

grain & general services union

2018

scholarship & bursary  
recipients



GSU scholarship recipients are chosen based on their essay submission and community involvement.

There is no essay requirement for the GSU First Nations University of Canada bursary. Our recipient is chosen by the First Nations University scholarship board based on credit hours, financial need, leadership, participation and involvement in on-campus and student activities.

GSU's First Nations University of Canada bursary recipient

# Jana Sasakamoose

**Jana recently completed the second year of her Business Administration degree at the First Nations University of Canada's Northern Campus.**



My name is Jana Sasakamoose I am 23 years old, currently taken my Business Administration degree at the First Nations University, and I am finishing up my 2nd year. I am from Ahtakakoop First Nations but born and raised in Prince Albert. I am a single parent of two boys and one on the way.

This is a great accomplishment for myself and my kids receiving a scholarship from Grain and General Services Union Bursary. Words cannot explain how grateful we are for the extra help, I mean we get to fix our van right up and not have to worry about it. Pay off some overdue bills and get few of our needs out of the way. This money is going to get us by until I start at my new job, so it fills in the gap where we could have struggled to get by. Just by receiving scholarship gives me more motivation to try even harder in my education and apply for others.

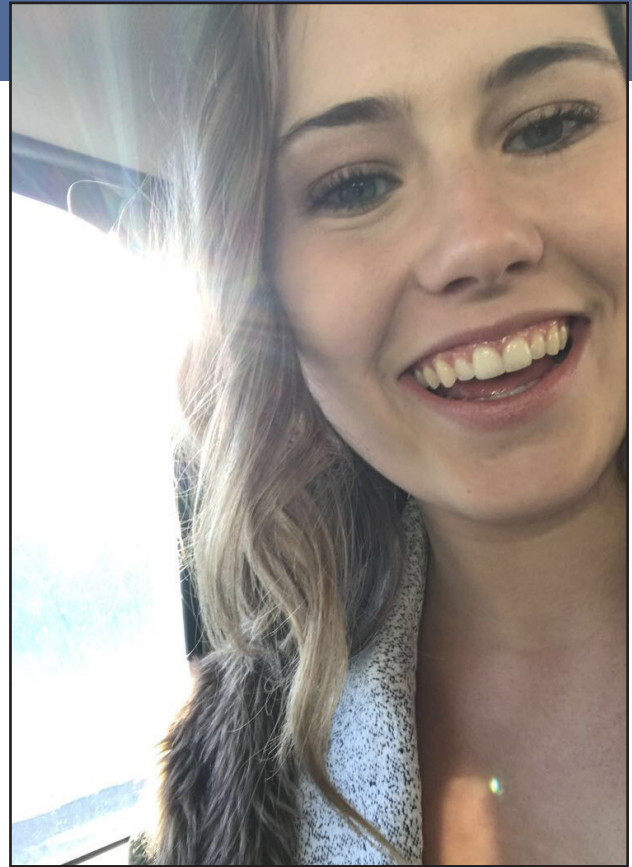
I appreciate the bursary and I thank you guys so very much. Had me in tears I was beyond relieved, thank-you again.

There is no essay requirement for the GSU First Nations University of Canada bursary. Our recipient is chosen by the First Nations University scholarship board based on credit hours, financial need, leadership, participation and involvement in on-campus and student activities.

2018 Grain & General Services Union scholarship recipient

# Taylor Adolph

**Taylor is the daughter of GSU member Paula Adolph who works at Viterra's head office (GSU Local 2).**



Taylor is registered in the University of Regina's four-year Psychology program.

**In her letter of recommendation, Music/Choral Director Lyn Birrell said:**

"I know Taylor best because of her work within the musical theatre program, but it is also important to note that she is a well-rounded student who works hard in her studies, plays handball, and volunteers with her time as well. She has worked in the kitchen at Resurrection Parish multiple times over the past few months and has also volunteered at Souls Harbour. She has a set plan for herself at the U of R Psychology and then she eventually plans to continue on to Audiology.

I highly recommend her for this scholarship because of these reasons, among many others, and know that she will achieve whatever she sets her mind to in the future."

Stand up for those who can't.

