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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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Former GDI Client Enjoys Living and Working in India

By James Oloo and Audrey Arcand

On November 21, 2014, a significant event took place in the Saskatchewan's post-secondary education sector. Saskatchewan Polytechnic signed an agreement with India's Continental Institute for International Studies (CIIS) to deliver the first year of Saskatchewan Polytechnic's Hotel and Restaurant Management program in Chandigarh, Punjab State, India. Dr. Larry Rosia, Saskatchewan Polytechnic president, explained that successful students would then transfer to the Hotel and Restaurant Management program at Saskatchewan Polytechnic Saskatoon Campus for the second and final year of their studies. The event, which was attended by Premier Brad Wall, was hailed by Hon. Kevin Doherty, then Minister of Advanced Education, as "benefit(ing) both students here and abroad, and will have a positive impact on Saskatchewan's growing economy." That was the first, and perhaps last time, many in Saskatchewan ever heard of the CIIS.

But there is a Métis connection that runs through Gabriel Dumont Institute in Saskatoon to CIIS and Punjab State, India. That connection is one Jacobi Herring. Jacobi is presently working in the international recruitment and marketing department at the CIIS in Chandigarh, India.

How did a Métis woman from La Ronge Saskatchewan end up living and working in India? You may ask.

Jacobi joined the Saskatchewan Polytechnic Marketing Diploma program in Saskatoon. To help navigate her way through the program, she came to Gabriel Dumont Institute where she met with the GDI Training and Employment's Audrey Arcand. Jacobi says, "My employment counselor Audrey was with me every step of the way, from helping me apply for funding for my Diploma, to helping with living expenses during my years of studies." Audrey also gave her advice that she soon found out to be very useful.

Jacobi notes that "During my first year of college, GDI offered me a summer internship where I gained practical experience including taking part in administration and marketing roles." This was a commendable change from the theoretical aspect of her studies that she learned in the classroom. Jacobi says that based on Audrey's advice, she applied for and "received funding from GDI that allowed [her] to take a one year co-op placement with one of the largest law firms in Saskatchewan, McKercher LLP." She

continues, "The experience I gained through the internship was not only beneficial financially, but also gave me the knowledge and skills to help with my studies in the future and helped me secure work post-graduation. Throughout the years Audrey and I were in regular contact giving me a safety net I needed to help me succeed in my studies, especially when I was living away from home."

Jacobi successfully completed her program and graduated in the spring of 2015. Then came the time to make employment decisions: "I chose to go outside my comfort zone and take a position in Chandigarh, India ... I am working in the international recruitment and marketing department for the Continental Institute for International Studies," she asserts. "Since being here I have learned a lot about how business and other cultures operate. In my free time I have ridden elephants, visited ancient temples, as well as helped locals realize that Canada is a wonderful place to study, work and live."

Jacobi is enjoying her stay in India and notes that "Everything I am proud of has happened because I made the conscious decision to go to Gabriel Dumont Institute and ask for assistance to pursue my dreams. Thank you GDI, and thanks Audrey!"

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Interpersonal Communication in the Workplace

By Jim Edmondson

From the time we are born, we, as human beings, communicate with each other as often as we can. As a result, we often take communication for granted. Many people tend to assume that communication is easy; but I can assure you that effective or positive communication is a skill that must be worked at every day.

It has been said that the four basic premises of writing are clarity, brevity, simplicity, and appeal. At its base, the definition of communication is simply the act of transferring information from one place to another. Although this is a simple definition, when we think about how we may communicate the subject becomes a lot more complex. When two or more people are in the same place and are aware of each other's

presence, then communication is taking place, no matter how subtle or unintentional.

There are various categories of communication that need to be considered and more than one type of communication may occur at any time. There are numerous types of communication that we engage in on a daily basis without even thinking about it. These include spoken or verbal, non-verbal, and written communications. All these types of communication are referred to as interpersonal communication.

Interpersonal communication is the process by which people exchange information, feelings, and meaning through verbal and non-verbal cues. The latter may include such variables as the tone of voice,

facial expressions, gestures and body language. Depending on the communication and the context in which it is done, these are often quite important because they may influence how the message is received.

