

RWC

# NEWSLETTER

February 2024

## 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 to provide insight and guidance to assist your team to up their Indigenous Engagement game.

After all, to build sustainable bridges requires work on both sides.



[www.reconciliationworkscanada.ca](http://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 PATH to Reconciliation

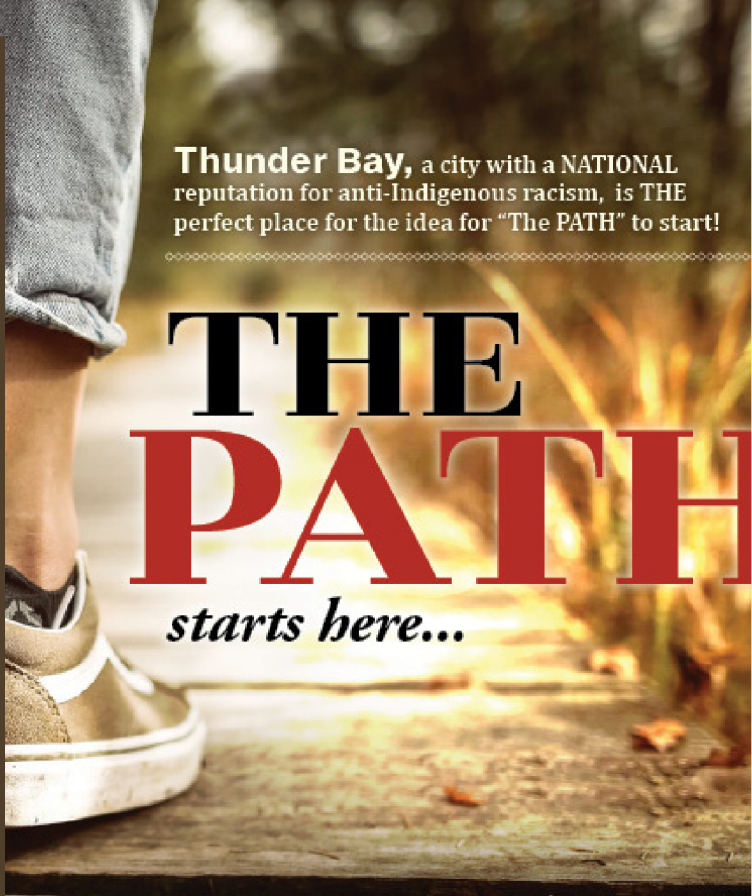
Live, virtual, and/or video training course for Allies and Indigenous.

FLEX Consulting Clients received The PATH Video Training Course in January as part of their comprehensive plans (more on Flex Consulting plans later).

In this edition of the RWC Newsletter, we will be focusing on some key takeaways from this very informative course.

Whether you would like to become a FLEX Consulting Plan client (and be able to enjoy many such offerings) or you would like to simply offer this course to your staff or team, we can assist with that.

Simply email us for more information.



**Thunder Bay**, a city with a NATIONAL reputation for anti-Indigenous racism, is THE perfect place for the idea for "The PATH" to start!

# THE PATH

*starts here...*

where you are and how to advance through the 4 distinct stages using the 4 essential tools we ALL need to carry!

**teachers, counsellors, leadership, activists, or ANYONE who wishes to DANCE ON THE WALLS THAT DIVIDE**

*A safe place to discuss how to move forward!*

*li  
cher*

*This seminar is now available to be offered in your community, for your agency staff, community members, or client group.*

