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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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## Tips on How to Be Effective at Work and at Home

By Jim Edmondson

Due to the broad concept of effectiveness, I have decided to split this topic into two-part article. The second part will appear in the June 2016 Communicator.

Do you consider yourself to be effective at work? Although many of us like to think that we're 100 percent effective, the truth is that most of us have strengths and weaknesses that impact our effectiveness.

All of us could benefit from tweaking at least a few of our skills, in order to become even more effective at work and in our home lives. For instance, perhaps you've always excelled at time management, but how much time do you put into learning new skills, or staying on top of the trends in your functional area? Or, maybe you are adept at managing the considerable demands you face daily in your job. But, when things get really hectic, your communication skills start to suffer as stress levels begin to rise.

Being effective at work can pay off now and throughout our professional careers. Effective workers get exciting projects, achieve important results, and are respected by their colleagues and bosses. But how can you become more effective? What should you focus on? This article examines strategies for

improving your effectiveness at home and in the workplace.

### Identify Priorities

If someone asked you what your job was about, would you have a good answer? One of the most crucial steps in becoming effective at your job and in your life is to know your purpose. After all, if you don't know what your job is, how can you set appropriate priorities? If you don't set priorities, you'll be forever buried under a mountain of work, unable to tell the difference between what's important, and what isn't.

To identify your job's true purpose and define what you need to achieve in your current position, do a quick job analysis. This will help you identify the tasks you perform currently, and enable you to uncover the key objectives in your particular job, so that you can start prioritizing tasks effectively. It's crucial to understand that in order to accurately determine what your job consists of, to consult with your immediate supervisor because most misunderstanding about job duties and expectations are due to miscommunication.

### Have a Good Attitude

Effective workers have a "good attitude." But what does that really mean?

People with a good attitude take the initiative whenever they can. They willingly help a colleague in need, they pick up the slack when someone is off sick, and they make sure that their work is done to the highest standards. "Good enough" is never quite good enough for them!

A good attitude at work will do more than just earn you respect. Setting standards for your work and your behavior means that you're taking responsibility for yourself, being accountable for what you do. This admirable trait is valued in all organizations including GDI. Demonstrating ethical decision-making, professionalism, and integrity could open many doors for you. So, focus on adopting a good attitude at work, and make decisions that intuitively "ring true." At the very least, you'll sleep easier at night!

### Build Essential Skills

Chances are that in your job you have a lot of competing demands on your time. One of the best ways of becoming more effective at work is to learn how to manage your time more efficiently. Time management enables you to prioritize in the face of competing demands. Other key areas include learning how to manage the stress of your position, improving your communication skills, and taking action on career development. 



**The month of May in history**

In May 2007, the first edition of the *GDI Communicator* is published.

Also in May 2007, Michael Relland, then the SUNTEP Prince Albert Coordinator, represents Saskatchewan Advanced Education and Employment at the Organization for Economic and Co-operation Development (OECD) Conference on Indigenous Education in Australia.

In May 2011, Dumont Technical Institute hosts the Saskatchewan Adult Basic Education Association (SABEA) Student Conference in Cymric, Saskatchewan.

In May 2011, GDI Training and Employment adopts a new client management system, Keto, to replace Contact 4 system.

In May 2012, Gabriel Dumont Institute hosts the First Annual Gabriel Dumont Scholarship Foundation golf tournament at Moon Lake Golf and Country Club, Saskatoon.

In May 2013, Gabriel Dumont Institute and BHP Billiton launch a \$20,000 BHP Billiton-GDI Scholarship.

In May 2014, Lisa Wilson, the Director of GDI Training and Employment, receives the YMCA Saskatoon Women of Distinction Award (Arts, Culture, and Heritage).

In May 2015, GDI Publishing Director Karon Shmon receives is the YMCA Saskatoon Women of Distinction Award (Education).

In May 2015, Dumont Technical Institute students organize a well-attended a Suicide Awareness Walk in La Loche, Saskatchewan.

