

RWC

NEWSLETTER

April 2023

Reconciliation Works Canada

**INDIGENOUS
ENGAGEMENT
EXPERTS ASSISTING
INTERNATIONAL AND
CANADIAN ENTITIES
TO NAVIGATE
INDIGENOUS
ENGAGEMENT,
RECRUITMENT &
RETENTION.**

Hello Again Everyone!

My name is Sandi Boucher and I am the owner and Lead Consultant at Reconciliation Works Canada, here once again to provide information to support you in achieving your Indigenous engagement goals.

Whether you wish to engage with a local community, hire Indigenous peoples, or retain the employees you have, we have your back!



www.reconciliationworkscanada.ca

We serve non-Indigenous entities who wish to:

1. Hire Indigenous Peoples
2. Retain Indigenous Peoples
3. Work with or for Indigenous Peoples
4. Sell to Indigenous Peoples
5. Increase their Indigenous engagement.



Racism is Costing You Money and Employees

"Boys will be boys."

That statement is used to excuse all manner of jokes and behaviour but those who have not experienced relentless, seemingly never-ending racism have no idea how mentally and physically draining that experience is.

Enough to make someone quit their job.

With a basic understanding of internalized oppression, new hires are equipped to cope with what they may experience on the job.



"Preparedness is not a cure but it sure helps!"

Sandi Boucher



INTERNALIZED OPPRESSION

Oppressed people often do not realize the mental dialogue can be changed!

"Internalized Oppression - members of a group that have been oppressed for a long period of time start to internalize the oppression. They begin to believe the stereotypes about themselves and other members of their own group."

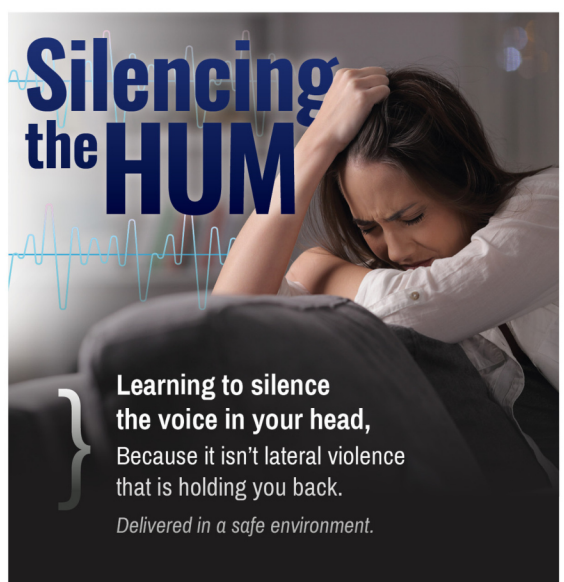
Sandi Boucher

Silencing the Hum!

The mental dialogue of those suffering from internalized oppression is LOUD and incredibly disempowering.


And when internal messaging interprets every word received as condemnation, it doesn't take long for an employee to believe they cannot possibly succeed.

BUT there are ways to overcome that internalized messaging, ways to silence the ever-present hum!



Silencing the HUM

Learning to silence the voice in your head,
Because it isn't lateral violence that is holding you back.
Delivered in a safe environment.



Decades of information & experience packed into one empowering seminar, facilitated by an indigenous woman who BELIEVES in the future of this country!

Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

Do your NEW HIRES need this training?

To answer that question, simply look to your Indigenous retention rates.

If Indigenous new hires are NOT staying on the job, after you have invested time and money to train them, there is a VERY HIGH PROBABILITY that internalized oppression is the culprit.

Without a greater understanding among new hires, your retention rates will NOT improve!



IF YOUR NEW HIRES DO NOT UNDERSTAND WHAT INTERNALIZED OPPRESSION WILL DO TO THEM ON THE JOB, THE CHANCES OF THEIR LONG-TERM SUCCESS IS MINIMAL!

How can ...

WE HELP?

**SILENCING
THE HUM
TRAINING**

SILENCING THE HUM is a full day training session that can be offered to your new hires at your worksite, in another more convenient location, or virtually.


To accommodate work schedules, it can also be divided into 2 half-day sessions.



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Staged Indigenous Recruitment Training:

The third level of training is with your new hire. You orientated them to the workplace. Let us ensure they are mentally prepared to succeed!

THE FOUR CHALLENGES

REQUIRE SOLUTIONS!

Reconciliation Works Canada Staged Training equips your company to understand and/or address the four key challenges that are impeding your Indigenous recruitment and retention success, namely:

- HOSTILE AND/OR RACIST WORK ENVIRONMENTS
- INTERNALIZED OPPRESSION OF NEW HIRES
- THE NEEDS OF THE PARTNER AT HOME
- EMPTY PROMISES.

If success is your goal, a plan is needed to address each of the identified challenges. Without a plan, the challenges will continue to cost YOUR company time and money.





Indigenous

RETENTION



One Strike and YOU ARE OUT!

THE HARD TRUTH IS THIS ...

- Indigenous nations and industries are rapidly breaking ties with companies and businesses that do not understand Canadian history and its direct impact on First Nation communities and peoples.
- They have no desire to correct your inaccurate statements.
- They would rather simply work with someone who GETS IT!

RECONCILIATION WORKS CANADA WAS CREATED TO MAKE SURE YOU DO!

THE DEFINITION OF INSANITY APPLIES TO INDIGENOUS RECRUITMENT AND RETENTION

If internalized oppression is not part of your training for managers, supervisors, and new hires, you should not be surprised when your Indigenous retention numbers do not improve.

BUT if you are willing to learn about the challenges of those you are trying to employ, thereby improving the very work environment you are trying to place employees in, then you have a VERY good shot at success!



Next ...

ISSUE

**What you can
look forward to
in the MAY
issue.**

I hope you enjoyed this issue of the RWC Newsletter. If there is anything you would like to see in an upcoming issue, simply send us an email at info@reconciliationworkscanada.ca

Until next time,
be well!



Topics to be covered in the next issue of the RWC Newsletter:

In MAY, we will start unpacking internalized oppression. Over the course of several newsletters, I will explain what internalized oppression is, how it manifests in your workplace, how it affects those under its influence, and how to limit its impacts on your bottom line and your retention rates.



**Have questions or something you would love to have us discuss?
Email us at info@reconciliationworkscanada.ca**