



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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New GDI Report: SUNTEP Grads Add \$13 Billion to Sask

By James Oloo

On September 27, 2017, Gabriel Dumont Institute released its latest research report *SUNTEP: An Investment in Saskatchewan's Prosperity* at a well-attended event at GDI Publishing Department. Authored by University of Saskatchewan economist Eric Howe, the report shows that Gabriel Dumont Institute's Saskatchewan Urban Native Teacher Education Program (SUNTEP) is securing a prosperous future for Saskatchewan. "SUNTEP graduates are worth over ten million dollars each in bringing about a prosperous future for our province, literally worth more than their weight in gold. SUNTEP's very existence helps guarantee the prosperity of our province," Dr. Howe wrote.

The report points out that the benefit to Saskatchewan if the Indigenous residents of Saskatchewan alive today had the same average level of educational attainment as that of Saskatchewan's non-Indigenous population would be \$137.3 billion dollars, measured in 2017 dollars. (By comparison, in 2015—the most recent year for which we have data—provincial Gross Domestic Product of Saskatchewan, that is, the market value of everything we produce in this province was \$79.4 billion).

Since holding its first graduation in 1984, SUNTEP has produced 1,238 Indigenous people with bachelor of education degrees to date. Of the 1,238 SUNTEP graduates, 223 are male and 1,015 were female, and a total of 978 have become teachers.

The report identifies the benefits of having Indigenous teachers in Saskatchewan schools. For example, Indigenous teachers present all students with a positive representation, which can be extremely valuable in a context where the media stories frequently involve the negative. Further, an economic benefit of an Indigenous teacher arises when the teacher is a role model: when Indigenous students see themselves in their teacher and decide to persevere in education.

Howe also examines the benefit to Saskatchewan if the province's Indigenous residents had the same average level of educational attainment as that of their non-Indigenous counterparts. Computing the breakdown in the benefit by credential, the report shows that the largest payoff is for University degree, such as SUNTEP. Howe notes that the payoff to Saskatchewan of just raising the number of terminal Indigenous high school diplomas to be the same

proportion as for the non-Indigenous population is \$21.9 billion. This alone is equal to more than 25% of the highest value of provincial Gross Domestic Product recorded in Saskatchewan's history.

Howe pointed out that Indigenous employees span every industry and occupational category in Saskatchewan. Moreover, Indigenous employment is growing at a faster rate than non-Indigenous employment. For example, between 2004/2005 and 2016/2017, the total provincial employment grew from 481,300 to 568,700, for an average increase of 1.4% per year. Métis employment increased from 19,300 to 29,000, an increase of 3.4% per year. First Nations employment increased from 10,900 to 17,700 (a 4.2% increase per year). However, while Indigenous employment is growing at a faster rate than total provincial employment, the progress is not being made fast enough as needs to be the case given the province's Indigenous rapid population growth.

As well, in some occupations, such as *Skilled crafts and trades workers*, the proportion of Indigenous employees (10.3%) exceeds that for non-Indigenous (8.5%). This, according to the report, is good news for our province.

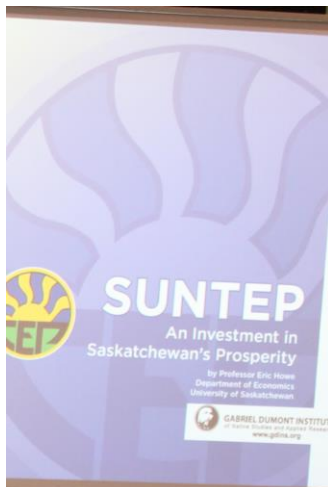
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Saskatchewan Urban Native Teacher Education Program (SUNTEP)

GDITE to Support Métis Entrepreneurship

By Audrey Hestand



Since the days of the fur trade, the Métis have demonstrated a bold entrepreneurial spirit and have built a reputation as strong business people. Gabriel Dumont Institute Training & Employment (GDITE) wishes to support Saskatchewan Métis to continue that tradition.

Responding to community demand for self-employment supports, GDITE has created the Pathways for Entrepreneurship program to assist Métis clients to prepare for, create, maintain and/or expand personal businesses. This will help enhance economic growth and job creation through the development of new or support to existing Métis businesses across Saskatchewan.

