

RWC

NEWSLETTER

March 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

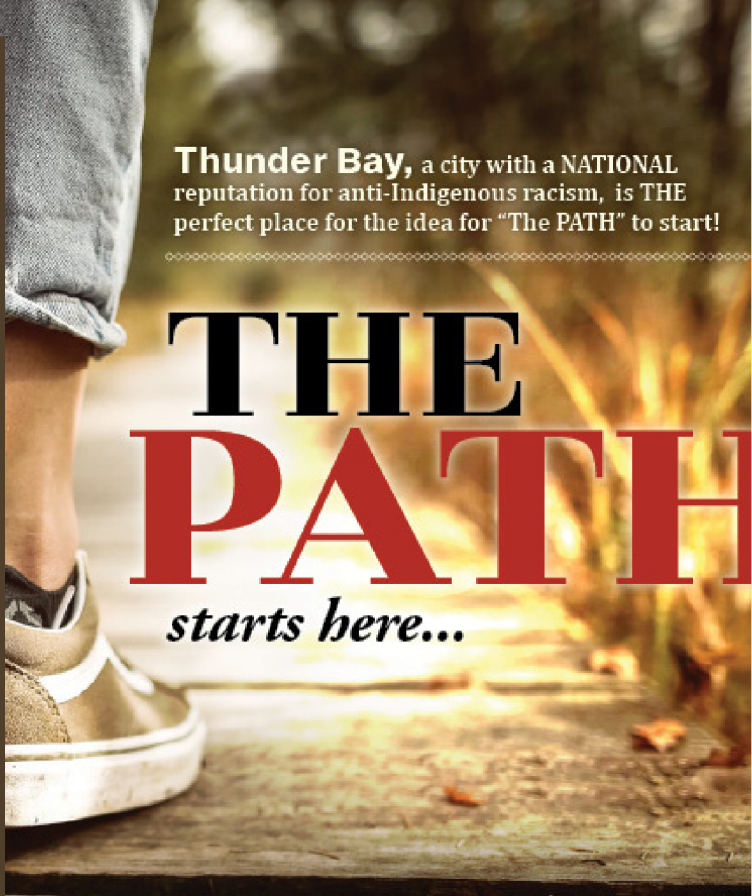
Live, virtual, and/or video training course for Allies and Indigenous.

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!

*li
cher*

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

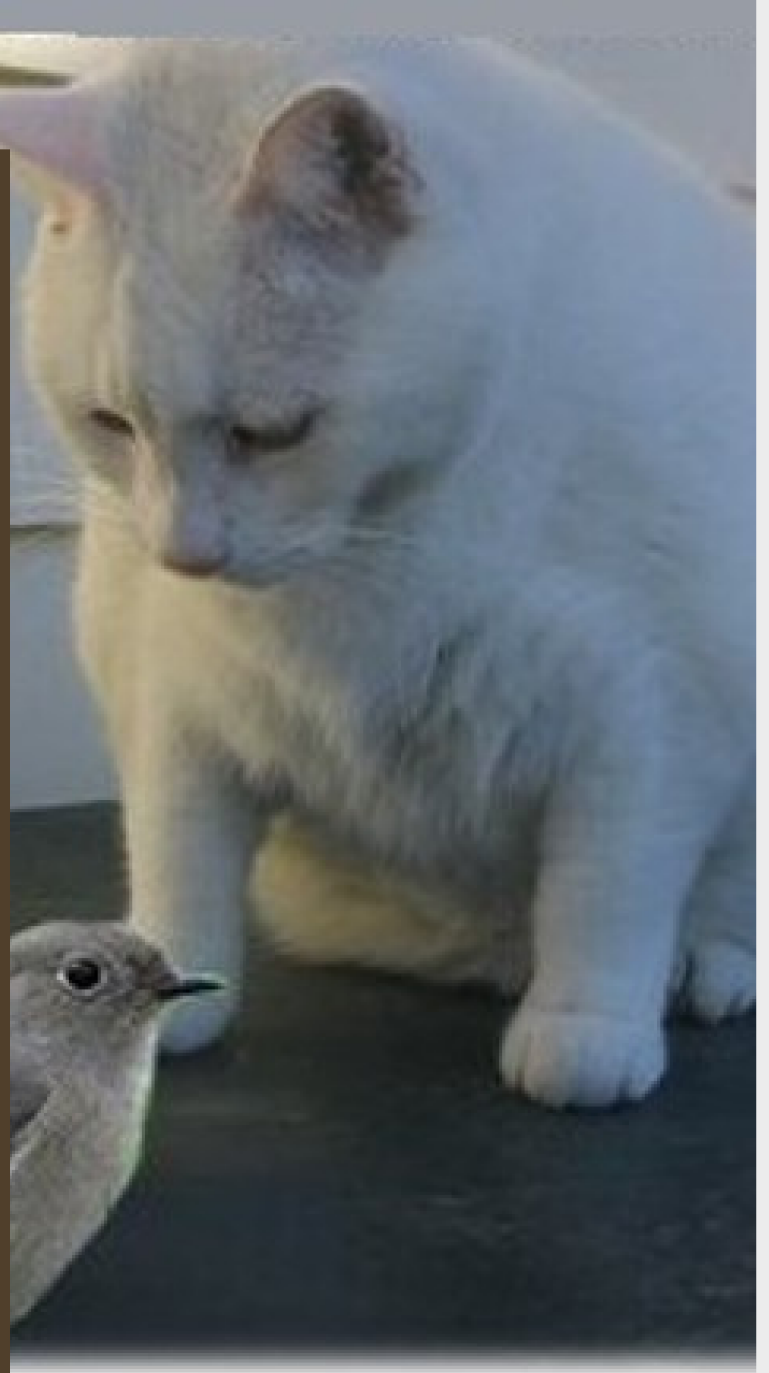
The PATH to Reconciliation is made up of 14 distinct modules, each offering insight into everyday issues in a new and easily understandable way, paving the PATH to reconciliation.