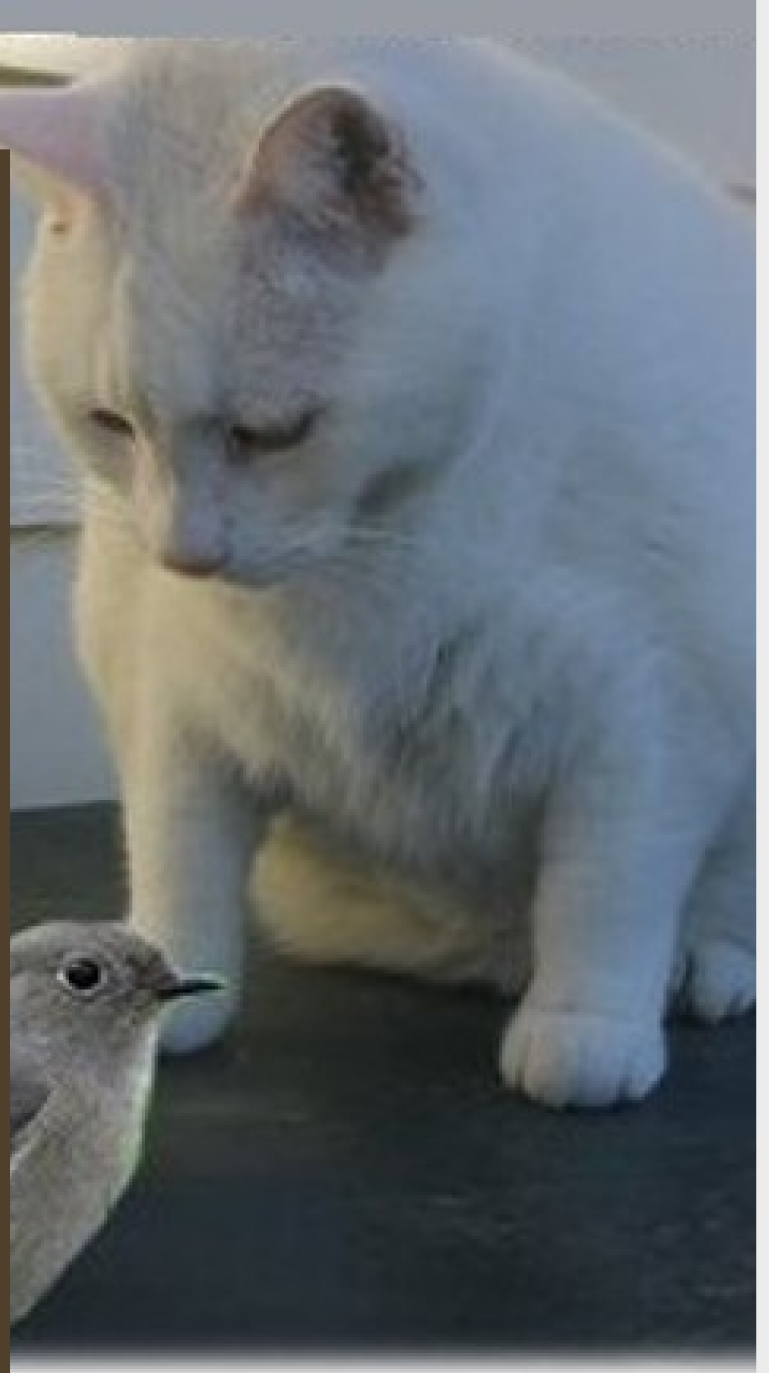
**For more information call Sandi at (807) 285-0000**

*The PATH to Reconciliation is made up of 14 distinct modules, each offering insight into everyday issues in a new and easily understandable way, paving the PATH to reconciliation.*

# What is reconciliation to you?

This question invokes a wide range of answers. So instead, let us focus in on what reconciliation is NOT:

- Reconciliation is NOT convenient (it will take work to fix what we have all inherited)
- Reconciliation will NOT be an act of parliament. (The Government is not the ones that will fix this.)
- Reconciliation will not be LED by the Government (in fact, there is a good chance the government will be the last to get on board).



*Reconciliation will be a million discussions, a million questions, a million missteps, a million apologies, and so very worth it for us and for future generations to come.*

*Sandi Boucher*



# A Model to Follow?

Wampum belts were used by many nations to represent the agreements they thought they had made with the Europeans that landed on our shores.

This image represents one of these belts. In this case, one strip of blue beads was to represent the European ships. The other strip of blue beads, the Haudenoscene canoes.

The idea - the land would be shared. Europeans would stay to their lane, running their communities and families in line with their teachings. Haudenoscene would have the same privilege.

Although this is not how things materialized, it is our belief that this is a model to consider when contemplating reconciliation.



*Reconciliation is learning how to swim in the water between the strips.*

*Sandi Boucher*



# Four Sacred or Essential Tools

Those that have consumed the book or attending the training session (virtually or live) know that the word PATH is an acronym. We at RWC believe that every conversation must include these four sacred or essential tools so as to allow us to move closer to reconciliation.

Think of recent conversations you have had (especially those involving Indigenous/non-Indigenous communication).

Did you use these four tools?

How would things improve if you did?



The  
PATH ...

**P**atience  
**A**wareness  
**T**enacity  
**H**umility



# PATH

PATIENCE - We are not achieving reconciliation by next Tuesday. Have patience with the people you are working with, your team, and with yourself.

AWARENESS - Be aware of what is going on in the lives of those that do not look like you. What is happening in the First Nation community you are attempting to work with? Do they have higher priorities than your project to contend with?

TENACITY - Don't give up. Maybe you have to give up for today and return to a conversation tomorrow or next week but make sure to return.

HUMILITY - Remember "Humility builds bridges, ego burns them." You may be an expert on your products or services. You are not an expert on Indigenous life or even on one specific community.



*"The solution to the problem is ALWAYS on your side of the bridge."*

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.**

## **Remember the PATH ...**

**No two First Nation communities are the same. Some may be willing and ready to work with non-Indigenous entities. Others may not. We have to be patient with those that are not, aware of their fears and the reasons for their resistance.**

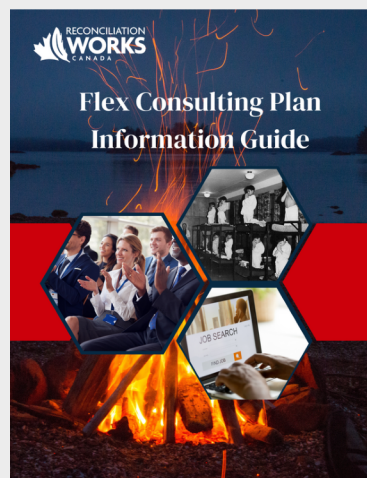
**We must not give up but we must humbly engage, learning of their perspective so as to best be able to support and partner with them.**



How can ...