**Gratitude: SUNTEP Regina Graduation Ceremony**

By Brenna Pacholko

The Saskatchewan Urban Native Teacher Education Program (SUNTEP) faculty, alumni, Elders, and guests gathered on Friday May 6, 2016 to honor and celebrate this year's SUNTEP graduates: Trena Beauregard, Dalton Burzminski, Hannah Haydt, Taylor Pelletier, Chelsie Sinclair, and Alicia Saworski. The evening, hosted at the Delta Regina, included entertainment provided by SUNTEP alumnus Alison Kimbley, the First Nations drumming group Napewasak, and the Seven Stone Steppers Elementary School Jigging

Club accompanied by Métis fiddler, Nathan Baker.

The keynote address was given by Wendy Willis, a long time instructor with the SUNTEP program, and awards were presented by Russell Fayant, community Métis knowledge keepers Joe Welsh, Erma Taylor, and the Amyotte family. Gabriel Dumont Institute Executive Director Geordy McCaffery addressed the graduates; while Dr. Michael Cappello brought greetings from the Faculty of Education, University of Regina.

Chelsie Sinclair was honoured with a Starblanket for the Spirit of SUNTEP Award in recognition of her commitment to leadership and volunteerism within the community. Dalton Burzminski was awarded the David Amyotte Memorial Scholarship to recognize his commitment to Indigenous education. Taylor Frei, a third year student, was awarded the Lebret Métis Cultural Days Scholarship in recognition of his familial connections to Lebret, as well as his commitment to teaching Métis culture through pre-internship.

*Continued on Page 5.*

**“DTI Led Me on A Great Road to Success”**

By Sharon Robinson

Sharon Robinson is a student in the Dumont Technical Institute Office Administration Program. She submitted the following article on her experience at Dumont Technical Institute.

In the summer of 2012, I was sitting with my daughter, Aliyah, thinking about what I should do with my life. I wanted to go back to school to finish my Grade 12 so I could make a better life for us. My mom had told me about Gabriel Dumont Institute and that I should apply because it was a Metis school, and also because it was for adults. I loved that idea because I felt too “old” to go back to high school. So I went and applied.

Not even two weeks later, I got a letter asking me to come in for an interview. I searched high and low and finally found a daycare for my daughter. I was ready to start school. In September 2012, I started Adult Basic Education Level

Three program at Dumont Technical Institute. It was a great experience and I learned a lot about my Metis culture. In June 2013, I completed the program, and was registered for Level Four (Grade 12) in the fall. The instructors at Dumont Technical Institute (Danette, Cindy, Janelle, and Bryan) were awesome. They always made me feel welcome and kept me coming to school even though I was faced with multiple struggles during those years. After successfully completing the Level Four program in June of 2014, I decided to take a bit of time off to figure out what I was going to do next.

On February 14, 2015 I found out I was pregnant with my second child. I thought I would wait until the time was right to go back to school. But on September 3, only six weeks from my due date, I got a call from Tracy LaPrise, Dumont Technical Institute Program

Coordinator, saying there was a spot open in the Office Administration Program

I knew instantly that I wanted to accept, but I was so nervous as to what my family would think. I told Tracy I wanted to join the class but there was one small problem... I was eight months pregnant. She assured me that we would take it one day at a time, and encouraged me that I could do it! I had so much running through my head; no one believed I could do it.

On October 3, 2015, I was blessed with a beautiful baby girl named Samira. I was back to school on October 5 to write a final exam. With the amount of support I received from Tracy, Office Administration instructors Elizabeth Majocho and Lindsay Blair, and all of my class mates, coming to school every day was a gift. I did everything I could to succeed, and to prove anything is possible if you put your mind to it.

*Continued on Page 4.*



## ABE Student Pays Tribute to La Loche

By Deanna R. Janvier

*This is the last instalment of the articles by Adult Basic Education Level 3 students in La Loche. The articles appeared in the GDI Communicator in April. The article by Deanna R. Janvier is among the six that were selected by instructor Jeannie Murray and Dylan Pelletier, a Program Coordinator at Dumont Technical Institute.*

I am a resident of La Loche, where I grew up knowing and practicing our Métis traditions and culture. The population La Loche was 2,607 in 2011. We have a number of businesses in town, including four grocery stores. I am a student in the Adult Basic

Education Level 3 program at the Dumont Technical Institute Centre in La Loche.

