

RWC

NEWSLETTER

September 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.

In the last episode, we discussed Indigenous engagement and just how important HUMILITY is to successful engagement.

But what if I told you there are FOUR types of people Indigenous do NOT want to meet during the engagement process.

Would you be surprised?

Do you know one or two of these types?

Let's talk about it!



The Four Non-Indigenous People We Do NOT Want to Meet!

There are FOUR types of people that make engagement very challenging for Indigenous people.

And since the intent of reconciliation is to prevent future harm, these four “attitudes” should definitely NOT be part of any engagement process.

The first type - the Non-Indigenous person who thinks Indigenous people are invisible.

Now that may sound strange (because obviously we are NOT) but this type says thinks like, “We are all the same!” They assume that how they look at the world MUST BE how Indigenous look at the world ... and they couldn't be further from the truth.

These people desperately need to learn the back-to-back teachings BEFORE they come near our communities.



Exhausting!

The second type of non-Indigenous person we do not want to run into ...

The person who thinks Indigenous are a threat.

This mentality is fear-based. This is a person who thinks "we are going to do to them what they did to us."

(Thanks for acknowledging what happened to us was inappropriate though!)

These people don't trust us. They have their guard up. They make conversation impossible especially since history has taught us YOU are the risk.

We are overriding our fear to meet with you - we need non-Indigenous willing to do same.



The third type ...

This type is FAR too common.

The third type of non-Indigenous we do not wish to even TRY to work with ...

Those who are disgusted by Indigenous people.

These people don't just judge.
These people are not just racist.
These people are DISGUSTED by Indigenous people and the challenges so many of us face.

And their disgust is obvious,
making it IMPOSSIBLE to work with them.



The fourth type ...

And the last type of non-Indigenous person we do not wish to work with ...

The Paternalistic Person.

This person wants to “save” us. This person feels sorry for us. This person is convinced we “need” them. They want to take care of us.

PURE INSULT.

LET US NEVER
FORGET THAT THE
INDIGENOUS
HAVE SURVIVED
ALL THAT WAS
DONE TO US.
WE ARE RESILIENT,
NOT WEAK.



How can ...

WE HELP?

**Did you
recognize
anyone?
Are they on
your team?**



**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 and video courses.

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

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How Do I Fit?

What do I do?

Navigating Canadian Reconciliation in a Practical Way.

What to consider? What to do? And how?

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15 Missing Pieces

Indigenous Support & Engagement Training for Allies

Choose a FULL DAY or ONE HOUR FORMAT

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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!

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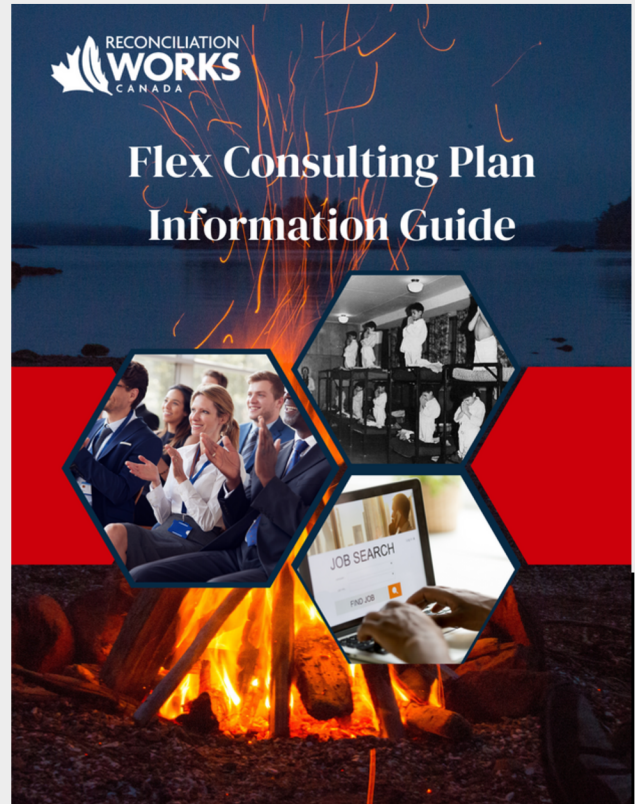
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FLEX Consulting Plans

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**

