

RWC

NEWSLETTER

June 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.



Internalized Oppression

Internalized oppression happens to people who belong to a group that has been oppressed for a long time.

In layman's terms, they begin to believe the stereotypes about themselves and about others in their group.

For example, they may believe that other's will judge them, that they will never be accepted by others even if that has never happened to them personally. And of course, if someone DID judge them for being Indigenous, that would confirm what they believed to be true, making the internalized oppression even worse.



"Oppression is discrimination sanctioned by the government or accepted by society as a whole or both."

-Sandi Boucher

Internalized Oppression ...

Here are some examples of what those suffering from internalized oppression believe:

- Believing a better life will never happen for them (so they don't bother trying or give up very easily).
- Believing they could never be financially successful.
- Refusing to speak up or share their opinion because they are convinced that what they have to say is "dumb".
- Believing school isn't going to change anything so they do not bother going (or sending their kids).
- Believing that the only way they can be happy is with drugs, alcohol, or both.



Internalized Oppression is a reaction to an oppressive environment. It is NOT the victim's fault. It is Canada.

-Sandi Boucher



THE HUM OF INTERNALIZED OPPRESSION

Oppression -
Discrimination
sanctioned by the
government or
accepted by society
as a whole.


**"Internalized Oppression gets to its
victims in two different ways. The first
is the voice in their head, constantly
telling them they are never going to
succeed.**

Sandi Boucher

One Comment ...

One correction by a
supervisor, one off-colour joke
by a co-worker can reinforce
internalized oppression.

And this is when new
employees ghost, desperately
wanting to get out of the
environment that reinforces
their worst fears.




**Silencing
the HUM**

**Learning to silence
the voice in your head,
Because it isn't lateral violence
that is holding you back.**

Delivered in a safe environment.

Decades of information & experience packed into one
empowering seminar, facilitated by an indigenous woman
who BELIEVES in the future of this country!



**Sandi
Boucher**

Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

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!

Assisting those that suffer from Internalized Oppression

Internalized Oppression is why we advocate for SUPERVISOR TRAINING here at Reconciliation Works Canada.

By realizing how your words will be interpreted, supervisors can dramatically reduce the number of new Indigenous hires that "ghost", increasing the company's retention rates and reducing hiring costs.



How can ...

WE HELP?

So many options!

Don't have time for training?

Just need advice on a current challenge or some basic understanding of what you are dealing with?

Then FLEX Consulting is for you!



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!

Sandi Boucher

Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

Every company is unique!

Which is why we offer so many support options.

Email us today to discover how we can best support you and your team!

THE FOUR CHALLENGES

REQUIRE SOLUTIONS!

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.



Next ...

ISSUE

**What you can
look forward to
in the
SEPTEMBER
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!



The monthly newsletter will be back in September to continue the discussion of internalized oppression. In that issue, we will look at the other way internalized oppression gets to a person, and that is "through the group".

Weekly emails will continue throughout the summer.

See you in September!

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

