

RWC

NEWSLETTER

April 2024

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 of Reconciliation Works Canada, here to provide insight and guidance to assist your team to up their Indigenous Engagement game.

After all, to build sustainable bridges requires work on both sides.



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.



The PATH to Reconciliation

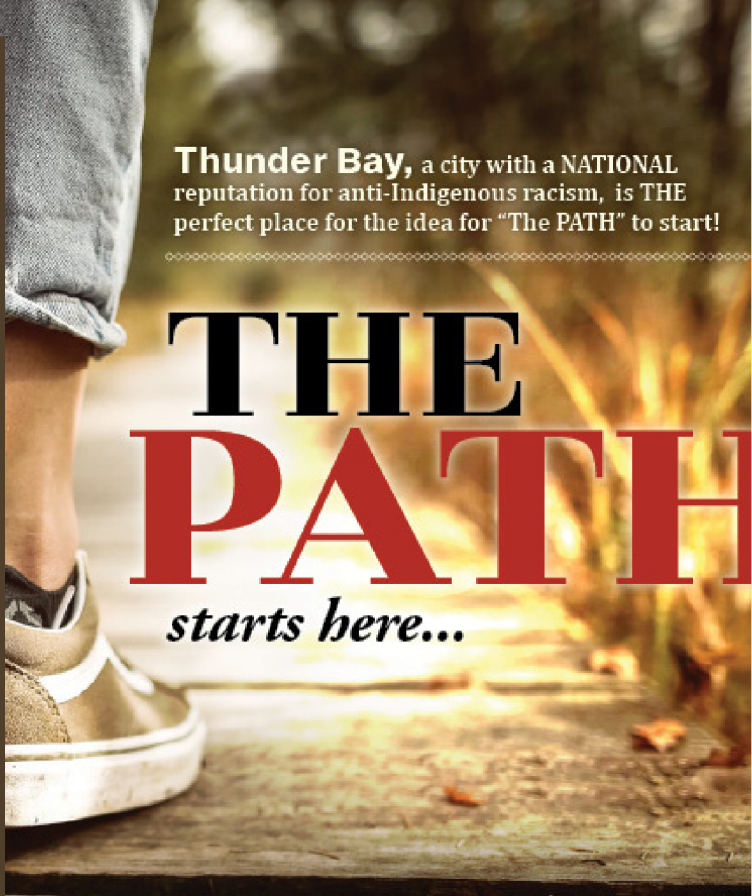
Live, virtual, and/or video training course for Allies and Indigenous.

FLEX Consulting Clients received The PATH Video Training Course in January as part of their comprehensive plans (more on Flex Consulting plans later).

In this edition of the RWC Newsletter, we will continue focusing on some key takeaways from this very informative course.

Whether you would like to become a FLEX Consulting Plan client (and be able to enjoy many such offerings) or you would like to simply offer this course to your staff or team, we can assist with that.

Simply email us for more information.



Thunder Bay, a city with a NATIONAL reputation for anti-Indigenous racism, is THE perfect place for the idea for "The PATH" to start!

THE PATH

starts here...

where you are and how to advance through the 4 distinct stages using the 4 essential tools we ALL need to carry!

teachers, counsellors, leadership, activists, or ANYONE who wishes to DANCE ON THE WALLS THAT DIVIDE

A safe place to discuss how to move forward!

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This seminar is now available to be offered in your community, for your agency staff, community members, or client group.

For more information call Sandi at (807) 285-0000

The PATH to Reconciliation is made up of 14 distinct modules, each offering insight into everyday issues in a new and easily understandable way, paving the PATH to reconciliation.