La Loche has strong Métis cultural traditions, and we were taught how to hunt, fish, and respect our land. Our Elders and parents are also our teachers. The Elders teach us lessons by telling us stories about the olden days when everyone went to church every Sunday and always prayed.

We still pray before going to bed, and we teach these to our children. Some of the stories were about when everyone used to live off the land; and work hard to get what they wanted to keep their families

healthy and fed. We were also taught to hunt and fish only when it is necessary.

Each generation will also go through these important lessons of our cultural values, such as how to respect, love our family and friends and the importance of helping out and giving back to the land. We value these lessons, and live to teach the next generation. We are always reminded to keep our language and speak our language because we were once not allowed to speak it. Parents also teach our young people about the value of education and how important it is now. There is hope for La Loche. 🌐



Lisa Wilson, Director  
GDI Training & Employment

## GDSF Scholarship Golf Tournament A Success

By James Oloo

The Fifth Annual Gabriel Dumont Scholarship Foundation (GDSF) Golf Tournament was held on May 27, 2016 at the Moon Lake Golf and Country Club in Saskatoon. The tournament was completely full with 148 golfers.

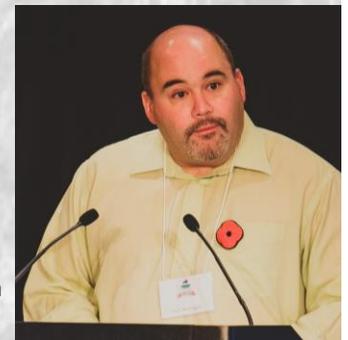
It was a beautiful day at the golf course, and despite a brief downpour in the afternoon, everyone seemed to be in extremely high spirits. The tournament was a great success raising \$40,095, the highest amount in the annual event. According to Gabriel Dumont Institute Executive Director Geordy McCaffrey,

“This money will go into our scholarship fund where it will be matched with funding from the Provincial Government under the Saskatchewan Innovation and Opportunity Scholarship to a total of \$80,190.”

Noting that Gabriel Dumont Institute awarded 293 scholarships to Métis students last year, Geordy thanked members of staff who helped or participated in the golf tournament. Scholarship Coordinator Amy Briley stated that the annual tournament has raised a total of \$152,242 to date which, has been marched by the Saskatchewan Innovation and Opportunity

Scholarship to \$304,484. Amy thanked all volunteers, sponsors, and the Government of Saskatchewan for help in enabling many Métis students achieve their academic goals.

In a moving speech, Marsha Janvier, a scholarship recipient from La Loche, spoke about the impact that scholarship funds by Gabriel Dumont Institute have had on her success as a student. Marsha convoked on June 1, 2016 with a Bachelor of Commerce degree from the University of Saskatchewan. We look forward to another successful tournament next year. 🌐



Cory McDougall, Director  
Finance & Operations



Glenn Lafleur, Vice Chair  
Gabriel Dumont Institute  
Board of Governors

## Christmas Break 2016

Spring time. Almost Roughriders season. Green leaves. BBQ. Birds singing. Allergies. Flowers blooming. Great times in Saskatchewan.

Thoughts of Christmas! The 2016 Christmas break dates as passed by the Gabriel Dumont Institute Board of Governors at their May 26

meeting are from Monday December 26, 2016 to Monday January 2, 2017 (inclusive). GDI will reopen on January 3, 2017. 🌐

Photos from GDI Archives





Brett Vandale, Director  
Dumont Technical Institute

## My Road of Success via DTL... *continued from Page 2*

In February 2016, we found out that we had the opportunity to do a four month paid practicum at the University of Saskatchewan. We would be the first to join the new Aboriginal Career Start Program which was just launched on April 6, 2016. The Career Start Program is a new initiative at the University of Saskatchewan that gives Aboriginal students from partner institutions, including

Gabriel Dumont Institute, practical experience and training in administrative jobs.

