

RWC

NEWSLETTER

December 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 of Reconciliation Works Canada, here with a recap of the **FOUR CHALLENGES** we have highlighted over the past year.

Check out past editions on our website if you desire more info on any of the challenges mentioned.



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.



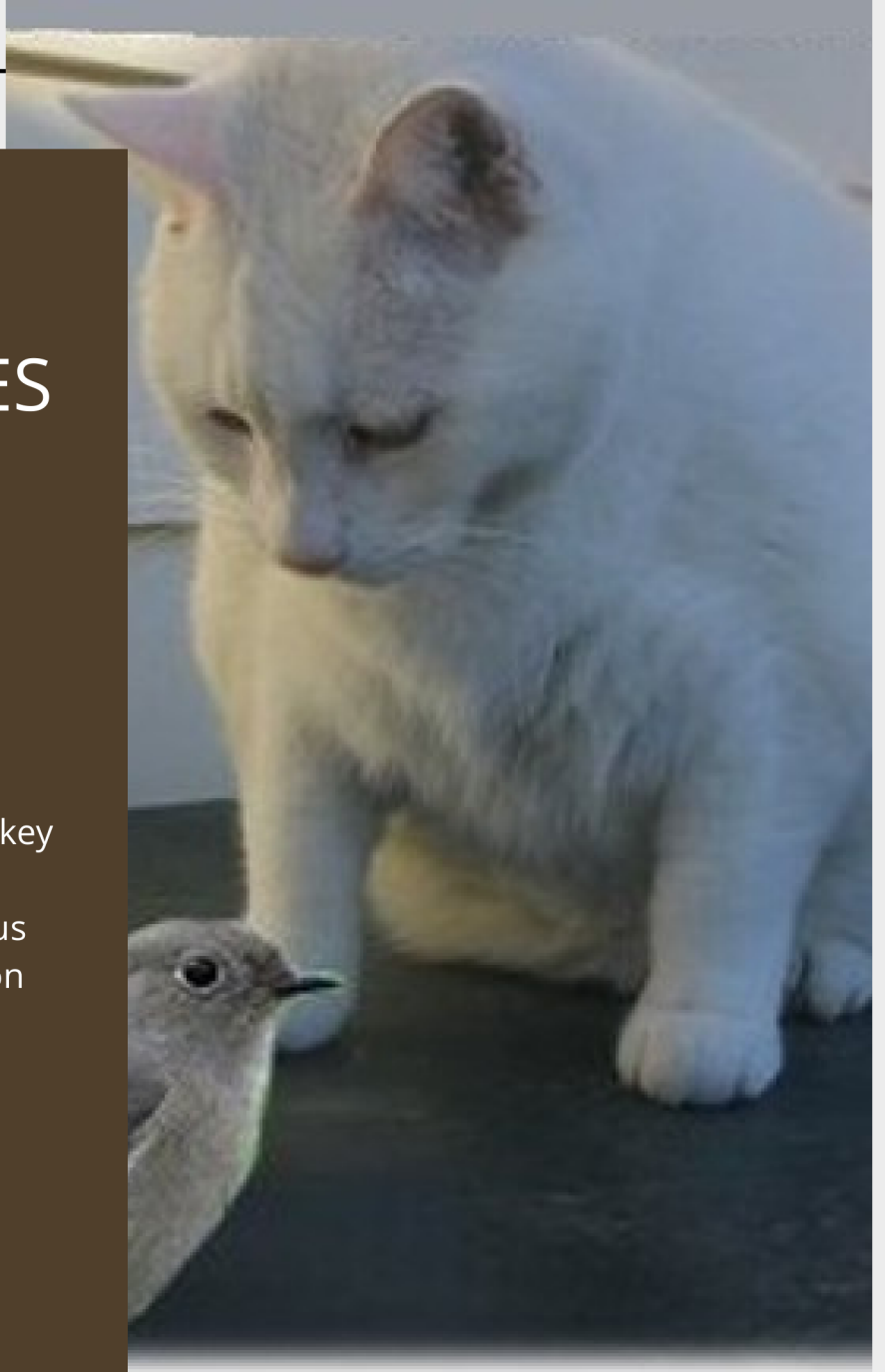
THE FOUR CHALLENGES

SOLUTIONS MEAN
YOUR SUCCESS!

Reconciliation Works Canada 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.