In any verbal communication, the parties may be using cues of posture, facial expression, and dress to form an impression of the other's party's role, emotional state, personality and/or intentions. Sometimes, even though no verbal or spoken communication was intended or participated in, people receive messages (real or perceived) through such forms of non-verbal behaviour. This is the first instalment of a three-part article to help you navigate through Communication Skills.

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How to Beat the Winter Blues!

By Jim Edmondson

The winter season is upon us. It is a time when many get a bit more tired, even anxious or moody. Cocooning with some sweet high-carb snack feels better than venturing out into the cold. It's harder to get out of bed, and when you do, your mood resembles the landscape you see -- cold, dark, and nasty. Here are some ways to overcome the winter blues.

Exercise

Exercise isn't only for maintaining your weight and staying healthy; it's great for relieving the stresses of life. Exercise leads to more energy and increased metabolism. When you exercise, your body releases chemicals called endorphins,

which according to the Mayo Clinic website, helps ease stress levels, gives you a sense of command over your body, and improves your mental health.

Eat a Healthy Diet

What and when you eat has a large impact on your mood and energy. Avoid refined and processed foods (like white breads, rice, and sugar) if possible. These foods are not only devoid of the nutrients your body needs, but they also zap your energy and may lead to depression, lack of concentration, and mood swings. Try to incorporate more complex carbohydrates (whole grains, brown rice, veggies, and fruit) and get your daily eight cups of water.

Avoid Binge Drinking

While alcohol use seems to increase during winter, alcohol is actually a depressant, and rather than improving your mood, it can make it worse. Avoiding alcohol when you are already depressed is a good idea. Moderate drinking is fine for most of us, however, binge drinking (defined as having five or more servings of alcohol in one sitting) is never a healthy choice.

Embrace the Season

Instead of complaining or avoiding the cold and the snow, take time to look for the best that the season has to offer! Seeing winter in a positive light, with all the fun activities that it has to offer, will keep your spirits high.

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Jacobi Herring, A Métis woman who lives and works in India, thanks GDI for funding and career counselling when she was a student



Jacobi Herring and friends
Photos courtesy of J. Herring



DTI ABE Holds a Class at Ile-a-la-Crosse Culture Camp

By Lorrie Desjarlais

“Métis Cultural teachings are a strong vibe in the North”

Dumont Technical Institute Adult Basic Education Level 3 and 4 students in Ile-a-la-Crosse participated at the annual culture camp. The students were then asked to write a report about their experiences. This is the report by Lorrie Desjarlais, chosen by her ABE Level 3 class to appear in the Communicator.

In the traditional Métis homeland, the young were often initiated into the norms of the society through two main ways. One, oral traditions, in which past experiences, beliefs, ways of knowing, and expectations for the future were passed on to the younger generation by word of mouth, often in the form of stories; and two, a method of learning by doing in which a younger ‘apprentice’ was trained and mentored by a more experienced person in whatever sector of the community’s socioeconomic wellbeing. This included hunting, fishing, trade and commerce, medicine, childcare and inter-personal relations. In most cases, the two methods, namely, oral traditions and hands-on learning were used simultaneously.

Today, many educators agree that acquiring knowledge, skills, and expertise by doing things (as opposed to, for example, the passive student who sits silently and listens and take in everything from the ‘all-knowing’ and powerful

teacher) is an effective method of learning. Through hands-on or experiential learning, one has the opportunity to learn from his or her mistakes, consequences of one’s decisions and actions, as well as rewards or achievements for the learning process. Plus, the method calls for self-initiative, motivation, and assessment. Such a learner-centred approach regards the learner as a co-creator of knowledge even though he/she learns from the more experienced teacher.

This fall, DTI ABE Levels 3 & 4 students in Ile a la Crosse visited the nearby Rossignol School Wilderness site for their annual classroom in the wilderness experience. Local Elders, Vianny Laliberte, Tony Laliberte, and Eva and Jack McCallum, were also in attendance. Intriguing, educational, motivational, cultural and inspiring would be the few words to describe the cultural camp experience.