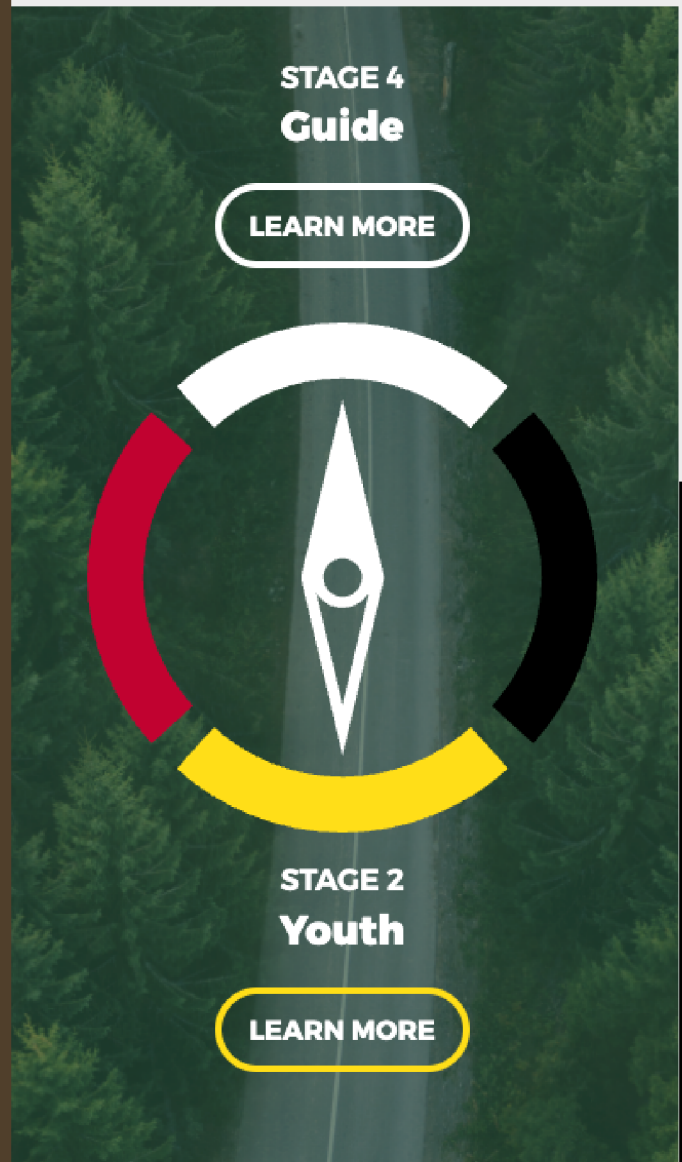
The Medicine Wheel as a Template

The Medicine Wheel is a teaching tool that many First Nation communities use to remind their members of some incredibly valuable teachings.

The PATH Video Course used the Medicine Wheel as a template so we should probably make sure you understand some of the key teachings encapsulated in the Medicine Wheel.

The four quadrants remind us of:

- the four sacred medicines (sage, sweet grass, cedar, and tobacco)
- The four parts of being (mental, physical, spiritual, and emotional)
- The four directions
- The four life stages (baby, youth, adult, and elder).



The Medicine Wheel is made up of four equal quadrants that remind us of so many things.

Sandi Boucher

Medicine Wheel con't

The PATH Video Course focused on the final bullet - the four life stages.

First Stage - Baby Stage
This is where the people who are just starting to learn about reconciliation exist. They need basic, fundamental learning so they can advance to other stages.

Second Stage - Youth Stage
This is yet another learning stage but this stage is more advanced learning.

Unfortunately, this is also the stage where “a little bit of knowledge is dangerous”. People who desperately want to be seen as allies can often take what they learned in Stage One and begin to present themselves as experts in their organization or community. Unfortunately, without the second level learning, they inadvertently do even more harm.

STAGE 4 Guide

[LEARN MORE](#)



STAGE 2 Youth

[LEARN MORE](#)

Stage One and Two are LEARNING STAGES. Action does not take place until Stage Three.

Sandi Boucher

Medicine Wheel con't

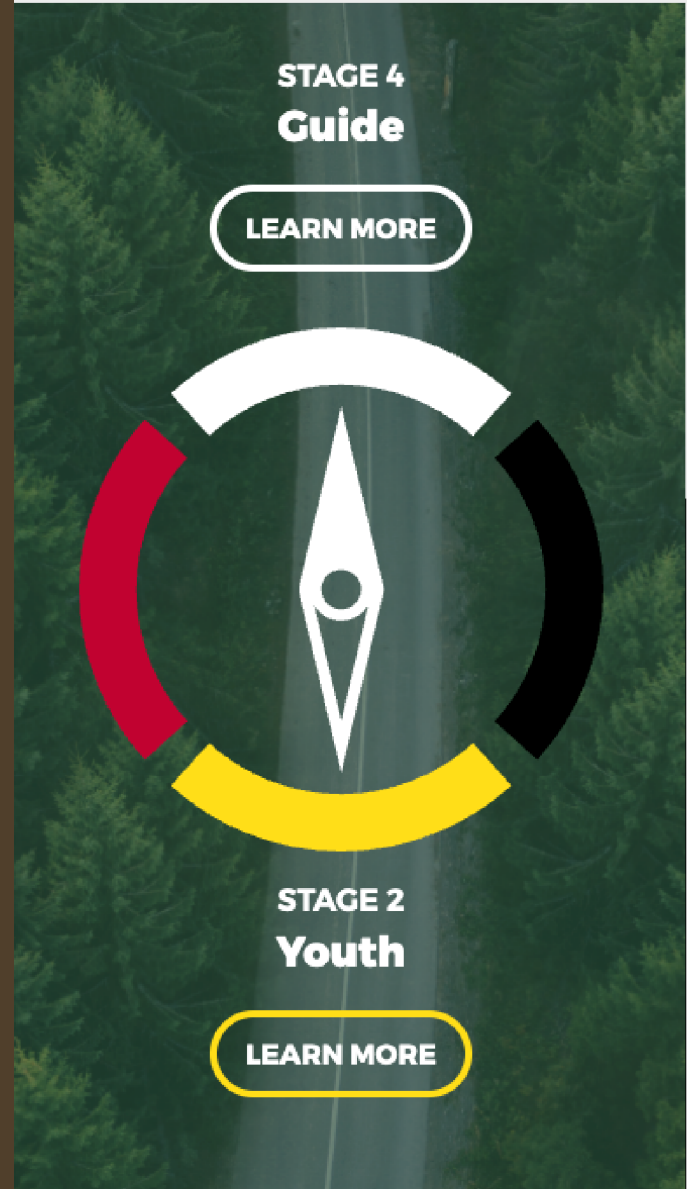
Third Stage - Adult Stage
This stage requires ACTION - policies to be changed, new processes to be created, something.