**WE HELP?**

**Just  
consulting,  
just  
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.

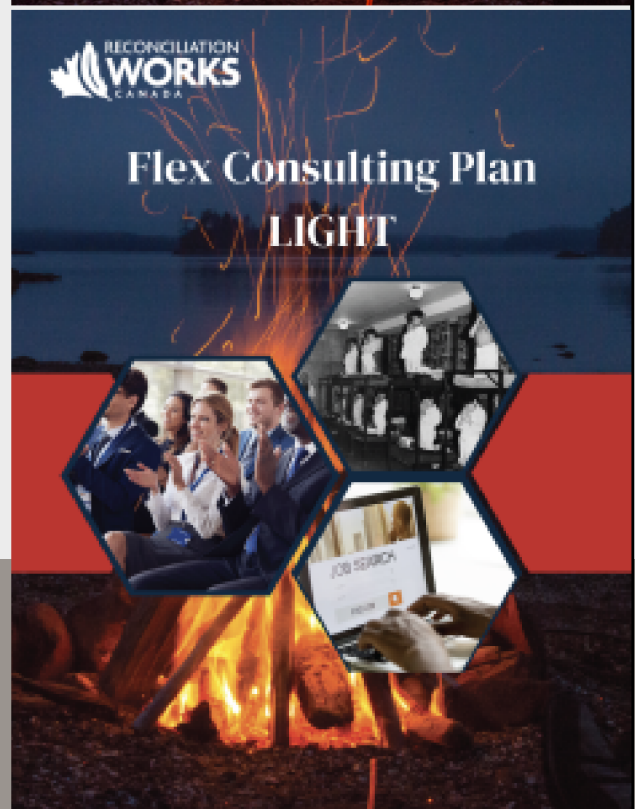
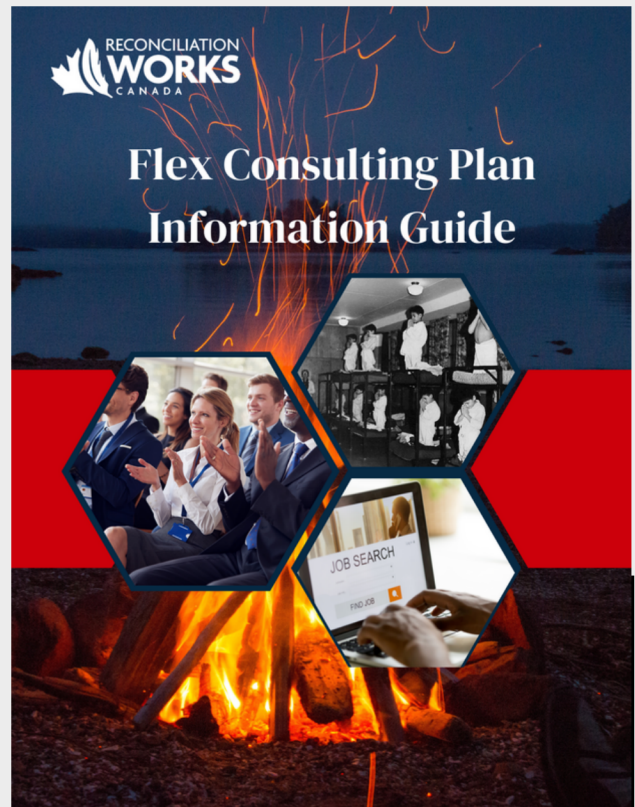


# FLEX Consulting Plans

Participants in the FLEX Consulting Plan receive one virtual training session per month, emailed directly to provided contacts (no extra work for management or your HR department) along with direct access to Sandi herself, with up to 10 hours of 1:1 consulting per month to address your specific needs and challenges.

Participants in the FLEX Consulting LIGHT Plan receive one virtual training session per quarter, emailed directly to provided contacts (no extra work for management or your HR department) along with direct access to Sandi herself, with up to 5 hours of 1:1 consulting per month to address your specific needs and challenges.

Confidentiality is guaranteed.





Next ...

# ISSUE

**What you can  
look forward to  
in the February  
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 [sandi@reconciliationworkscanada.ca](mailto:sandi@reconciliationworkscanada.ca)

Until next time,  
be well!



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

In the next episode, we will again highlight some key points from “The PATH to Reconciliation” training course simply because there is too much to mention in one newsletter.

Be well!



**Have questions or something you would love to have us discuss?  
Email us at [info@reconciliationworkscanada.ca](mailto:info@reconciliationworkscanada.ca)**