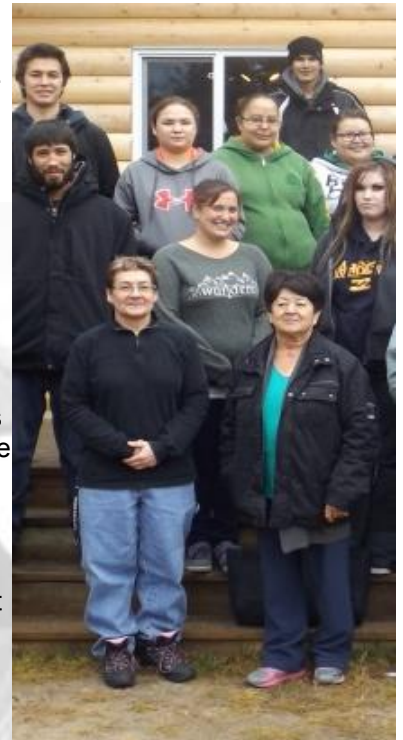
As young Métis people, this camp enabled the students to learn and bring back some of our traditional learnings and teachings. We have learned how to make and prepare deer meat, fish, ducks, and meetswapi (a traditional blueberry dessert). We have also learned how to make beaded poppies for this year’s Remembrance Day.

Many students got to learn the important role of Elders in the community and how to relate with and learn from the Elders. We listened to the Michif and Cree languages being spoken from our Elders during their teachings. As students, we are slowly

recognizing the importance of language and the gifts it brings, such as identity, self-esteem, and pride in one’s heritage. Personally, I love having the privilege of going to culture camp. I love learning about my culture and enjoy bringing the knowledge that I’ve learnt back to my family. Everyone had several positive comments regarding their experience at the wilderness site. These included: “Culture camp is a place where I like to learn about our traditional Native medicines and how they work” (Cyril Laliberte); “The Culture camp is a great place to be and learn different activities such as how to make bannock. This is a wonderful place to be and learn how to work and do various activities” Janet Desjarlais. Jessica Daigneault stated that, “I love going to the wilderness camp, I really enjoy going out there to learn about our culture and enjoying the wilderness.”

Jenna Daigneault stated that, “I enjoyed going back to the culture camp as an adult learner. I use to go there when I was younger, but this time, Elder Eva McCallum taught us how to bead, my classmate Clara Daigneault showed us how to make fish over a fire, and Elders Vianny and Tony showed the boys how to cut wood and split it. At the end of the day, we closed the day with a prayer from Tony and then thanked the Elders.”

We all enjoyed being in the wild, learning by doing from the Elders, and the fact what we learned was enjoyable, relevant, and engaging. 🌍



Dumont Technical Institute Adult Basic Education Levels 3 & 4 students at Wilderness Culture Camp Ile-a-la-Crosse, Saskatchewan



Photos by Photo by Ted Flett



Communication in the Workplace ... *continued from Page 2*



A Dumont Technical Institute Adult Basic Education class at Wilderness Culture Camp, Ile-a-la-Crosse, SK



Photos by P. Mcfetridge-Kean



Photo by Photo by Ted Flett

In this first article, I focus on interpersonal communication.

Key Points to Consider

For any communication to occur there must be at least two people involved. It is easy to think about communication involving a sender and a receiver of a message.

However, the problem with this way of seeing the interaction is that it presents communication as a one-way process where one person sends the message and the other receives it, one person is talking and another is listening. In fact, communication styles are almost always complex, two-way processes, with people sending and receiving messages to and from each other simultaneously.

Communication is an interactive process. It is true that while one person is talking the other is listening – but while listening they are also sending feedback, such as in the form of smiles, head nods, etc, that can positively or negatively affect the interaction and ultimately the outcome. There are three base elements that are worth considering: message, noise, and context.

Message

It's important to understand that the message not only means the speech used or information conveyed, but also the non-verbal cues such as facial expressions, tone, gestures, and body language. Non-verbal

behaviour can convey additional information about the spoken message. In particular, it can reveal more about emotional attitudes which may underlie the content of the spoken or verbal communication.