Accepted Truths

In her third book "The PATH", RWC owner Sandi Boucher highlighted 10 "truths" that she believes we all have to agree on before we can even start working towards reconciliation.

Here are the 10 Accepted Truths:

- Reconciliation is personal.
- Reconciliation is a learning curve.
- Everyone paddles at a different pace.
- Reconciliation isn't the only option.
- It is IMPOSSIBLE for one culture to accurately and completely interpret the actions, thoughts, or desires of another culture.



Reconciliation will be a million discussions, a million questions, a million missteps, a million apologies, and so very worth it for us and for future generations to come.

Sandi Boucher

Accepted Truths con't

- Ego burns bridges (but humility builds them).
- Prior to contact, we belonged to separate, FUNCTIONING, yet very different societies.
- Settlers were guided by 2 Key Concepts - The Doctrine of Discovery & Terra Nullius.
- Assimilation was the goal behind both the Residential School System and the 60s Scoop (Child Welfare System?)
- Parallel universes exist and there are people who may not feel welcome or comfortable in your universe, even if you have strived to ensure everyone is.



Reconciliation is learning how to swim in the water between the strips.

Sandi Boucher

The Wall Metaphor

Imagine there was a wall dividing Canada, running east to west. The wall isn't high (about the height of a table) and it is wide enough and strong enough that you can get up and dance on it if you want to.

Imagine on one side of the wall live all the Indigenous peoples currently residing within Canadian borders. On the other, all the non-Indigenous people.

Consultants, trainers, and DEI employees (like our owner) dance on the wall. They can jump off into a First Nation community or into a large urban centre and they know how to conduct themselves without causing harm or upset for the people living there.

Continued on next page ...



The Wall Metaphor con't

The people on the wall work with those touching the wall. The people touching the wall (both Indigenous and non) simply need more information. Once they have it, they will be able to dance on the wall too.

BUT, on both sides of the wall, there are people that do not believe working together is possible. You can recognize these people because they say things like, "It will never happen. Indigenous will never get it together" or "Why bother trying? Mainstream will never let Indigenous be Indigenous".

The important thing to remember is - if you spend all your time trying to work with those so far away from the wall that they do not believe it is possible, you will only exhaust yourself. Find those that believe. Find those touching the wall. Find those dancing on it.

They are the ones that will make reconciliation a reality.



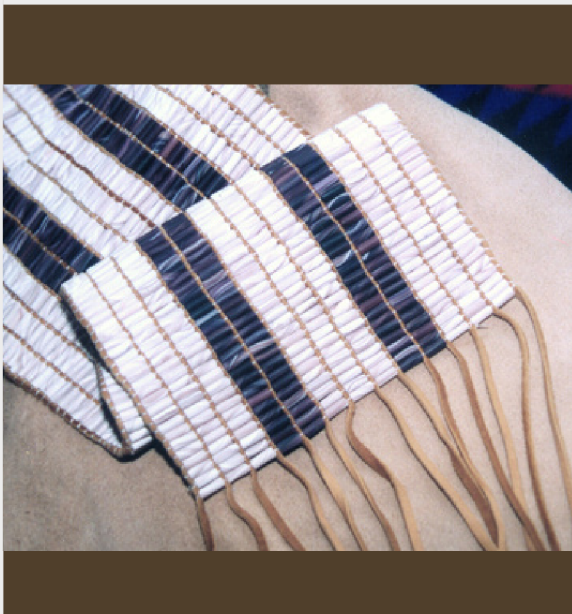
When enough people are dancing on the wall, even the doubters will begin to believe.