Over the coming months, GDITE will build internal capacity to fill gaps in services for Métis entrepreneurs. GDITE will provide supports for Métis

entrepreneurs to develop skills through training, to link with business mentors, to create a more skilled workforce, and to ensure a successful business start-up. The Pathways for Entrepreneurship supports will include the following:

Mentorship

Clients may be linked with business mentors that may provide support to the business planning, start-up, maintenance, or expansion phases, for up to four months.

Business Training

Clients may be recommended to training to gain the skills necessary to be successful in self-employment. Training leading to a Blue Seal designation is eligible, along with all accredited training, and unaccredited training when linked directly to need.

Business Development

Clients may be eligible to receive support for costs associated with developing business plans, where other resources are unavailable.

Transition Allowance

Clients who are in the business planning and/or start-up phases may qualify for a short-term transition allowance of no longer than 26 weeks to alleviate the financial barriers to starting a new business.

Workforce Development

Métis business owners may qualify for short specialized training for their staff. The training must *not* be Canada Jobs Grant eligible, and must result in a higher skilled workforce.

The complete Pathways for Entrepreneurship will be available to clients by January 2018. Supports for clients seeking business training, workforce development for Métis owned businesses, and the self-employment transition allowance are available as of September 25, 2017. For more information, please contact Angie Yew, Administrative Coordinator, GDITE, angie.yew@gdite.gdins.org or call toll free 1-877-488-6888.



Geordy McCaffrey, GDI Executive Director, (L) and Murray Hamilton, Head, Gabriel Dumont College Saskatoon

GDI Releases New SUNTEP Report ...

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The good news is that educational programs targeted at Indigenous students, such as those offered by Gabriel Dumont Institute, are effective.

The report shows that education is a path out of poverty for Indigenous people. And, as the Indigenous population increases, the path which avoids a future of poverty for Saskatchewan is, in two words, Indigenous education. Howe writes that Indigenous people have a greater financial incentive to embrace

education than non-Indigenous people. Without an education, Indigenous people in Saskatchewan are poorer than uneducated non-Indigenous people. With an education, however, the tables are turned.

Speakers at the event included Métis Nation–Saskatchewan President Glen McCallum, Gabriel Dumont Institute Board Chair and Minister of Education, Métis Nation–Saskatchewan Dr. Earl Cook, and the Dean of the College of Education at the University of Saskatchewan Professor Michelle Prytula.

“This research report shows that SUNTEP has been a game changer,” said Dr. Earl Cook. “SUNTEP is a bi-partisan success story. When the program was started in 1980, there were less than 10 Indigenous teachers in Saskatchewan urban schools. To date, 1,238 Indigenous educators have graduated from SUNTEP with 978 (or 79%) working as teachers and school administrators.”

The full report is available at <https://gdins.org/about/reports/research/>



Professor Eric Howe at the release of SUNTEP report
Photos by James Oloo.



Be Happy Being You!

By Jim Edmondson

We have all had those moments, days, weeks even months when we feel bad about ourselves. You may even think it's impossible to be happy being yourself. It might seem easier to wish you looked like or acted like someone else, or had the cushy job or great partner that someone else has. But, until we learn to accept who we are and work to address our flaws, we will not grow as persons. Below are some tips that will help you find that being happy with being yourself isn't as hard as you may think.

Be confident

Self-confidence is a key step to happiness. Recognizing what you love about yourself first will make you much happier to be in your own skin. Start by making a list of all of the things you love about yourself. Here are some ways to improve your confidence:

Think of the compliments you receive from others. If people are always telling you you're a great friend, or admiring your

ability to find balance in your life, they're probably on to something.

Appreciate what makes you unique. For example, you speak multiple languages, or can instantly make new friends. Not everyone can do that, but you can!

Find at least ten things you like about yourself. This should be easy and fun and will make you think about what makes you so great.

Minimize your insecurities. Everyone is insecure about something, but if you find yourself insecure about absolutely everything, you're probably filling yourself with anxiety for no reason. Make a list of all the things that make you insecure and examine which ones are just plain silly.

Recognize your flaws

Confidence is the key to happiness, but if you're so confident that you don't recognize where there's room for improvement, you will not

be seeing your real self and may be an unpleasant person to be around. Here are some ways to be real about who you are.

