

RWC

NEWSLETTER

December 2022

Reconciliation Works Canada

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

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.

Hello Again Everyone!

My name is Sandi Boucher and I am the CEO of Reconciliation Works Canada, here once again to provide information to support you to achieve 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



The missed opportunity when hiring "Pretendians".

As academic institution after academic institution finds themselves crucified by collective Indigenous voices, we thought it would be a good time to highlight why hiring a "Pretendian" is so detrimental and not only to Indigenous peoples.

WRONG QUALIFICATIONS

Truth be told, working with another culture pulls everyone out of their comfort zone which is why (I assume) so many educational institutions hire so-called Indigenous peoples who look more like them (ie. have academic achievements they are comfortable with). The problem - if you are looking to improve Indigenous engagement, recruitment or retention, you need someone well versed in the culture you are attempting to recruit from, not YOUR culture.

YOUR NEED FOR COMFORT IS CAUSING YOU TO MISS THE BOAT

By hiring from the Indigenous communities you wish to engage with, you ensure a) that you are not hiring someone falsely claiming to be Indigenous, b) that the person you are hiring is well aware of the challenges and obstacles to engagement present in that community, and c) this new hire will be the perfect "trial run". By learning to work with them, you learn to work with the community.



"Hiring someone that makes you feel comfortable makes you the perfect target for a pretendian."

Sandi Boucher

What is the **MEDICINE WHEEL?**

The Medicine Wheel is a teaching tool, a framework ... not a sacred item or teaching.

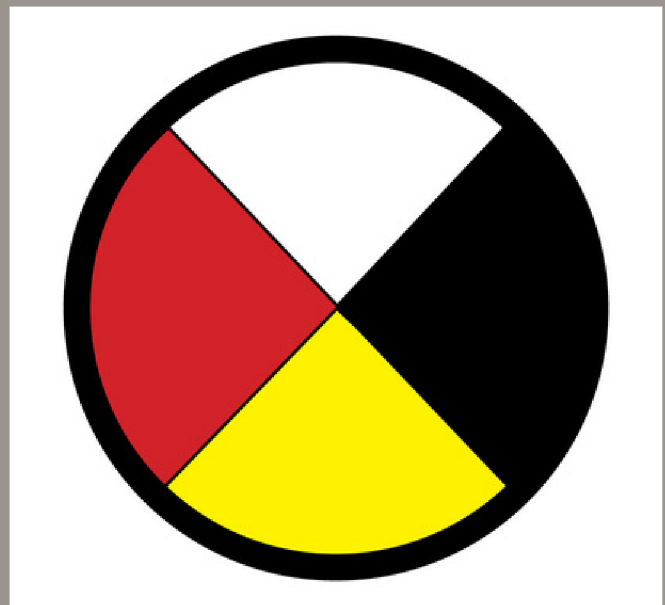
"The Medicine Wheel encapsulates many teachings, highlighting that all stages are important and equal in value."

Sandi Boucher

Some of the teachings:

1. The four life stages - Infant, Youth, Adult, Elder.
2. The four colours of man - black, yellow, red, and white.
3. The four sacred medicines of the Anishinaabe people - sage, sweetgrass, cedar and tobacco.
4. The four parts of self - emotional, physical, spiritual and mental.
5. The four directions - north, south, east and west.

All are equal in importance. All must be fully embraced and lived.



A Framework for Training ...