On March 21-22, Paul Sayers and Melanie Nahachewsky from the University of Saskatchewan came to interview us and choose nine successful candidates for the program. I was the second person to get interviewed, the interview went great. Later that day I got a phone call

from Tracy, she said that Melanie was wondering if I wanted to work at the College of Education on my week off for Easter break, I accepted. It was a great experience and I enjoyed every minute of it. Now I am so excited to start my practicum on June 1, and it could possibly turn into my career for life. Choosing to go to Dumont Technical Institute led me on a great road of success! 🌐

## 2016 Contact Conference Update

By Sylvia Moss



Karon Shmon, Director  
GDI Publishing

The 12<sup>th</sup> Annual Contact Conference was held in Saskatoon on April 12-13, 2016. After years of attending the Conference and having a booth to showcase Gabriel Dumont Institute at the event, I was invited to join the committee that hosts this amazing conference. The committee was wonderful to work with and I admired how efficient and knowledgeable they all were. They definitely have it down to a science after 12 successful years!

there was also a lot of humour in this session as Zachery joked about someday becoming a business owner and doing a hostile take-over of K&L Mechanical!! You could certainly see this employer and employee had a good rapport. All the three presenters were asked a lot of great questions, and the feedback we as a committee received was all very positive.

tendencies, and how to understand and adapt your communication and/or counselling style.

There were 20 workshops in total, too many to go into great detail on, but all very informative and relevant to the work we do at GDI each day.

Wrapping up the conference was Keynote Speaker, Senator Lillian Eva (Quan) Dyck, who left us all inspired and moved by her story of struggle and triumph. In the most moving speech of the conference, Senator Dyck described how she became a champion for equity in issues such as Aboriginal Women in Science. Her speech challenged all those listening to believe in their dreams and not give up no matter what or who is against you!



Jim Edmondson  
Director of Human Resources  
Photo from GDI Archives

During the two day conference, attendees had the opportunity to attend multiple workshops. One such workshop was put on by our own Training and Employment Director Lisa Wilson, who spoke about the success of the GDI Aboriginal Apprenticeship Program and the importance of effective partnerships for the success of apprenticeship programs. Lisa was joined by Jordan Lang, our employer partner and owner of K&L Mechanical, as well as Zachery Alphonse, a Level 3 Plumber apprentice in the GDI Apprenticeship Program, who is placed with K&L Mechanical. Not only was the workshop informative, but

Another highlight and a presenter that is kind enough to participate each year was Dr. Norm Amundson from the University of British Columbia. Dr. Amundson is a professor of counselling psychology and the author of numerous books that many of us in the counselling field are probably familiar with.

Vicki Towriss, CEO and President of Towriss & Associates Workforce Solutions, offered conference attendees the free opportunity to access "Everything DISC" - workplace assessment that included an individualized and confidential report for each person participating. Everything DISC is an assessment tool that identifies your own (as well as your client's), styles and

In closing I would like to encourage others in our organization to look at attending this conference in the upcoming years. I assure you that you won't be disappointed in the content or relevance to the work we do here at Gabriel Dumont Institute. 🌐



# SUNTEP Regina Graduation ... *continued from Page*

Lastly, the graduates chose to honour SUNTEP Faculty member, Brenna Pacholko, with The Order of the Sash, an award bestowed upon individuals who have made cultural, political, or social contributions to the community. To end the evening, each graduate was honoured with a Métis sash and a unique leather portfolio in acknowledgment of their hard work in accomplishing their Bachelor of Education degrees. SUNTEP is proud of each of the 2016 graduates for their contributions to education and the Métis community thus far and wishes them the best in their future endeavours. SUNTEP Regina has graduated 255 Indigenous teachers with Bachelor of Education degrees to date. 🌐



Gabriel Dumont Institute Executive Director Geordy McCaffery (centre) with the 2016 SUNTEP Regina Bachelor of Education graduates (L-R) Hannah Haydt, Chelsie Sinclair, Alicia Saworski, Taylor Pelletier, Dalton Burzminski, and Trenna Beauregard. Photo by By Brenna Pacholko

## Payroll Cutoff Calendar, June 2016

By Carmala Thiessen and Veronica Verzonowski

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

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



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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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**GABRIEL DUMONT INSTITUTE**  
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<http://gdi.voyager.uregina.ca/>

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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