Talking is no longer good enough. Now things have to change.

Fourth Stage - Guild/Elder Stage
This is the stage of reflection. What do you need to improve? More learning? More changes? More actions?

The PATH Video Course and book presents two paths to reconciliation that includes the four stages. One PATH is for Indigenous peoples and one for non-Indigenous.

In future newsletters, we will look at each stage in depth but this month, we just wanted to make sure you understand why so many use the Medicine Wheel as a teaching tool.

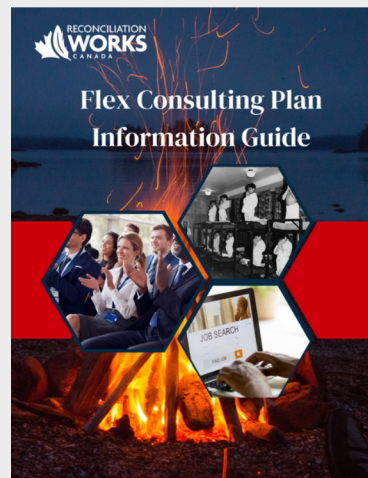


Stage 1 - Baby Stage (Learning)
Stage 2 - Youth Stage (Higher Learning)
Stage 3 - Adult Stage (Action)
Stage 4 - Guide/Elder Stage (Reflection and Growth)

How can ...

WE HELP?

**Just
consulting,
just
training, or
both!**



**We have
what you
need!**

**Contact us
today!**

The Power of Good Advice

ASSISTING YOU TO NAVIGATE THE
LEARNING CURVE THAT IS CANADIAN
RECONCILIATION.

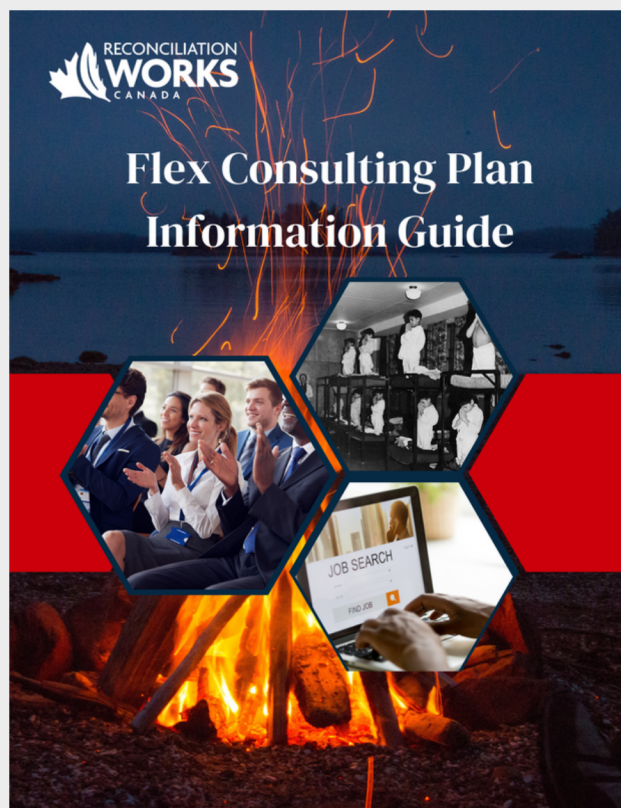


FLEX Consulting Plans

Participants in the FLEX Consulting Plan receive one virtual training session per month, emailed directly to provided contacts (no extra work for management or your HR department) along with direct access to Sandi herself, with up to 10 hours of 1:1 consulting per month to address your specific needs and challenges.

Participants in the FLEX Consulting LIGHT Plan receive one virtual training session per quarter, emailed directly to provided contacts (no extra work for management or your HR department) along with direct access to Sandi herself, with up to 5 hours of 1:1 consulting per month to address your specific needs and challenges.

Confidentiality is guaranteed.



Next ...

ISSUE

**What you can
look forward to
in the May 2024
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 sandi@reconciliationworkscanada.ca

Until next time,
be well!



Topics to be covered in the next issue of the RWC Newsletter:

In the next episode, we will again highlight some key points from “The PATH to Reconciliation” training course, specifically whether or not the Canadian/Indigenous relationship has been an abusive one and what are the FOUR ESSENTIALS TOOLS you need to use!

Be well!



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