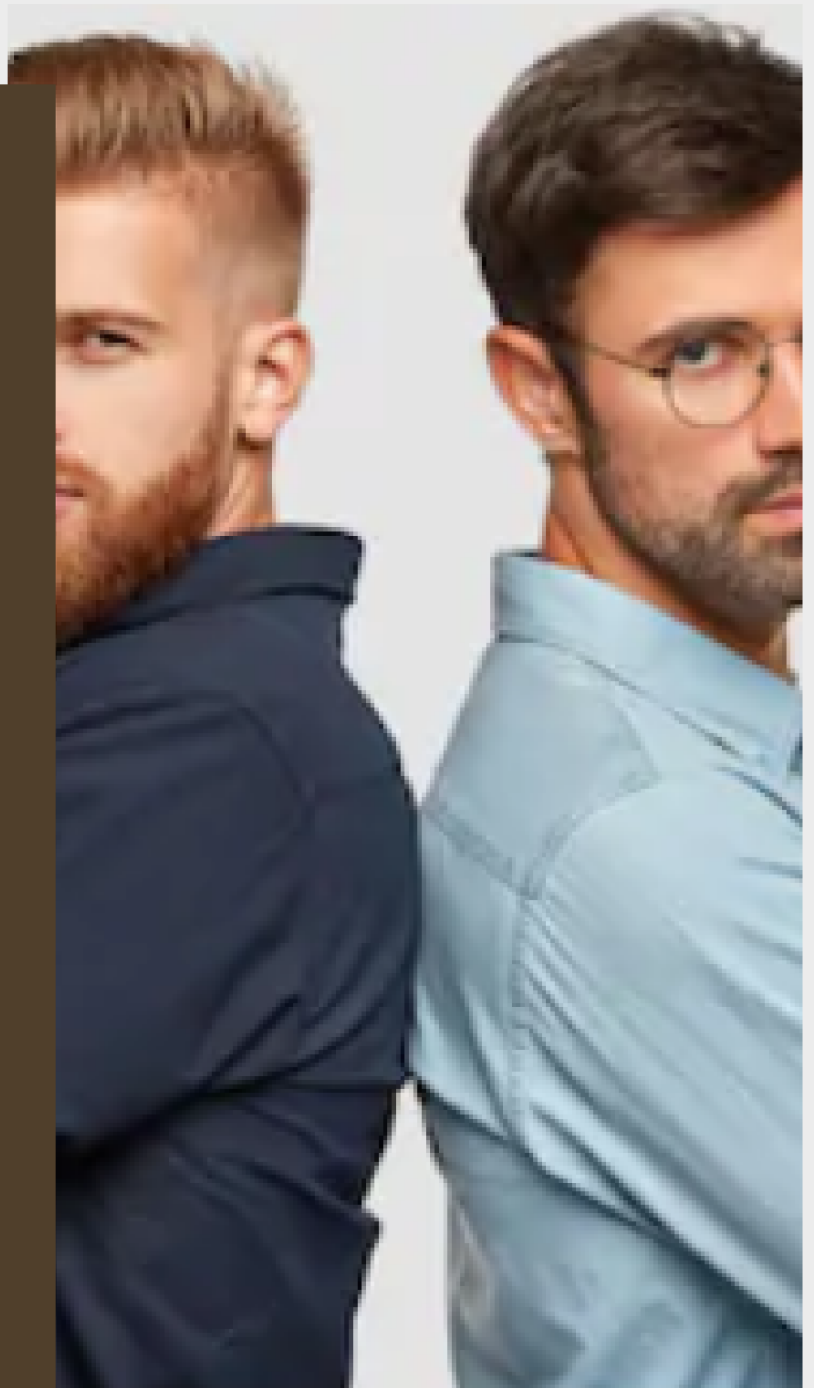
What if we have been doing in backwards all along?

Pre-employment training - we have all seen the ads. Perhaps we have even taken the courses designed to prepare a participant for the job market.

Offerings vary but often include such things as resume writing and job interview skills along with practical skills development.

But what if this isn't where we should be starting?

In a recent speech, I spoke of the challenges of retention, how Indigenous employees are often met with hostile work environments (racism, discrimination, sexism, and the like) with little or no action being taken to change these environments.



"A good paying job" is seen by the employer as worth the pain but have they ever experienced racism? Are you sure it's worth the price EMPLOYEES pay?"

Sandi Boucher

How can ...

WE HELP?

Introducing
"Staged
Training"

Using the Medicine Wheel framework, staged training starts with leadership, educating them on the challenges of employment long before a new employee steps foot into the work environment.



Staged Training:

1. The first level of training is no longer with the potential hire but rather with Management, ensuring they understand why past efforts did not work.
2. The second level of training is for the Supervisors who will be interacting with new Indigenous hires. They will be educated on how internalized oppression affects an individual, so they can recognize the problem at the earliest opportunity, addressing it prior to losing the employee.
3. The third level of training is for existing employees, increasing retention numbers and reducing costs for the employer.
4. Finally, after all have been educated and are acutely aware of the challenges, new hires are trained on internalized oppression (and how it will affect them), as part of their orientation. They also receive conflict resolution and workplace rights and procedures training to ensure racism and the like no longer cost your company employees.

