

RWC

NEWSLETTER

February 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.



Level One Training

When it came to corporate training in the past, training was often provided only to those frontline personnel that would be directly engaging with new Indigenous hires (or potential hires) if at all.

But if management does not understand why things must change, they will not provide the opportunity or training for engagement with Indigenous hires to change.

And doing the same thing over and over while expecting different results is THE DEFINITION of insanity!

Answer:

As the quote states, improving your Indigenous hiring and retention numbers does not involve a change in the Indigenous peoples you hire.

It requires a change in your outlook and engagement style and we can help.



"The secret to success is in staying on your side of the feather."

Sandi Boucher



Introducing **MISSING PIECES**

You cannot possibly understand what you have never been taught!

"Taken from my video series, "52 Steps to Reconciliation" (available for free on my YouTube channel), these are the 15 missing pieces, the 15 key things you NEED to understand to effectively engage with Indigenous peoples."

Sandi Boucher

Your power is on your side of the feather!

This full day training session is NOT about shame or guilt. It is about understanding the people you are attempting to hire, what challenges they face, and how they interpret what YOU say and do.

With a little more knowledge and a few adaptations to language, your retention and recruitment numbers can increase **DRAMATICALLY** as a result of this one training session.



15 Missing Pieces

Indigenous Support & Engagement Training for Allies

Register Today!

#icreatesafespaces

Learn the 15 Key "Missing Pieces" including the GOLDEN RECONCILIATION RULE!

Sandi Boucher, a much-loved and internationally known facilitator and best-selling author, is the creator of the "52 Steps to Reconciliation" video series. Now she has chosen 15 of those steps or "pieces" to offer in a concise, informative, and actionable seminar. Whether virtual or live, as a full-day session or an action-packed lunch n' learn, you are guaranteed the "safe space learning environment" that Sandi is known for. If you and your team truly want to make a difference, book your event today!

Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

Does your management team need the training?

To determine your answer simply ask them their understanding and comfort level with the following topics:

- Internalized Oppression
- Lateral Violence
- The 3 Natural Human Reactions to Oppression
- The Importance of Intent
- Whether or not to use Indigenous, Aboriginal, Native or something else?



IF YOUR TEAM ISN'T KNOWLEDGEABLE IN THESE FIVE AREAS (JUST FIVE OF THE FIFTEEN COVERED), YOUR TEAM NEEDS THIS TRAINING!

How can ...

WE HELP?

MISSING PIECES Training

Missing Pieces training is a full day session that can be offered 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:

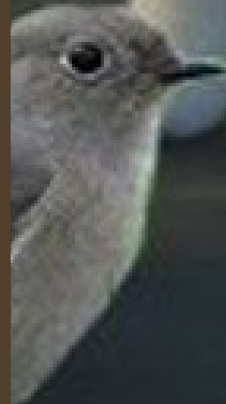
The first level of training is no longer with the potential hire but rather with Management, ensuring they understand why past efforts did not work.

THE FOUR CHALLENGES

REQUIRE SOLUTIONS!

The "Missing Pieces" Level One Full Day Training Session equips you 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.



*You cannot solve an issue you do not understand.
And just because you didn't create the issue, doesn't mean you are not being impacted by it.*



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 you still believe generalized and/or outdated retention tactics will work, then you should not be surprised when your numbers do not improve.

BUT if you are willing to change how you do things, if you are willing to improve 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 March
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 March, we will look at the supports and offerings we have in place at the second stage of our Indigenous Retention and Employment Strategy, namely Supervisor training.

Because if a supervisor does not recognize internalized oppression, they will misinterpret it, costing you time, money, and employees.

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

