

RWC

NEWSLETTER

November 2022

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 CEO of Reconciliation Works Canada, here once again to provide information to support you to achieve your Indigenous engagement goals.

Whether you are hiring Indigenous peoples or working hard to retain them, we have your back!



www.reconciliationworkscanada.ca

We serve non-Indigenous industries 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.



Challenges to Consider When Looking to Hire Indigenous "experts" or consultants.

With the term "pretendians" growing in popularity in news reporting and/or coffee room discussions, we at RWC thought it best to set some guidelines on hiring Indigenous experts and/or consultants.

NOT YOUR CALL

Time and time again, I am seeing business and corporate entities using THEIR criteria to determine who qualifies as an Indigenous expert but it is not YOUR criteria that matters. It is the Indigenous people who decide who we are and who is one of us.

Otherwise, it's just more colonization and assimilation.

DON'T MISS THE OPPORTUNITY

Interested in hiring an Indigenous expert? Then ask local Indigenous communities who THEY would recommend. Not only will you get someone who is recognized as Indigenous in the eyes of your customer base, but you will strengthen your relationship with that community at the same time.

Win/Win.



"You can technically be Indigenous without having the knowledge to effectively represent that group. In other words, choose wisely."

What is TRANSPARENCY?

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When it comes to Indigenous engagement, transparency is everything. Secrets build walls, not bridges.

"The more you share, the more trust can build. We understand you wanting to make money. We don't understand secrecy amongst partners."

Sandi Boucher

Make a plan to:

1. Share your intent and plans as often as possible, BEFORE they are carved in stone. If you want our buy-in, give us the opportunity.
2. Share deadlines with us. Share commitments with us. We want this partnership to succeed too.
3. NEVER talk down to us. We may not use your industry jargon, but we are intelligent and NO ONE knows the challenges of our communities more than us.
4. Broken promises are the backbone of Canadian history. If you want us to believe in you and our partnership, keep your promises (not a little, not partially, COMPLETELY).



Back to Back Teaching ...

And why this one teaching is one you should always remember.

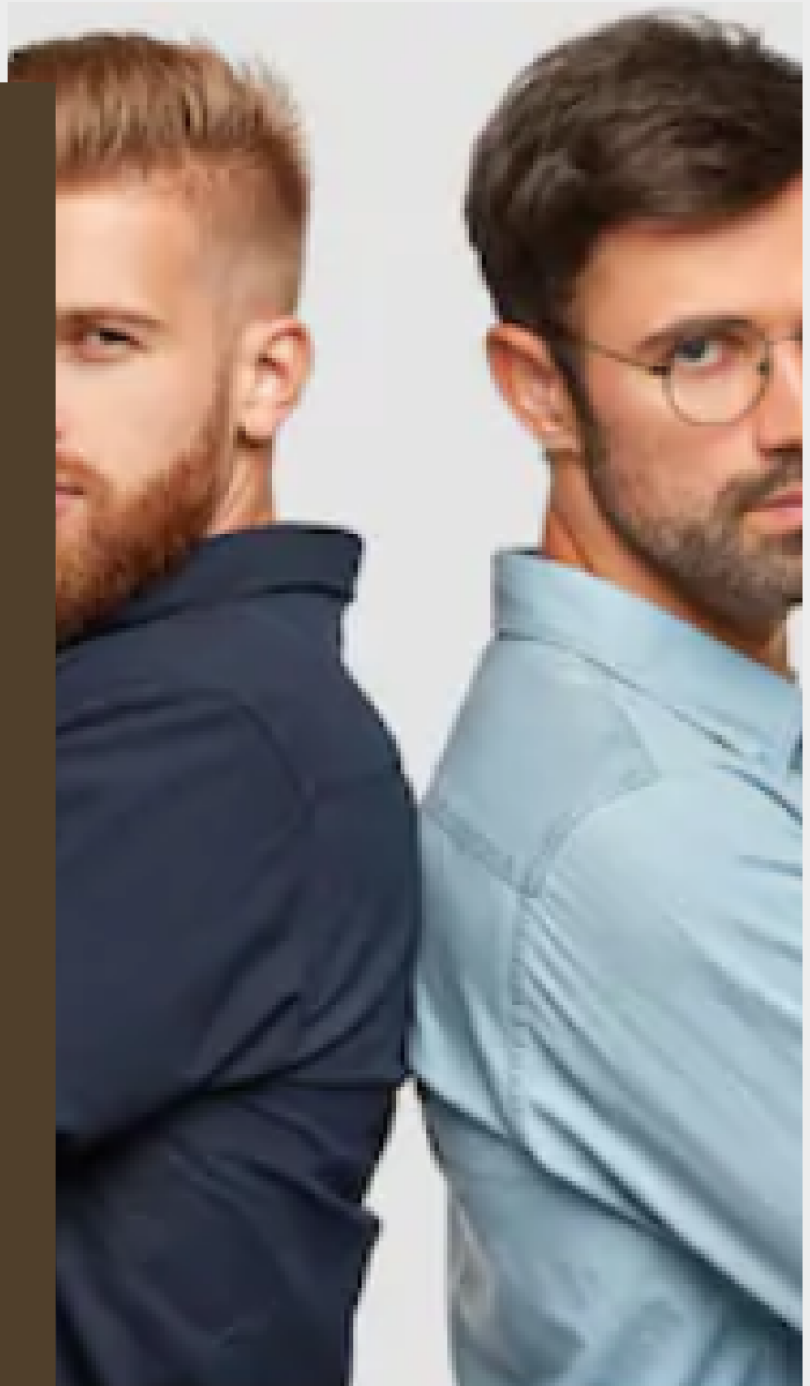
Imagine standing back to back with your colleague. Without moving anything but your head, look around the room. There is so much you can see BUT there is one part of the room you are blind to - the part directly in front of your colleague.

