

RWC — NEWSLETTER

October 2022

Reconciliation Works Canada

**INDIGENOUS
ENGAGEMENT
EXPERTS ASSISTING
INTERNATIONAL AND
CANADIAN ENTITIES
TO NAVIGATE
CANADIAN HISTORY
AND CURRENT
RECONCILIATION
EFFORTS.**

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.

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



***Challenges to Consider When Working to Hire/Retain Indigenous Peoples**

Boys Will Be Boys

Boys will be boys and racists will be racists. Ensure your team leaders and supervisors do not hold any internalized prejudices against Indigenous peoples..

Understanding Internalized Oppression

Internalized oppression is real and it can cripple any employee from a marginalized background. Ensure your supervisors know how it manifests and how to deal with it.

The Partner at Home

Impoverished communities have trouble envisioning the difference a steady pay cheque can have on their future but they have no problem imagining being a single parent.

Empty Promises

No matter which political party was in power, the Canadian government has consistently broken their promises to Indigenous peoples. Make sure your representatives (everyone from VPs to supervisors) don't make promises you can't keep.

*Taken from Sandi's powerful keynote "Indigenous Recruitment & Retention: The Dream of a Different Future for Indigenous Communities".



"Have a plan to address the challenges before you engage."

What is your STRATEGY?

What is your Strategy?

Success in business requires a strategy and Indigenous employment, retention, and engagement is no different.

"I have worked my entire career preparing Indigenous people to work with you. Now it is time to assist you to prepare to work with them."

Sandi Boucher

Do you have:

1. A plan to establish safe working environments INCLUDING what actions will be taken when that safety is threatened by the words or actions of an employee?
2. A clear understanding of internalized oppression (what it is, how it manifests and how to combat it)?
3. A plan to ensure that the partner back home is not trying to entice your employee to quit?
4. A training program for company reps to ensure their vocabulary is free of promises you may not be able to keep?



The Queen's Funeral ...

The Indigenous reaction to the Queen's passing was mixed. But do you understand why?

Colonization and assimilation at the hands of the British settlers and their descendants decimated Indigenous communities. Yet, some Indigenous people mourned the death of the only British monarch they have known in their lifetime.

The mixed reaction - a perfect reminder that "assumptions" are always a dangerous place to go in any conversation or engagement process.

It is a dangerous stereotype to believe all Indigenous people look the same, think the same, act the same, or even vote the same way.



There are over 600 First Nation communities in Canada and each one is unique.



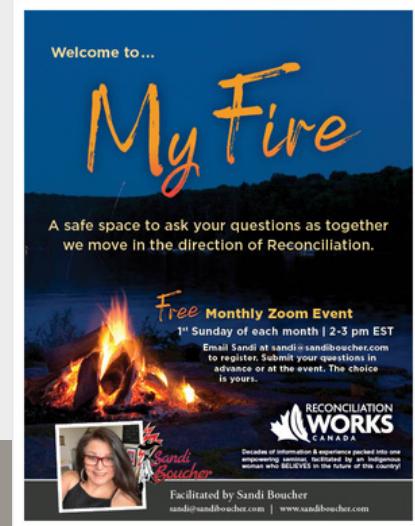
What about ...

TRAINING?

**One session will
never be
enough!**

On the first Sunday of every month, Sandi Boucher hosts "My Fire", a free virtual Zoom event designed specifically to answer the questions of attendees.

Visit
www.sandiboucher.com
to register.



RWC Training Options:

1. Consulting Services - everything from a one-time response to an in-depth analysis/plan of action developed for your specific entity.
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.



Ghosting

Not just in the dating world anymore! (Was it ever "just" in the dating world?)

When a supervisor, employer, or manager says something that highlights their lack of understanding of Indigenous people and their challenges, the Indigenous employee is left with three choices:

- 1) Invest the time and emotional effort it will take to correct and educate the offender (and risk negative consequences),
- 2) Ignore the comment and pretend it didn't cut like a knife, reminding you that you are not "among your own".
- 3) Ghost. Finish the shift or rotation. Return home. Ignore emails and phone calls. Do not return. Stay home away from such comments.

Ghosting is a serious red flag, an indicator that something in your operations needs to change before all your Indigenous employees "ghost" you.



"Ghosting" must trigger change or it WILL happen again!

What do you mean **ONE STRIKE?**

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!

Emotional Bandwidth

Thanks to the reality that is internalized oppression and the related need to develop "survival mechanisms", many Indigenous people are incredibly fearful when first entering a new place of employment or even a new office.

One wrong move on your part, one "joke" that isn't funny, one misplaced comment and that employee will bolt, convinced that you are not ready to support or hire Indigenous people.





Next ...

I S S U E

**What you can
look forward to
in the November
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:

1. Transparency - an essential element when it comes to Indigenous engagement, recruitment and retention.
2. The value of the "back-to-back" or feather teaching when it comes to successful Indigenous recruitment and retention.
3. Why you should make sure you are never a "cat".

