

RWC

NEWSLETTER

August 2024

Reconciliation Works Canada

A division of Mishkwe Enterprises

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 Mishkwe Enterprises, the parent company of Reconciliation Works Canada. My team and I are 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.



Indigenous Engagement

Before recruitment,
before retention,
comes ...
engagement.

But handled poorly,
your ineffective
engagement could
dramatically limit
your recruitment or
retention
possibilities.

Not because
Indigenous are not
interested. Perhaps
they don't feel ...
safe.

Let's talk about it.



*Patience, Awareness, Tenacity and
Humility. Do not go near a First Nation
community without those tools.
- Sandi Boucher*

Indigenous Centered Space VS Non-Indigenous Centered Space

One of the biggest mistakes I see non-Indigenous business entities and groups make is the lack of appreciation for Indigenous-centered space.

“If you go into a First Nation community only thinking of what you can do for them, you have already misstepped.”

Instead, do your research. What issues is the community facing? What has the Chief been speaking to the press about? What are the youth of the community struggling with?

It is funny how mainstream salespersons will research a foreign company or country but never apply the same practice to a First Nation community.

We both live within Canadian borders. That is where the similarity ends.



Humility Works!

In mainstream, you are expected to SELL! You show up confident with your offerings and just how much they can help your client.

Not so with a First Nation community ...

You may believe that you have the answers they need but do you know what they have tried in the past? Do you know why it didn't work?

Since the settlers arrived, they have been telling First Nations people what is best for us. Do not repeat that mistake.

**Ask.
Listen.
Learn.
Suggest.**

Build bridges not walls.



Humility builds bridges. Ego burns them.

First Nation peoples have been preached to since the settlers arrived but rarely do people truly LISTEN.

Building bridges takes time.

Leave your watch or phone in the car.

Visit. Talk. Ask humble, respectful questions.

DO NOT offer solutions.

Simply learn.

In time, they will wonder why you are interested. Then it is time to share that maybe, just maybe, you can help.



Never been to this community?

Another common mistake non-Indigenous entities make is truly an ego trip - believing because they have worked with “many” communities in the past they know how to work with this new one.

PURE EGO.

Never been to a community?
Then you know nothing about their history, their protocols, their relationship with non-Indigenous entities.

Again, relationship first.

Ask.
Listen.
Learn.
Suggest.



How can ...

WE HELP?

**Just training,
just consulting,
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.**



Just training? We got you covered!

We offer a wide range of training options, including everything from one hour Lunch & Learn sessions to full day seminars.

Training can be delivered live or virtually and can be recorded for future review.

Email us today to discuss your needs.



#createsafespaces

Lunch *and* Learns

One hour can change everything!

Creating Safe Spaces | How Do I Fit? | Truth & Reconciliation | Silencing the Hum

The PATH | Personalities 101 | A Day That Can Change Everything

For the full list of seminars available, visit sandiboucher.com

ASK ABOUT 10 for 1

Decades of information & experience, facilitated by an indigenous woman who BELIEVES in the future of this country!

Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

A TRAUMA-INFORMED APPROACH TO
INDIGENOUS CUSTOMER SERVICE

WORKING WITH/FOR INDIGENOUS CLIENTELE

TIPS AND TRICKS on how to build lasting relationships while avoiding common mistakes! 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 Mistakes &

#noguilt #noshame.
#reconciliationworks

ASK ABOUT 10 for 1 SALE!

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!

Facilitated by Sandi Boucher
sandiboucher.com | www.sandiboucher.com

#createsafespaces

How Do I Fit?

What do I do?

Navigating Canadian Reconciliation in a Practical Way.

What to consider? What to do? And how?

ASK ABOUT 10 for 1

Decades of information & experience packed into one empowering seminar, facilitated by an indigenous woman who BELIEVES in the future of this country!

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15 Missing Pieces

Indigenous Support & Engagement Training for Allies

Choose a FULL DAY or ONE HOUR FORMAT

#createsafespaces

Learn the 15 Key "Missing Pieces" including the GOLDEN RECONCILIATION RULE!

Facilitated by Sandi Boucher
sandiboucher.com

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Creating SAFER SPACES

WHAT are they? HOW are they created? HOW are they maintained? WHY do we need them?

ONE HOUR CAN CHANGE EVERYTHING!

ASK ABOUT 10 for 1

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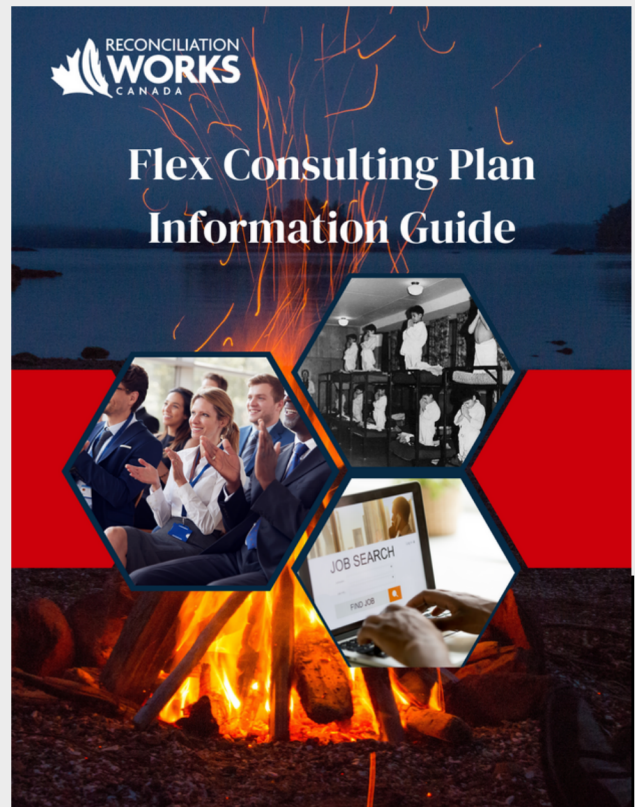
Facilitated by Sandi Boucher
reconciliationworkscanada.ca | sandiboucher.com

FLEX Consulting Plans

Participants in the FLEX Consulting Plan receive one virtual training session per month, along with direct access to Sandi herself, with up to 10 hours of consulting per month to address your specific needs and challenges.

Participants in the FLEX Consulting LIGHT Plan receive one virtual training session per quarter, along with direct access to Sandi herself, with up to 5 hours of consulting per month to address your specific needs and challenges.

Confidentiality is guaranteed.



Next ...

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@mishkwe.ca

Until next time,
be well!



In the next issue we will highlight the FOUR points in time where you are at the greatest risk of losing your Indigenous employee.

**Want to discuss booking an event?
Email us at terra@mishkwe.ca**