Sandi Boucher



Why you should

CARE



There are so many ways a non-Indigenous business or entity can benefit from improving their Indigenous engagement, recruitment and retention.

Moccasin Telegraph is a THING!

Work well with one First Nation community or entity, with patience, awareness, tenacity and humility (the PATH essential tools) and word will spread.

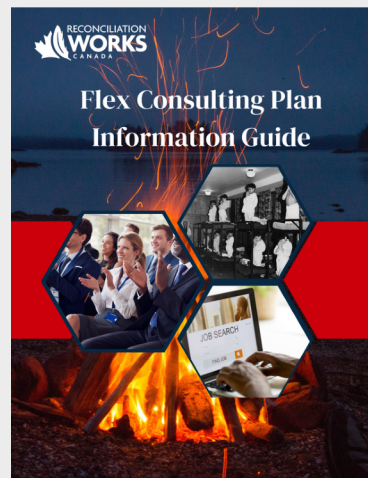
Conversely, the same holds true for those businesses and entities that do not employ these essential tools.

Your future is yours. We can help.

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.

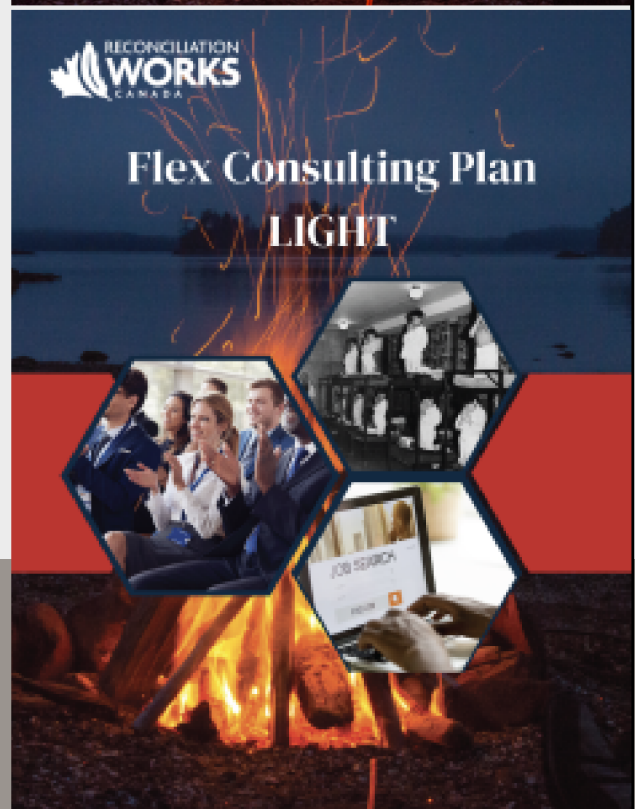
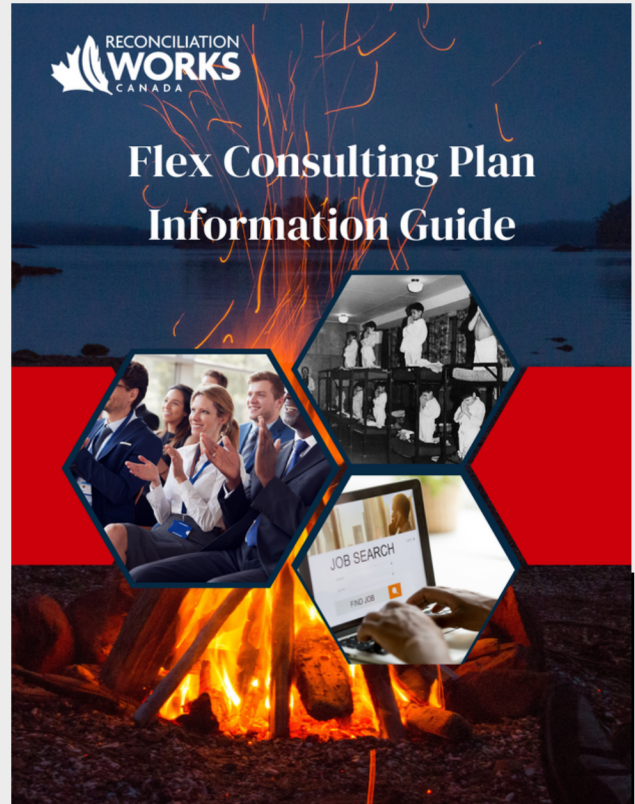


FLEX Consulting Plans

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 April 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 simply because there is too much to mention in one newsletter.

Be well!



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