By: Taylor Adolph

In such a diverse society there is a concern for the mistreatment of others, especially those who are unable to defend themselves. Mistreatment can occur in many different forms, such as verbal, emotional and physical. All of these forms of mistreatment, big or small, negatively impact lives of people everyday. This concern has started to become a popular topic over the past few years, with more and more victims coming forward to tell their story. Eventually, in 2006 Tarana Burke founded the #METOO movement to help victims of sexual violence to rebuild there lives. This movement has made a phenomenal positive impact on society, which has created awareness worldwide. Along with this movement, racial awareness has brought about a concept of giving back and taking action, this is referred to as reconciliation. These efforts need to be supported and encouraged by everyone in order to flourish and thrive in society.

Movements and organizations based on providing protection and equality for humans, require involvement, and an open mind to be able to continue helping those in need. The most beneficial action that someone can take is helping create awareness. Spreading of awareness can be achieved by using social media to share posts or give support to those who share their stories. If one person takes the initiative to show others that their needs to be a change with how people are treated, then it starts to influence others perspective on their own actions. Thus people can reflect on their past mistreatment of others and find a positive change in the way they live their lives. Unions

can help with these efforts through social media support and sponsoring victims to come forward and share their stories. The more people come in contact and witness the impact sexual violence and other mistreatments have had on other people they can try to comprehend the issue. Overall unions can help these movements through social media, as well as giving support and recognition to victims.

Another way of showing support is focusing more on the reconciliation aspect of giving back. Different ways someone can demonstrate the action of giving back, is through financial support, volunteering in the different organizations, and always being proactive with future situations. These issues are an on-going concern and they need to be treated that way when people are giving back. As a society, there will always be a need for people to stand together, and change others perspectives on various topics of concern. Therefore people need to understand the importance of constantly taking action with regards to a problem in society. Taking action includes intervening in a situation when a group or a person is targeted for their race, sexual orientation, gender or age. If people knew how to properly identify and respectfully intervene in a situation, then more people can take action, this is where unions can help. Unions can provide more resources on how to properly handle a situation and how to receive help. When people have resources and facts to reference they can make evaluated decisions and feel more confident. Therefore in these different forms people are able to give back and support victims of mistreatment.

These different organizations are truly inspiring but they require help from other people and organizations. People can show support through simple things, such as mentioning the work these organizations do and why they are important on social media, donating money to help victims, volunteering, and learning more about preventing these

situations. Unions can help all of these efforts through using their vast resources and influence.

2018 Grain & General Services Union scholarship recipient

# Stephanie Carnduff

**Stephanie is the daughter of GSU member Colleen Carnduff.**

**Colleen works for Viterra Moose Jaw Grain (GSU Local 1).**



Stephanie is registered in the University of Saskatchewan's four-year Bachelor of Arts - Psychology program.

**In her letter of recommendation, Rena Langlais, Assistant Director at Hands On Outreach and Development, said:**

"You could depend on Stephanie to be here. She also willingly changed her schedule to accommodate us and brought in donations for Hands On.

Stephanie's positive attitude and smile made her stand out in our group of volunteers. It was great working with Stephanie, seeing her grow and forming friendships with the children."

Running head: IT INVOLVES ALL OF US

**Reconciliation: It Involves All of Us**

**Stephanie Carnduff**

**June 11, 2018**



### Reconciliation: It Involves All of Us

In Canada's early years the government's attempt to eradicate the unique culture of Aboriginal peoples is still apparent in many Aboriginal descendants. It continues to negatively affect several generations of Aboriginal people. I believe reconciliation is imperative for Aboriginal Canadians as well as all people across Canada. Reconciliation is one way to begin to mend the cultural genocide and division inflicted on Aboriginal people by means of residential schools (loss of family, culture, identity), sixty's scoop and abuse that many Aboriginal people experienced during the time of assimilation. This issue is important to all Canadians, because when reconciliation is achieved, it will result in a more peaceful and fair country for everyone. This short essay will go on to explain how people like me can support reconciliation, as well as what unions can do to support this matter.

One of the most crucial and important step towards supporting reconciliation is for people to educate themselves about what Aboriginal people were put through when the government used different forces to assimilate them into European culture. These forces include residential schools where children were taken away from their families to attend a school run by the church, where they would be forced to forget their native language as well as many other cultural values. Another tactic the government used was the sixties scoop, where children were again, taken from their families to live with a family where they would grow up in a home culturally different from their own.