Accept constructive criticism. If someone is rude or cruel about your not-so-great qualities, you don't have to listen. But if your friend, parent, or even your co-worker suggests that you need to work on a certain aspect of yourself, such as your listening skills or your attention to detail, listen with an open mind.

Make a list of things you could work on. Pick a few flaws you want to address and make a game plan for execution. For example, if you feel like you're being selfish, take the time to give back to your community.

Learn to laugh at yourself. Nobody's perfect. If you can join your friends when they tease you for your foibles, such as your inability to keep time, you'll show that you don't take yourself too seriously.

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Saskatchewan Urban Native Teacher Education Program (SUNTEP)

Held first graduation in 1984. 1,238 have graduated with Bachelor of Education degrees to date including 1,015 women & 223 men 978 have become teachers

SUNTEP is offered by Gabriel Dumont Institute in partnership with the University of Regina and the University of Saskatchewan in Regina, Saskatoon, and Prince Albert



GDI Apprenticeship Program Ends Successfully

By James Oloo

The GDI Aboriginal Apprenticeship Project (2014-2017) has ended successfully having met and surpassed all the milestones stated in the Agreement by its contract end date. A final report to the Western Economic Diversification Canada was completed and submitted this month.

The project had five key targets: One, creating 150 new apprenticeship jobs across Saskatchewan. In total, 407 unique clients were placed with employers;

representing 271% of the target.

Two, the project aimed to partner with 100 employers in 15 different trades. As of September 2017, GDI Training & Employment had partnered with 245 employers in 30 different trades.

The third target was to have 100 clients indentured with the Saskatchewan Apprenticeship and Trades Certification Commission. The project attained 175% of this target by having 175 clients indentured.

The fourth was to have 50 indentured clients complete at least one term of technical training. In total, 162 clients completed at least one level of technical training. This represents 324% of the project's goal.

As well, the project aimed to have 50 clients complete a trades-focused General Educational Development (GED), a high school equivalency diploma. A total of 52 (104%) clients completed the GED program

SUNTEP graduates have gained excellent reputations as teachers and role models in schools across Canada. Their training combines a sound academic education with extensive classroom experience and a thorough knowledge of educational issues.

PROGRAM FEATURES

- a four-year, fully accredited Bachelor of Education program, offered by the Gabriel Dumont Institute in cooperation with Saskatchewan Learning, the University of Regina and the University of Saskatchewan
- the program is offered in three urban centres -- Prince Albert, Saskatoon, and Regina
- focus on Native Studies and cross-cultural education with an emphasis on Métis and First Nations history and culture
- a solid foundation in the theories and skills of teaching enhanced each year with classroom experience



Gabriel Dumont Institute
Recent Research Reports

ABE Students Discuss their Experience

By Brian Vass



On June 6, 2017, the Provincial Auditor of Saskatchewan Ms. Judy Ferguson released a report which stated that Saskatchewan needs to do more to engage First Nations and Métis students. This was because of the gap in high school graduation rate between Indigenous students and non-Indigenous students. Three years earlier, in 2013, graduation rates were 74.8% overall, compared to 37.4% for self-declared First Nations and Métis students. In 2015, the high school graduation rates in Saskatchewan increased to 40.1% for First

Nations and Métis students and 84.3% for non-Indigenous students.

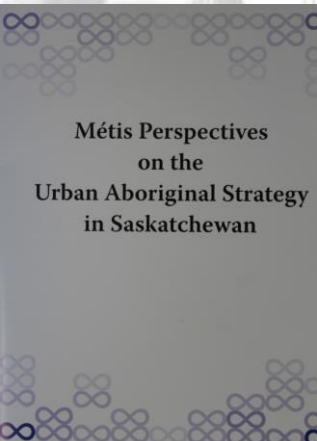
During the same period, completion rates for Dumont Technical Institute Adult Basic Education students were higher than those for Indigenous students in Saskatchewan high schools at 62.0% in 2013 and 65.4% in 2015.

Dumont Technical Institute, the adult basic education and skills training branch of Gabriel Dumont Institute is a place where many Métis students come to finish their high school. It is a special place whose core

beliefs include "Showing compassion and genuine concern for the accomplishments of all learners." The students all come with high expectations. Some want to go on to University or Technical Institutes. Others need their grade 12 as a ticket to a better job.

