

RWC

NEWSLETTER

July 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 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.



A Special Canada Day Edition

Not all Indigenous people celebrate Canada Day.

Sandi Boucher, the owner of Mishkwe Enterprises (the parent company of Reconciliation Works Canada) has not celebrated Canada Day in more than a decade.

But why would anyone make that decision?

As always, don't judge. Choose instead to try to understand and if you can't understand, choose to simply accept.

Let's talk about it.



I live on the traditional territories of Fort William First Nation and they host their annual pow wow on July 1st weekend each year which means on Canada Day, I am listening to the drums. - Sandi Boucher

Abusive Relationship Quiz

Remember the abusive relationship quiz we have been discussing over the last few editions of this newsletter?

When asked why she doesn't observe Canada Day, Sandi can often be heard saying,

"I want to be proud of Canada. I want to celebrate Canada Day with pride. I am just not there yet. And I am hoping to live long enough to say I am."



"When the school is on the reserve, the child lives with its parents, who are savages, and though he may learn to read and write, his habits and training mode of thought are Indian. He is simply a savage who can read and write. It has been strongly impressed upon myself, as head of the Department, that Indian children should be withdrawn as much as possible from the parental influence, and the only way to do that would be to put them in central training industrial schools where they will acquire the habits and modes of thought of white men."

- Sir John A Macdonald, 1879

ReconciliACTION

Reconciliation is SO MUCH MORE than words.

As highlighted in Sandi Boucher's third book "The PATH", there are three stages non-Indigenous Canadians must complete prior to reconciliation talks:

Step One

In Stage One of the PATH to and through reconciliation, non-Indigenous Canadians must accept the facts of Canadian history especially as it related to the treatment of the original peoples. This acceptance must be devoid of minimization or excuse. It cannot be historicized. It must be owned.

Stage One also requires a genuine desire to reconcile, to change things because if nothing changes, nothing changes.

**Acceptance of
Facts, Desire to
Reconcile**

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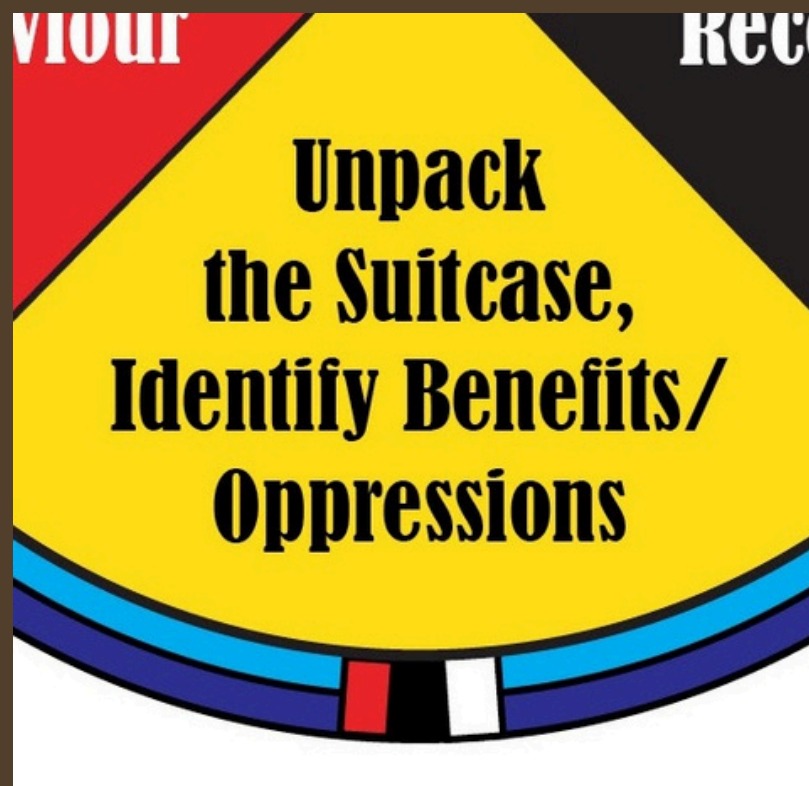


The PATH to Reconciliation - Stage Two

Stage Two on the PATH to reconciliation for Non-Indigenous Canadians requires the unpacking of the proverbial suitcase, identifying the benefits that Canadians received from how things were done historically while also identifying the related oppression of Indigenous peoples.