Additionally, non-Aboriginal people can support reconciliation by learning about Aboriginal people's culture. There are several ways for one to become more informed on this topic. Aboriginal Canadian history needs to start in the early grades of school and continue throughout the grade 12 education systems incorporating the 97 calls to actions resulting from the Truth and Reconciliation Commission. University students like myself now have the opportunity to participate in school programs that teach Aboriginal history and culture. There are many Aboriginal speakers who speak publicly about their experiences, culture and have valid ideas to incorporate reconciliation into

communities. We have a range of tools at our fingertips that connect us globally such as researching the internet, watching documentaries as well as social media. An interactive way to learn about Aboriginal culture is to attend cultural events such as feasts, round dances, blanket teachings and pow-wows; where some of the most beautiful parts of their culture such as traditional clothing, foods and dancing are celebrated. When advertised these events are public to all. I can attend these events and encourage others to attend and learn the beauty of this culture alongside me.

Unions have an opportunity to help with reconciliation as well. On a smaller scale, unions can enforce reconciliation among the members of their union by observing June as National Aboriginal history month by strongly encouraging employees to participate in local community events on the National Day of Reconciliation, June 11, as well as National Aboriginal Day on June 21. They can do this by distributing posters and sharing emails of events. Unions/employers can request the knowledge of elders to speak at the work place helping to educate employees about Aboriginal history and culture. Unions could also educate their employees by putting together cultural presentations or writing articles on the topic. Unions play a significant role in ensuring that there is no discrimination in the workplace which includes discrimination against Aboriginals as well as other races. This could be achieved by having Aboriginal representatives in the union which creates a safe space for Aboriginal employees to talk to someone if they are experiencing discrimination in their workplace. Management needs to take the lead and present a strong front when it comes to employees who may display prejudices, ensuring there is a no tolerance policy.

The movement towards reconciliation involves all Canadians. Everyone is capable of supporting reconciliation in all aspects to make a difference in society. Aboriginal people need the support of non-Aboriginal Canadian's to gain awareness and strive to honour the 97 calls to action brought forward by the Truth and Reconciliation Commission; which I strongly feel they deserve. Ultimately, knowledge is power. When the people of Canada are more educated on the history of Aboriginal people's culture and their historical ties to the land, reconciliation may move faster.

2018 Grain & General Services Union scholarship recipient

# Cheyenne Knight

**Cheyenne is a GSU member working at Wild West Steelhead (GSU Local 6.)**



Cheyenne is registered in the Sask Polytech/University of Regina SK Collaborative of Bachelor of Science in Nursing's four-year program.

**In her letter of recommendation, Cheyanne's Lucky Lake School teacher Brayden Trites said:**

"I have had the pleasure of knowing [Cheyanne] for the past two years as a teacher and an advisor. Not only is the applicant an extremely strong and bright student but they also embody leadership and demonstrate an exemplary character within our school and community."

**GSU Scholarship Application Essay**

As a society and as individuals it is our duty to constantly strive to be better. We must constantly work towards awareness, equality, and justice for all people. This may seem like an unconquerable issue; however, it is the small steps towards large dreams that unite us and help provide a light in the darkest corners of our world. As survivors or as allies to the plethora of issues faced today we must continue to work together to combat these issues.

It is often hard to know how to support people facing the adversity that exists today. Whether it be inequality surrounding race, gender, financial status, religious beliefs or otherwise we must create safe places for those affected. As individuals we can make an effort to look out for the people in our life, providing a shoulder to cry on or a support in times of need. As a union we can create resources for those affected and constantly search for any issues within the workplace where there is being unfair treatment.

There is darkness in the fear of talking about subjects that are difficult. Reconciliation and the #metoo movement have been working towards eliminating the stigma about sexual assault and the history of the relationships of first nations individuals in our country and around the world. As survivors we can impact so many by speaking out and showing others that they aren't alone. As allies we can support these individuals and show them the love that surrounds them and will help them down the road to recovery. As a nation and a world, we can stop standing for this kind of behaviour and hold people accountable for their actions and words.

As parents we can instill in our children values of love and acceptance. As friends we can confront our peers and speak for those who are being silenced. As coworkers, we can stand

together and act against employers who are not being fair. As a planet we can stand together in the fight for what is right.

In a time where we have one of the most powerful platforms at our fingertips we can all make efforts to challenge to overflow of negativity that we have all seen on the internet. By flooding our profiles with positive messages and thoughts and using our reach as a tool to help inspire others to take part in the powerful movements that are being created every day we can further impact those around us.