We asked students in the Dumont Technical Institute Adult Basic Education Level 4 Program (Grade 12) in Saskatoon about their views and experiences in the program.

Continued on Page 4.



Be Happy Being You! ... Continued from Page 3

Remember that you can laugh at yourself while making a note to try to improve. If you're always late, try to get everywhere 15 minutes early, and you may actually arrive on time for once.

Forgive yourself. Let's face it: we have all said or done something we're not proud of. Whatever that may have been, you should recognize that it was wrong and understand why you did it, but after that, it's time to let it go. If you're so hung up on your past mistakes, you won't be able to focus on the future.

Be grateful

Never forget how lucky you are to be you. If you spend so much time obsessing about your flaws and things you want to change, you'll never be fully happy. Here are some ways to be grateful:

Appreciate your health. If you are healthy, be grateful! There are many people who are dealing with health issues so

if you are not one of them, don't forget how lucky you are.

Be generous. Volunteer in your community, donate canned goods, clothing, and shoes and do anything you can to help those who are less fortunate.

You can also be a generous friend, son/daughter, sibling, or spouse by doing nice things for the important people in your life.

You should always say "thank you," whether you're thanking your local barista for a cup of coffee or you're thanking your father for always being there for you. Try to say "thank you" for something different at least five times a day!

Don't forget to laugh. Ever!

You have heard and likely seen that laughter is a common remedy for all ailments, and you should always leave some room for laughter in your daily life. No matter how dire your life may seem at a given moment, never forget to take a break to laugh. Not only will you feel better, but you'll live longer.

Here are some ways to remember to laugh:

Be just plain silly. Tell a corny joke, make a bad pun, or just dance around like a fool. Why not?

Watch a comedy or a comedian. It will make you laugh and can cheer you up.

Be around people who love to laugh. Laughter is contagious!

Never go a day without laughing. If you have had a really bad day and spent most of it with an upside-down smile, play with your kitty, watch your favorite comedy sketch on TV, or listen to your favorite goofy song. If you have to force yourself to laugh, do it!

These tips can help you recognize that you are a great person and its OK being just plain you! No matter what life or your job throws at you, you can get through it I have faith in you!



Adult Basic Education Students ... Continued from Page 4

Saskatchewan Urban Native Teacher Education Program (SUNTEP)

All respondents indicated that Dumont Technical Institute has opened a whole new door to the world for them after having left school before graduating. As Justine Roy noted, "DTI pushes us, as well as makes us feel welcome. I focus more in class than I ever did. . . The classroom gives me a feeling of comfort. I am not judged."

Tara Campbell is one of her classmates. She believes that in the short time she has been at Dumont Technical Institute, it has done wonders for her confidence. She chalks it up to the atmosphere in

the classrooms. "The classes are amazing. Everyone gets involved, eager to help one another. The instructors are cool, super easy to talk to. They are very patient and understanding."

There is probably one aspect of Dumont Technical Institute that gets missed by the casual observer, but which is not overlooked by the students. Tammy McLeod summarizes it this way: "I get to learn my culture during the process of learning everyday subjects."

It means a lot to connect with like-minded people,

when most of a student's time before coming to school can be spent at home. Tammy continued, "Before coming to Dumont Technical Institute, I wasn't very social. Since being here, I have made new friends that I can relate to. I enjoy being back to school being social with others."

All the students are already making plans for their graduation and what they would like to do after completing their Adult Basic Education Level 4 Program at Dumont Technical Institute. We are proud of their progress and the commendable work they do. 🌐



Dr. Earl Cook, Chair, Gabriel Dumont Institute Board of Governors, at the release of the latest Institute research report *SUNTEP: An Investment in Saskatchewan's Prosperity*. Please see story on Page 1

Photo by James Oloo

Payroll Cutoff Calendar, October 2017

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due prior to payroll cutoff date.
MRTS due by the 15th of every month, and employee contracts are due prior to payroll cutoff date.
If received after the cutoff date, the employee will be paid on the following pay period.



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can be obtained at:

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

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[https://gdins.org/student-
services/library/](https://gdins.org/student-services/library/)

GDI Library Prince Albert

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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