

RWC

NEWSLETTER

October 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.



Cultural Differences

One of the BIGGEST challenges preventing successful Indigenous/non-Indigenous relationships, is the lack of acceptance of cultural differences.

Unfortunately, many employers go into these relationships thinking that because we all live within Canadian borders, that we share the same or similar cultural values.

Indigenous and non-Indigenous values are often very different, and sometimes at complete odds with each other.



"To understand the cultural values of your employees is to know successful retention."

Sandi Boucher

Indigenous Values ...

To be fair, there are more than 600 First Nation communities within Canadian borders and numerous Nations, each with different cultural values and teachings.

But there are many similarities, and that is what we will be focusing on in this edition.

For example, growing your wisdom or growing into a “better” and more learned person is a value held by many First Nations. This does not mean more educated. This means that a person knows or understands more than they did at a younger age. They have grown in their wisdom.



Being a good partner or parent is often of very high value to Indigenous peoples.

Sandi Boucher

EMPLOYMENT VS. PARENTING - WHO WILL WIN?

An absent parent is not a good parent in the eyes of many Indigenous people.

- Sandi Boucher

Mainstream believes if a parent is off “earning a good living and providing for their family” they are a good parent. Not so for many Indigenous families and communities.

Sandi Boucher

Canadian History ...

The separation of Indigenous children from parents throughout Canadian history makes it even more traumatic for a parent to leave their family behind, even if it is for a positive reason, like training or employment.

- Sandi Boucher



The SOLUTION



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!

Employers and Trainers must switch their thinking away from the employment or training of an individual to the employment or training of a family unit.

INVOLVE THE PARENT AT HOME

Ensure they feel heard and supported in this training or employment process. Make supportive phone calls to check in. Offer varied forms of support so the burden does not fall on your new employee. The greater the support and inclusion of the partner at home, the greater retention of your employees.



How can ...

WE HELP?

Indigenous Engagement Training

Don't lose another employee!

Learn how to work with opposing values BEFORE another employee ghosts you!

Contact us today!



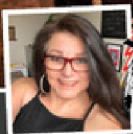
A TRAUMA-INFORMED APPROACH TO INDIGENOUS ENGAGEMENT

TIPS AND TRICKS on how to build effective & respectful engagement offered in a safe space where questions are encouraged and answers are found!

Go on a journey through:

- THE PAST**
How We Got Here
- THE PRESENT**
Understanding What You See
 - Ghosting
 - White Supremacy
 - Common Misconceptions/Mistakes
- THE FUTURE**
How to Proceed
 - The FOUR Tools
 - Rules of Engagement
 - Case Scenarios & more!

Ask me about my **10 FOR 1 SALE!**



Sandi Boucher

Facilitated by Sandi Boucher
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RECONCILIATION
WORKS
CANADA
Decades of information & experience packed into one empowering seminar, facilitated by an Indigenous woman who BELIEVES in the future of this country!

Virtual or Live

This full day training session can be offered over one day, two half days, or 6 one-hour Lunch n Learn Sessions.

Email us for more information today!

THE FOUR CHALLENGES

SOLUTIONS MEAN YOUR SUCCESS!

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 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:

In November, we will look at the fourth challenge keeping your Indigenous retention stats down. Namely, the EMPTY PROMISES made by employers and government officials.

Until next time!



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