Noise

Noise has a special meaning in communication; and does not always refer to the everyday 'noise'. For communication purposes, any distortions or inconsistencies that occur during an attempt to communicate are considered noise. Noise refers to anything that distorts the message, so that what is received is different from what is intended by the person relaying the message. Physical noise, for example, background sounds such as low-flying jet plane or construction, can interfere with communication there are also other factors that are considered to be noise. Things such as the use of complicated jargon, inappropriate body language, inattention, disinterest, and cultural differences can be considered 'noise' in the context of interpersonal communication.

Context

All communication is influenced by the context in which it takes place. There are at least two broad contexts that need to be considered, the situational and social contexts. Situational context is where the interaction

takes place, for example in a room, office, or perhaps outdoors. The social context is more complicated, for example the roles, responsibilities and relative status of the participants. The emotional climate and participants' expectations of the interaction will also affect the communication. Context is where much miscommunication occurs and is the catalyst of much of the conflict that can result. This is a crucial area that needs to be considered when we look to develop higher communication skills.

I realize that this seems like a lot of information and theories but if you take even some of these communication aspects and relate them to how you communicate at work and in your daily life, the results will surprise you! Think about all the occasions where you tried to get your point across to your supervisor, a co-worker or client but for some reason you were unsuccessful. Well refined communication skills can help alleviate these types of situations. By developing your communication skills you will find that it will aid in your understanding of others points of view and can avoid misunderstandings. In the next Communicator, I will discuss verbal communication skills. 🌐

Former GDI Client Enjoys Life in India ... *continued from Page 1*

While enjoying her time in India, Jacobi is also thinking about the future, the next stage in her journey. She says, "My future goals include going to university and getting my degree, and then opening my own business in Saskatoon."

No doubt, her education and experience working across continents and cultures will give Jacobi a truly global perspective that, as Honourable Doherty predicted, will be of benefit both to her as a Saskatchewan native, and to

the province by having a positive impact on the Saskatchewan economy. Jacobi shared her philosophy of life: "Nothing worth working for is easy," and "Control your own destiny or someone else will." 🌐



Beating the Winter Blues ... Continued from Page 2

Treat Yourself

Winter season can seem endless! However, studies show that people who have something to look forward often stay motivated. That is, if you plan something exciting, your mood improves when you're anticipating it and when the event actually comes. Exciting plans can include a number of activities such as a weekend trip, a day at the spa, or special event like a play, or a girls (or guys) night out.

Relax!

You're busy! Work, family, friends, appointments, meetings—even if you enjoy being busy, everyone needs some time off. Don't be afraid to say "No" to extra opportunities (covering

for a co-worker, bringing food to your child's class party). Try to spend a few minutes each day doing nothing! Read a book or magazine, sleep in on the weekend, go to bed early, try meditation, or take a yoga class. Relaxation and mental exercises, like meditation and positive thinking, can help keep depression at bay.

Get Social Support

Don't underestimate the power of friends, family, mentors, co-workers, and neighbors. Who can you turn to when you're down and need a pick-me-up? Keep a mental list of these special people and don't be afraid to ask for help or encouragement when you need it. Something as simple as a phone

call, a chat over coffee, or an encouraging email or letter can brighten your mood.

Get Some Sun

Sunlight is a good source of Vitamin D. Winter days are shorter and darker and lack of sunlight can cause many people to become depressed. Sunlight exposure releases neurotransmitters in the brain that affect mood. Try to spend a little more time outdoors. Keep your shades at home up during the day to let more light in.

Do keep these tips in mind and you will be surprised at how well they work to keep you going until the blooms of spring revitalize us. ☀️



Jacobi Herringer
At a cultural event in Chandigarh India
(See full story on Page 1)
Photo courtesy of Jacobi Herringer

Payroll Cutoff Calendar, December 2015

By Carmala Thiessen and Veronica Verzonowski

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

MRTS due by the 15th of every month, and Employee contracts are due prior to payroll cutoff date.



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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