For example, the settlers brought their languages with them. They did not learn the language of the territory they traveled to but rather expected the Indigenous to learn theirs. They brought their education systems, their legal systems, and yes, their religious beliefs, all to the detriment of the people they were imposed on.

Remember, the Indigenous nations had all these systems. They just looked different but they did function incredibly well for those who practiced them.



The PATH to Reconciliation - Stage Three

In Stage Three, things really start to happen. The first two stages were learning stages but in Stage Three, action is required.

In Stage Three, change must happen.

In Stage Three, it is not about simply including Indigenous in systems and processes that have never worked for us, but rather adjusting existing processes or changing systems to truly work for both parties for the first time.

Stage Three requires genuine collaboration. Stage Three takes time.

As of the writing of these words, most are not at this stage yet.



The PATH to Reconciliation - Stage Four

And finally, in Stage Four reconciliation TRULY begins to happen as new ways of working together are implemented, followed, and enjoyed.

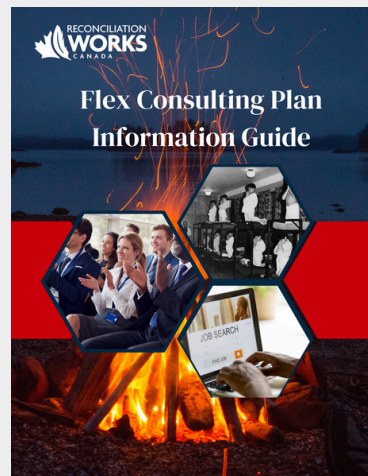
There will be no one way. There will be no pan-Canadian solution but there can be reconciliation if we follow The PATH.



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.

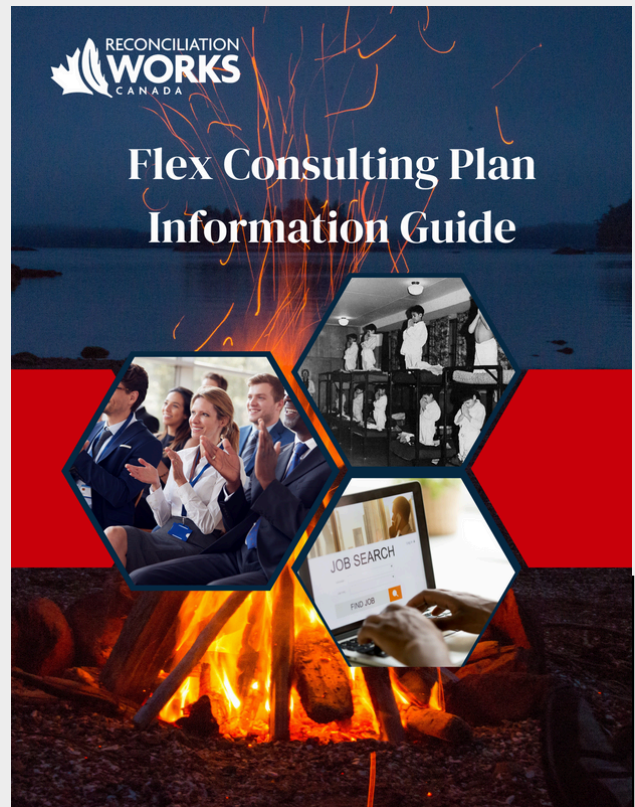


FLEX Consulting Plans

Participants in the FLEX Consulting Plan receive one virtual training session per month, 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!



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

