

RWC

NEWSLETTER

January 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.



What IS the problem?

This month, let's focus more on the challenges of retaining Indigenous employees (rather than recruitment).

Let's start with one very important question (because the answer will definitely determine where the work needs to be done).

**The Question -
What do you think is the main reason why you cannot retain your Indigenous employees for longer than the training period (or indefinitely)?**

What is the first thing that came to mind?

Answer:

If your answer involved something Indigenous people must do (they are not qualified enough, they don't care about earning money, they have too many family or personal issues etc.), then we have a BIG PROBLEM.

If your answer was centered on something your company needs to do or change ... you are on the right PATH.



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

Sandi Boucher



Introducing the **FEATHER TEACHING**

A feather has two distinct sides, both important for flight.

"An Eagle Feather is considered a very sacred item to many Indigenous nations, which is why I have chosen to use it for this teaching."

Sandi Boucher

Your power is on your side of the feather!

In grade school, we learned that we do not control the actions of another, that there is no power in wishing someone else would behave differently.

Betting your financial success on the actions of another is equally as foolish.

But when you focus on YOUR SIDE OF THE FEATHER, many things can improve with change, including your Indigenous retention numbers.

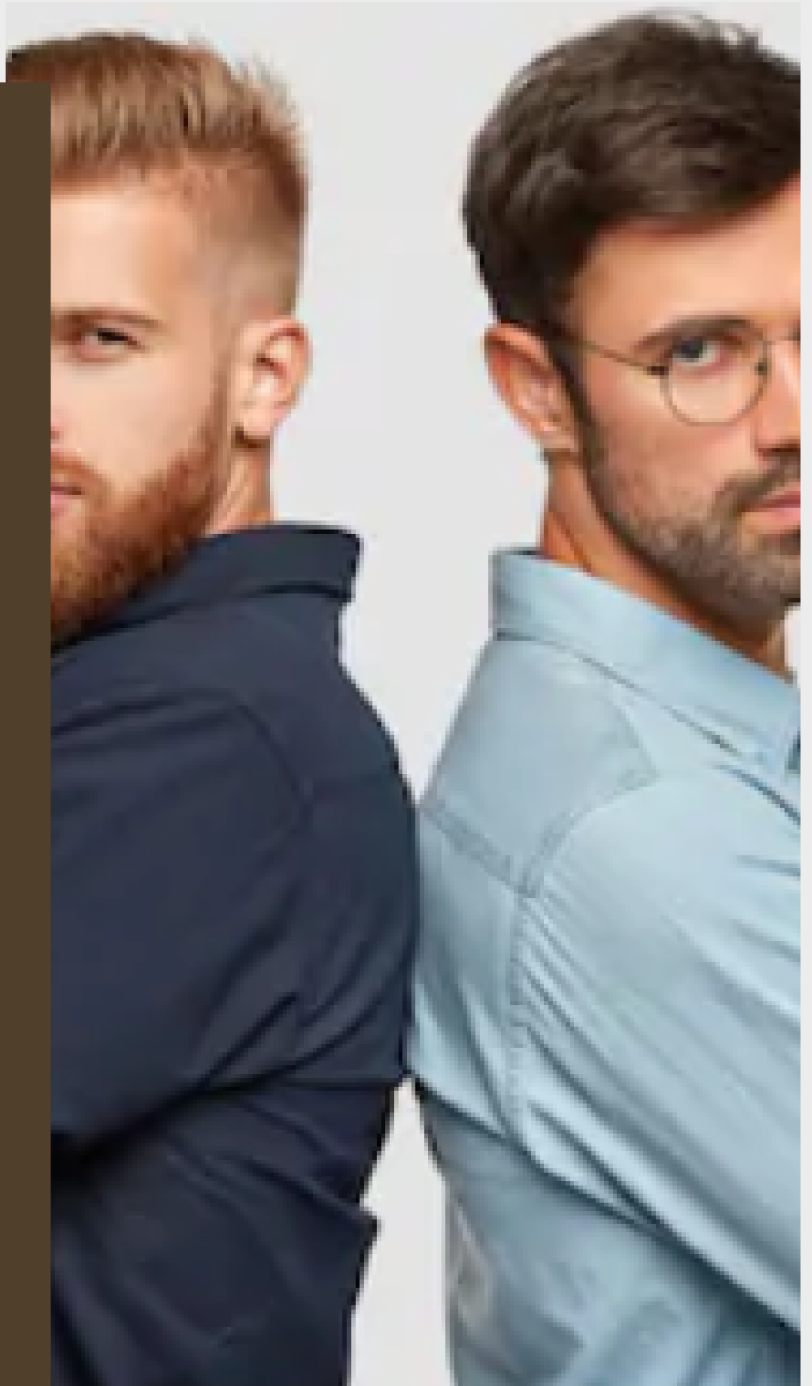


Four Key Challenges You MUST address for Success! ...

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.

Further, they are often crippled by the effects of internalized oppression (a reality unknown to most non-Indigenous employers).

Add to that cultural differences and a history of broken promises made by non-Indigenous entities to Indigenous groups and individuals and it should no longer be a surprise why retention is a challenge.



BUT HOW DO WE SOLVE RACISM? SURELY, THAT ISN'T THE ANSWER!!

How can ...

WE HELP?

Introducing
"Staged
Training"

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



Staged Indigenous Recruitment 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

REQUIRE SOLUTIONS!

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.

BELIEVING YOUR LOW RETENTION NUMBERS ARE THE FAULT OF THE INDIGENOUS IS WHY YOU HAVE LOW RETENTION NUMBERS.

THERE ARE 3 NATURAL HUMAN REACTIONS TO OPPRESSION AND THEY ARE ALL PRESENT IN INDIGENOUS COMMUNITIES. Understanding that and addressing them in your workplace will set you apart!





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 EMPLOYMENT 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 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 info@reconciliationworkscanada.ca

Until next time,
be well!



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

In February, we will look at the first stage of our Indigenous Retention and Employment Strategy, namely management training.

Because if leadership is not on board, nothing will change in the long term.

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