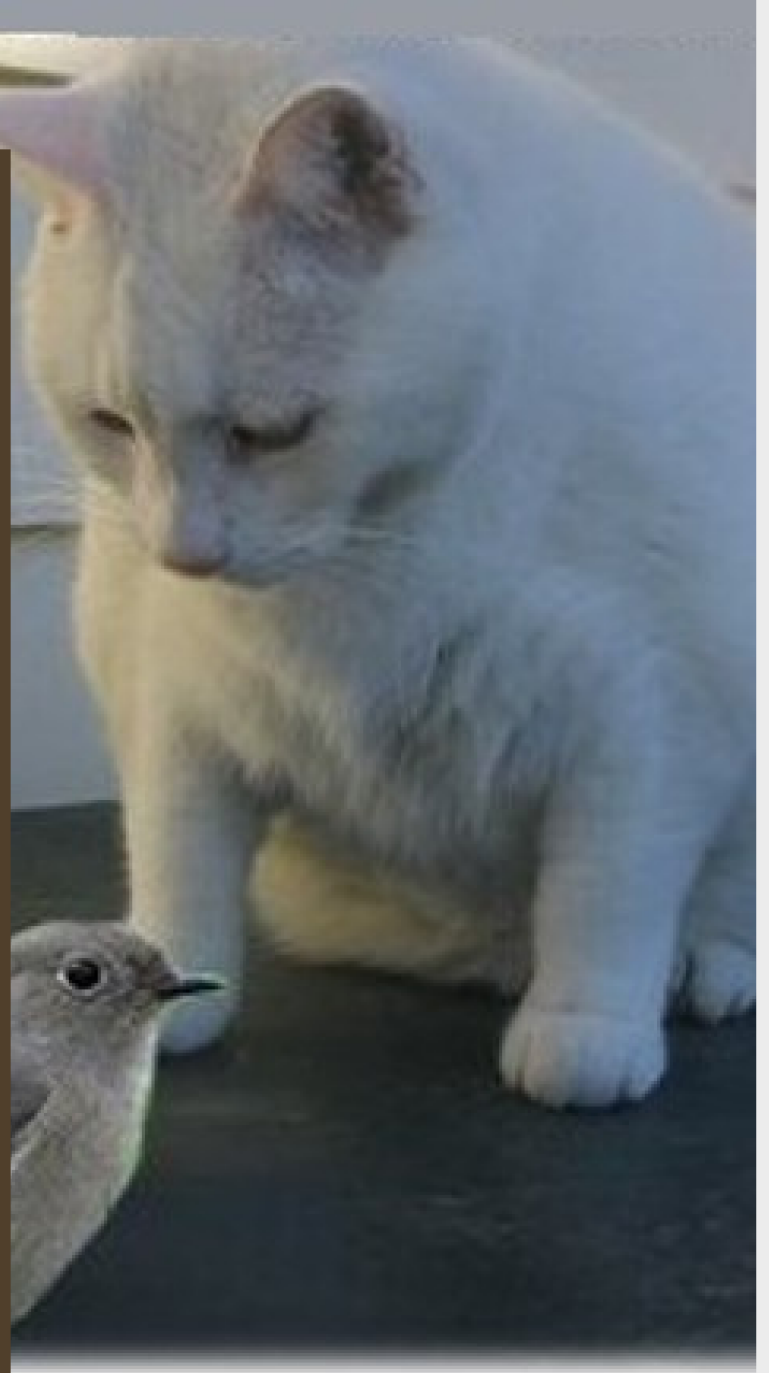
THE FOUR CHALLENGES

THERE ARE FOUR KEY CHALLENGES, ANY ONE OF WHICH CAN DERAIL YOUR RECRUITMENT AND RETENTION GOALS.

TO IMPROVE YOUR ENGAGEMENT, RETENTION AND RECRUITMENT NUMBERS, ENSURE YOU HAVE POLICIES AND PROCESSES TO ADDRESS:

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

IMPROVE YOUR SKILLS AND YOU IMPROVE YOUR RECRUITMENT AND RETENTION!



Internalized Oppression is costing you employees! Find out how.

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!

Four Things to Consider (Video)

The Power of Good Advice

EXPERIENCED INDIGENOUS RECRUITMENT AND RETENTION EXPERTS HELPING INDUSTRY TO MEET THEIR COMMITMENTS AS PART OF CANADIAN RECONCILIATION.



Next ...

ISSUE

**What you can
look forward to
in the January
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 January we will begin a four-part series, explaining our Staged Training in more detail so you can see the direct benefits that would result for your company.

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

