they are making the disclosure to the right person or entity. This factor will depend on the circumstances; for example a criminal activity is underway by a peer or individual junior to you then contacting your immediate supervisor or another senior member of management staff.

However should the activity be carried out by your immediate supervisor or another member of senior management then contacting the police may be preferable.

You may be wondering about what qualifies as a disclosure for whistleblowing. An individual cannot expect to receive legal protection or expect their disclosure to be deemed in the public interest if what they are disclosing is a malicious, trivial matter or is petty. Therefore, in order to amount to actual whistleblowing, the disclosure must be of a 'serious' nature or relating to serious acts such as miscarriage of justice, illegal activities, threats to individuals or property, and/or damage to the environment.

Whistleblowing is in the public interest and is supported by the Gabriel Dumont Institute. Whistleblowers are afforded legal protection under the Public Interest Disclosure Act and under the Saskatchewan Labour Standards Act. Gabriel Dumont Institute also provides protection in its Whistleblower Policy (3.23.25).

Should any Gabriel Dumont Institute employee require further information regarding whistleblowing, our Policy on the same, or feels they need to report some activity, I strongly encourage them to get in touch with me in confidence or consult a solicitor. 🌐

## Métis Veterans Monument ... Continued from Page 1

The runners were acknowledged at the festival and each presented with a Sash. Thousands of people attend the annual Back to Batoche Days festival each year to celebrate Métis

culture, traditions and heritage. This year's celebration took place from July 17 to July 20 (please see [www.backtobatoche.org](http://www.backtobatoche.org).) GDI leads fundraising efforts for the Monument and issues

tax receipts on behalf of the project. To date, over \$235,000 has been raised. Please submit veterans' names and information to [veterans@gdins.org](mailto:veterans@gdins.org) or call 306 242 6070 or Toll Free 1 877 488 6888. 🌐



## IT Update

By Gareth Griffiths

### IT Support System

In June 2014, we received 41 new IT requests to the support system. Thirty of the requests have been completed and closed (73% closure rate). Overall, we closed 37 work orders. There are currently 41 open Work Orders. Don't forget to email support@gdins.org for any questions you may have. In the event that an email cannot be sent for any reason, you can also call any member of the IT Team, who will log the support Work Order for you.

### Social Media

We are becoming involved in Social Media. As part of the Website Committee's remit, we are managing Social Media for the organization. We are also part of a Ministry of Advanced Education Social Media Working Group. Below are updates from each of the main areas of Social Media we are involved in:

### Facebook

<http://www.facebook.com/gabrieldumontinstitute>

We have been on Facebook since November 2011, and use this page to highlight upcoming programs and

events. We are currently up to 535 likes. Recent campaigns include Honouring our Heroes Documentary, Métis Veterans Memorial unveiling and a regular slot is the Michif Phrase/Word of the day.

### Twitter

[https://twitter.com/gdins\\_org](https://twitter.com/gdins_org)

The Institute joined Twitter in February 2013. We currently have 206 Followers and are following 72. We have made 187 tweets. Recent campaigns include the Métis Honour Run, and live Tweeting from the Golf Tournament using the #GDIGolf hashtag, where around five different people tweeted pictures from the course. You may follow us at @gdins\_org.

### YouTube

<http://www.youtube.com/user/gabrieldumontins>

We have an official YouTube Channel. It currently has five videos, seven subscribers and 415 views. This is used to post informative and promotional materials about the organization.

### LinkedIn

<http://www.linkedin.com/company/gabriel-dumont-institute>

The latest addition to our

Social Media portfolio is LinkedIn. We have only been live here for a couple of months. We will use this to post corporate information and articles, and will also include professional job postings in the future. This can also be used to network with other staff, both inside and outside of the organization. If you have a LinkedIn account, please follow us, and update your Position to reflect the actual company name. Please feel free to promote and get others to follow us too.

Please remember, it is vitally important to ensure that we have current news and events posted on the Institute website and social media. If you have any news item or other information that you would like to share, please send it in to the committee through support@gdins.org.

### Windows XP

As previously stated, Windows XP is now officially at the end of its support life. This means that no more security patches or updates will be issued. This, in theory, will put XP machines at risk, and could be a risk to the organization.

*Continued on Page 5*



Lenard Morin (L) and Manitoba Métis Federation President David Chartrand



Métis National Council President Clément Chartier  
Photos by James Oloo

## Success Story: Alyssa Czasnojc & Jordan Cummins

By James Oloo

Alyssa Czasnojc and Jordan Cummins are Métis, new/social media enthusiasts, and are being supported by Gabriel Dumont Institute as clients of Kerri McKay, Employment Counsellor at GDI Training and Employment in Prince Albert. They recently graduated with New Media Communications Certificate. Both will start diploma program this year at SIAST.

Their photo was declared the winner in the Eagle Feather News annual graduation photo contest.

Alyssa Czasnojc says she loves computers and technology and finds the "challenge of learning something new every day thrilling." She believes that the opportunity given to her by Gabriel Dumont Institute

to take the certificate program has "open(ed) up so many avenues in design, programming, photography, and audiovisual editing" for her.

Alyssa is thankful to the Gabriel Dumont Institute for on-going support as she prepares to go back to class in the fall.

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Alyssa Czasnojc & Jordan Cummins  
Photo by Sachin Modi



# Third Annual GDSF Golf Tournament a Success

By Laurie Bouvier



Laurie Bouvier

Anyone who has gone through post secondary schooling can appreciate the true meaning of penny pinching. Whether it be eating hotdogs and Kraft dinner for weeks on end, or eating the middle of the loaf of bread that seems to stay longer than the edges, being a student is an expensive venture. Some are fortunate to have family to help out, even if it's their parents fridge they gratefully get to raid for their own. Others work part time jobs that never seem to remain part time, while trying to fit in time to study for the million papers, midterms and finals that always seem to be at the same time.

