

RWC

NEWSLETTER

May 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 does unpacking even mean?

In last month's issue, I promised that this month we would begin "unpacking internalized oppression".

But what if you are not familiar with the term unpacking or how it applies in this case.

So let's start there ...

Unpacking is a CONSCIOUS effort. It is the practice of looking at all the things we say, do, and think without thinking about them and asking ourselves if this still works.



"Unpacking involves thinking about the things we have never thought about."

Sandi Boucher

Unpacking ...

For example, when I was young, growing up impoverished in a struggling sawmill town, many people believed that people with money got that way by ripping people off. They believed wealthy meant crooked.

Growing up in that environment, that stereotype became second nature. I believed it, thought it, and probably said it a few times without even thinking about it, until there came a time where thinking like that was costing ME business.

I wanted to make money but I didn't want to be that stereotype.

I had to "unpack". I had to take that stereotype out of my metaphorical suitcase and replace it with something based in fact.



I had to replace stereotypes with facts that didn't limit my success.

Sandi Boucher

OPPRESSION & INTERNALIZED OPPRESSION?

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

"Internalized Oppression - members of a group that have been oppressed for a long period of time start to internalize the oppression. They begin to believe the stereotypes about themselves and other members of their own group."

Sandi Boucher

Canadian History ...

Indigenous peoples are one of the most marginalized groups in Canada, accepting reduced funding for elementary and secondary education, limited or non-existent health care in their communities, and racism when they dare to leave the communities.



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!

UNPACKING INDIGENOUS STEREOTYPES

What were you taught about Indigenous Peoples?

Remember your education was made up of what you saw, what you overheard, what you experienced, and yes, what people directly taught you.

What did you grow up thinking about Indigenous people? What did your managers grow up believing?

Are old stereotypes now hurting your success like they did me?



How can ...

WE HELP?

**Introducing
FLEX
Consulting!**

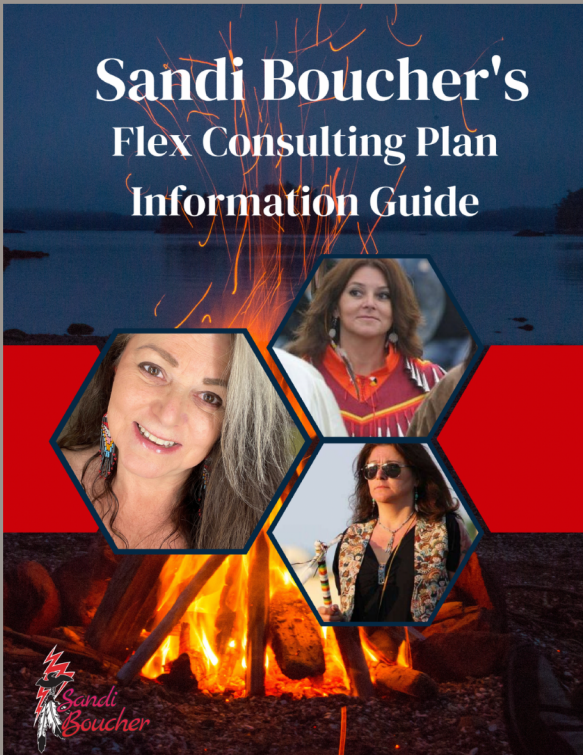
**Don't have time for
training?**

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

**Then FLEX Consulting is
for you!**



**Sandi Boucher's
Flex Consulting Plan
Information Guide**



FLEX Consulting:

**Our most flexible and
economical support plan.
Fully adaptable to your
needs even as they
change over time.**

**Email us for your
Information Guide Today!**

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 JUNE
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 JUNE, we will start continue our examination of internalized oppression, this time focusing on one of the ways internalized oppression takes over an individual's life. Namely, through the voice in their head.

Until next time!



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