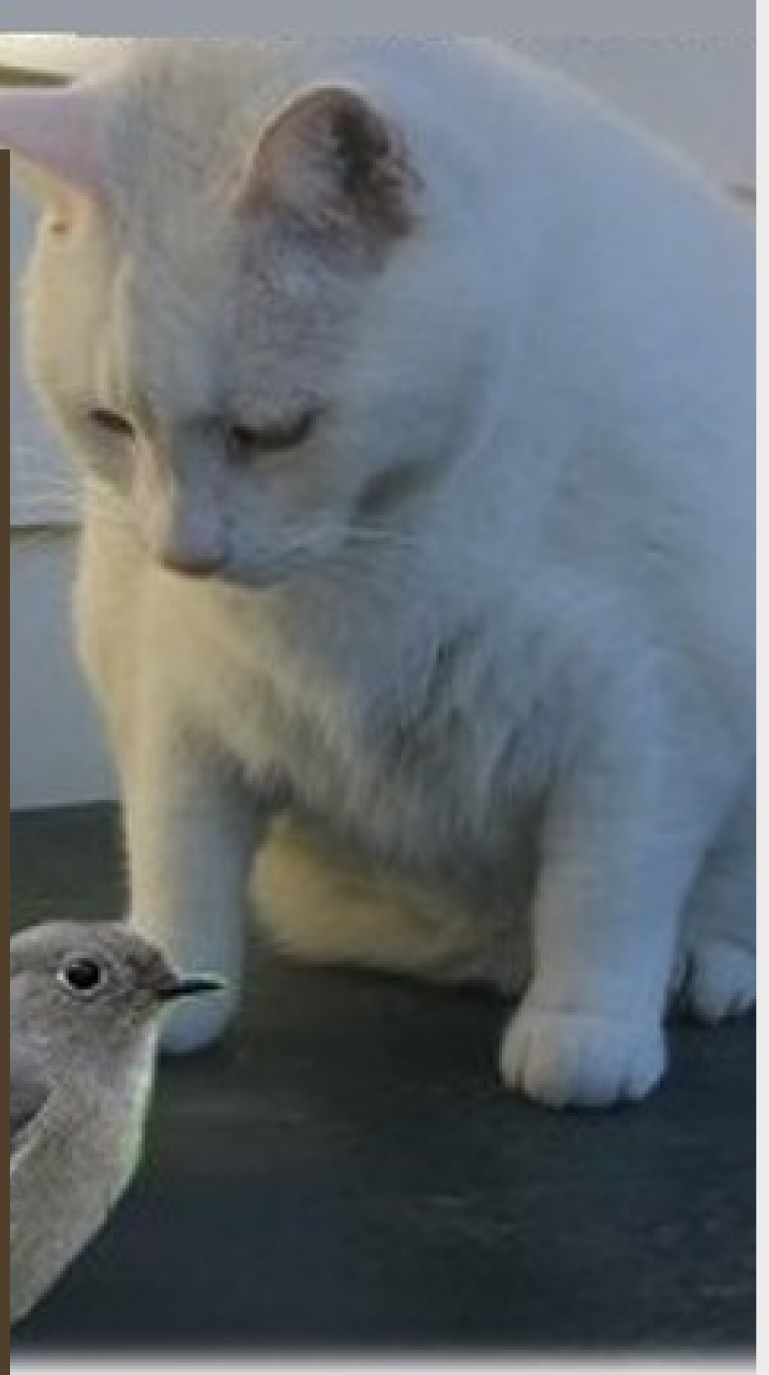
First ...

Why this picture?

The truth is for many Indigenous people, this image is a perfect representation of how it feels to leave their communities to go work for a non-Indigenous employee.

In short, they are waiting for the shoe to drop!

- They are going to say something wrong.
- They are going to do something wrong.
- They are not going to fit in.
- They are going to fail.



And all of it will happen under the judgemental gaze of their new supervisor or boss.

And you wonder why they struggle.

Hostile and/or Racist Work Environments

This year we have really encouraged employers to hire Indigenous “secret employees” as key components of their staff, people who can report back on what it is TRULY like to work in your company as an Indigenous employee.

How often are the jokes told?

How often is the employee excluded from activities or conversations?

Did the on-the-job training come with an expectation of failure rooted in racism?

Would Indigenous employees want to stay?



"Don't assume you know the answers. Find out for sure!"

Sandi Boucher



Internalized Oppression of New Hires

This year we highlighted what it feels like to grow up Indigenous in Canada, how the very environment teaches you that you will fail, that you will always be looked down upon, that anyone that hires you is doing it because they feel they have to ...

**NOT BECAUSE THEY REALLY
WANT TO!**

Internalized Oppression can turn helpful instruction from a supervisor into criticism of such magnitude that the employees feels there is only one thing they can do ...

GHOST!



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 Needs of the Partner at Home

Many Indigenous men and women value relationships and “being a good person” higher than material gain.

As a result, being an “absent parent” is often seen as (and feels like) personal failure.

This year we stressed to employers that employing an Indigenous person is often not the hiring of an individual, but rather, the hiring of a family. Employment changes everything for the partner at home as well as the children and if you want that employee to stay ...

Make sure the partner at home loves this opportunity too! (Rather than seeing you as a threat to their family unity.)



*In a battle between an employer and
the partner at home, trust that the
partner at home will win.*

Sandi Boucher

Empty Promises

Indigenous (as a rule) do not trust non-Indigenous. You can thank Canadian history for that.

As a result, words are taken “lightly” until that new employee or contractor believes they can trust you.

Half truths.
Double-speak.
Lack of transparency.

None of those will work in your favour because once discovered, the Indigenous will simply believe you proved yourself (as an employer) to be untrustworthy, just what they expected from the beginning.



*Build trust and you will have an
employee or partner for life.
Without it - ghosting!*

Sandi Boucher



The **SOLUTION**



There is no “one size fits all” solution. Which is why ongoing education coupled with targeted consulting to address your needs is what we provide.

A BLUE OCEAN STRATEGY

As introduced in the national bestselling book by W.Chan Kim and Renée Mauborgne, a Blue Ocean Strategy considers two working solutions, identifies the strengths and weaknesses of both, then combining the answers to create a new innovative solution that maximizes the strengths of the previous two options while eliminating or minimizing the weaknesses. At RWC, we believe Canadian reconciliation can and must be a Blue Ocean Strategy!

How can ...

WE HELP?

**Consulting,
Training, or
Both!**



**We have
what you
need!

Contact us
today!**

**The Power
of Good
Advice**

ASSISTING YOU TO NAVIGATE THE
LEARNING CURVE THAT IS 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:

Our FLEX Consulting Plan was recently **TOTALLY REVAMPED** to better serve the needs of our clients.

Newsletters in the new year will correspond to the monthly training now provided in the FLEX Consulting Plan.

HAPPY HOLIDAYS EVERYONE!
See you in 2024!



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