This is why diversity works. Because no one person sees from all views. By listening to what another sees, by listening to objections and/or concerns, we build solutions that work for more than just people who look like us.

If you have a diverse customer base or want one, remember it is a dangerous assumption to believe that just because something is true for you, that it is true for all.

"Nothing for us or about us without us".

Plan to have a diverse planning team for diverse results.



Remember, there are over 600 First Nation communities in Canada and each one is unique.

How can ...

WE HELP?

So many
support
options!

Training for employees,
for supervisors and
management.

LIVE or virtual.

Consulting Services as
you need them!

**WE HAVE WHAT YOU
NEED!**



RWC Training Options:

1. Consulting Services - support and/or guidance ONLY when you need it.
2. Video seminars that allow your staff to learn at their own pace.
3. Lunch n' Learn Sessions that allow your staff to update their skills without interrupting their workday.
4. Half and full-day seminars for those who truly wish to update their skills and knowledge.



PROVE

You are not a cat!

To be Indigenous in Canada is to live a life filled with judgement about everything you do or say ...

- where you live
- how many kids you have
- how many fathers there are
- your job
- your education level
- your Christianity
- how "well you speak"
- and on and on.

Judgement burns bridges. Humility builds them.

Unsure as to why we do what we do (or don't try this solution or that), ASK US.

Unsure why we are hesitant to do something, ASK US.

Unsure why we do not attend meetings, ASK US.

Do not make assumptions.
Do not assume we are less professional than you.

There is just a good chance that our leadership are dealing with much higher priorities than this project - like suicide and drug epidemics.

Food for thought ...



*We know judgement.
We are used to it.
Be the difference.*

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!

Four Things to Consider (Video)

The Power of Good Advice

EXPERIENCED INDIGENOUS RECRUITMENT AND RETENTION EXPERTS HELPING INDUSTRY TO MEET THEIR COMMITMENTS AS PART OF CANADIAN RECONCILIATION.



Next ...

ISSUE

**What you can
look forward to
in the December
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 the last issue for 2022, we are looking back at the issue of "Pretendians". We will go in deep on why this continues to be an issue and how YOU as an employer can sidestep this mine field.

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