Financial assistance can thus make a big difference for the students. GDI provides various scholarships and bursaries to enhance the success of our Métis students. A source of such financial assistance is the annual Gabriel Dumont Scholarship Foundation (GDSF) Golf Tournament.

The Third Annual GDSF Golf Tournament held at the Moon Lake Golf and Country Club on

May 30 was very successful. It brought in a staggering \$32,036 that was matched by the Provincial Government's Saskatchewan Innovation and Opportunity Fund, for a total of \$64,072.

Last year's GDSF Golf Tournament raised about \$21,000. That same year, 2012-2013, GDSF awarded the largest amount of scholarships to the biggest number of Métis students in the history of GDI. The inaugural GDSF Golf Tournament held in May 2012 raised about \$20,000.

Taking on the role of Scholarship Coordinator here at GDI has been very rewarding for me. Albeit, telling some that their application was not complete and dealing with the parents of those who applied for their children has its challenges, it is good to know that we are giving some help to the students. It has been a truly humbling experience to receive the dozens of thank you letters, cards and gratitude from many of our Métis students, who will one day be able to give back to their communities. It is with our

help and their dedication that their lives and those of their loved ones will flourish. During the June scholarship adjudication, recipients received, on average, an award of \$1,000 each. May seem like a large amount, but when considering the average student loan in Canada for a four year program is somewhere around \$29,300, it's a drop in the bucket to how much they will contribute in the future.

On behalf of GDI and the Métis community, we express our appreciation to all sponsors, volunteers, golfers, and everyone who participated in making the tournament a success. The scholarship monies allow Métis students all across the province to flourish in the world of education. It is with help from everyone, that our large Métis community comes together and ensures we have contributing members to take on leadership roles in the future. Together we are making a difference. 🌐



Cory McDougall

## Success Story ... *continued from Page 3*

Alyssa states that the opportunity "will help me refine my skills and enable me to find my niche." Alyssa and her fiancé currently own and operate a home-based media business called Kaze Productions. She hopes to work for a large organization to get more experience; and later to be self employed and also create employment opportunities for others.

Jordan is the son of Tammy Cummins, an Employment Counsellor at GDI Training and Employment Prince Albert

office. He says that he has always had an interest in computers and gaming software and that since entering the certificate program his interests have expanded to include graphic creation, interface design, and program development. "With GDI's help, I have been able to do what I have always wanted to do,"

Jordan looks forward to starting the diploma program this fall after which he plans on pursuing career in interactive media and design. "I am excited to become a part of this

ever changing market; keeping up with new trends and developing computer technology is what I am most passionate about," he says. Jordan would like to encourage others to consider taking the program. He expresses his appreciation to Kerri McKay and Gabriel Dumont Institute for their continued encouragement and support.

Congratulations Alyssa and Jordan and very best wishes as you move forward in your chosen career path. 🌐



Geordy McCaffrey

Photos by James Oloo



# IT Update ... Continued from Page 4

We have embarked on a project to ensure these machines are either upgraded or replaced soon. This project includes identifying and prioritizing computers that are affected, replacing all business critical and important machines, and upgrading or replacing all non-essential machines where possible.

All critical machines were replaced in May 2014. Important machine replacements (predominately staff computers) have been delayed due to the heavy Selection Committee schedule over the summer, but it is expected this work will be completed by the end of July 2014.

Non-essential computers are in computer labs or client machines, and these will be either upgraded or replaced by redeployed machines. This is expected to be completed by the end of August 2014.

**IT Infrastructure Project**  
We are just beginning another project to update all of the network devices throughout the organization. We are currently using SonicWall devices, some of which are almost seven years old.

After evaluating a few different systems, we have settled on Cisco Meraki devices. These devices are able to connect through to a central management console and allow them to be managed and configured

remotely via Cloud. This project will address and improve the wireless coverage across the Institute and add secure wireless coverage to all of the main offices.

Information and warnings are also reported automatically if a condition exists on the device, and they are covered by a five year replacement warranty. We are in the process of determining the equipment needs, and will be placing the order over the next week, with installations intended for August.

**Closing Thoughts**  
If Apple made a car, would it have Windows? 🌐



Métis Veterans Memorial Monument  
Photo by Greg MacLeod



Métis veterans at Batoche  
Photo by James Oloo

## Payroll Cutoff Calendar, August 2014

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
					Cutoff @ 4:30 for A/c Payable Invoices	
3	4	5	6	7	8	9
	<b>Heritage Day Stat Holiday</b>	Cutoff @ 3:00 for Stop Payments on Student Aug 8 Direct Deposits		Accounts Payable Cheque Run	<b>Student Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
10	11	12	13	14	15	16
	Cutoff @ 4:30 for Aug 22 Student Payroll Cutoff @ 4:30 for TMS & Payroll Revisions for Aug 15 Payday			Accounts Payable Cheque Run	<b>Staff Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
17	18	19	20	21	22	23
		Cutoff @ 3:00 for Stop Payments on Student Aug 22 Direct Deposits		Accounts Payable Cheque Run	<b>Student Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
24	25	26	27	28	29	30
	Cutoff @ 4:30 for Sep 5 Student Payroll Cutoff @ 4:30 for TMS & Payroll Revisions for Aug 29 Payday			Accounts Payable Cheque Run	<b>Staff Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
31						

Employee contracts due prior to payroll cutoff date.



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Visit us at  
[www.gdins.org](http://www.gdins.org)

Back issues of this newsletter  
can be obtained at:

[www.metismuseum.ca/browse/  
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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@gdins\_org



**GABRIEL DUMONT INSTITUTE**  
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#### GDI Mission:

*To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.*



**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research