By stepping into our communities and going out of our way to take part in positive events, whether it be pride parades, or relays for good causes. Volunteering with organizations who are acting within your community, helping those at risk or those that are struggling. Being open to those who need help or looking out for those who aren't in a mind space where they feel they can get help.

Overall, the biggest, and perhaps most important thing, that we can do is to do our best to be a positive individual. We can make it our goal to make conscious decisions so that we can support the survivors, and perhaps help influence those who are around us to follow our lead. Altogether we need to advertise the good in the world and the support that is available as it is often lost among the negativity and hurt that exists. As a union the professional resources, support for every worker and their battles, and using their voice to help advocate for the awareness and solutions that exist.

2018 Grain & General Services Union scholarship recipient

# Aadyn Oleksyn

**Aadyn is a GSU member working at Lake Country Co-op Whitestar (GSU Local 16.)**



Aadyn is registered in the University of Saskatchewan's Bachelor of Science in Physiology and Pharmacology four-year program.

**In her letter of recommendation, Sales Agronomist and Aadyn's fellow GSU member Kara Thevenot said:**

"Aadyn is a strong Ag advocate and has a passion for her family's farming operation. In addition to full-time summer employment at our facility, she helps with both the grain and cattle on her family farm. She continues to develop farm business management skills and learn more about the industry.

As an individual who has committed herself to agriculture, community, and sports I highly recommend Aadyn for the GSU scholarship."

## The “Me Too.” Movement

In 2018, a national study completed by “Growth From Knowledge” (GfK) concluded that 81% of women and 43% of men have encountered sexual harassment one or more times within their lifespan (SSH, February 2018). An astounding amount of physical and verbal sexual advances occur in the workplace – a place where everyone is supposed to feel respected and safe. A survey by the Government of Canada found that 30% of people have suffered sexual harassment at their place of employment (Government of Canada, 2017). Organizations such as the “Me Too.” movement have been developed to inform society of these overwhelmingly high statistics regarding sexual harassment and assault. I believe that the key to getting rid of sexual violence not only in the workplace, but everywhere, is to educate society and spread awareness as to what is considered sexual harassment and to create a game plan to eradicate it entirely.

The “Me Too.” movement originated in 2006 and was founded by Tarana Burke with “the idea of empowerment through empathy” (MeTooMvmt, 2016). The objective of this organization is to eliminate sexual violence all over the globe by creating a group of activists who have gone through similar situations and are willing to share their story to help others with their current circumstances (MeTooMvmt, 2016). The movement emphasizes that it is never the victim’s fault and that you are entitled to hold the offender accountable and report them to authorities. In today’s society, it is common for the blame to end up on the victim instead of the perpetrator, or for the victim to shake off the harassment by convincing themselves that the attack was “not a big deal” or perhaps their own fault. This means that a large amount of sexual harassment and assault do not get reported, leaving the offender unpunished. Out of every 1,000 sexual assaults, only 310 are reported to police, meaning that every 2 out of 3 incidents go unreported (Department of Justice, 2010-2014,2015). Organizations like the “Me Too.” movement are here to change that.

Keeping society informed on what is deemed as sexual harassment or assault is critical to get rid of sexual violence entirely, especially in the workplace. This is important for potential victims and witnesses so that they can identify harassment and report it as soon as there is an occurrence. Keeping everyone educated could also deter people from making unintentional offences that they did not initially consider sexual harassment. Sexual harassment is defined as “harassment in a workplace, or other professional or social situation, involving the making of unwanted sexual advances or obscene remarks” (Merriam-Webster, 1971). Examples of sexual harassment include: making unnecessary physical contact, making sexual or suggestive jokes, persistently asking for dates and not taking “no” for an answer, or calling people sex-specific insulting names (Ontario Human Rights Commission, 2015).

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Unions would be beneficial in putting a stop to sexual harassment because they often strive towards a common goal of protecting their rights and improving their working conditions – in this case it would be ending sexual violence in the workplace. People that are in positions of power and all the employees in the union can be very influential to make this change happen. Making employees aware of the shocking amount of sexual harassment and assault that take place every year, not including the incidents that are not reported, will bring everyone to the realization of how vast this issue is.

A survey conducted by the Government of Canada observed that although 76% of respondents had a sexual harassment policy at their job, only 43% of the individuals had to partake in training regarding the policy (Government of Canada, 2017). This indicates that across Canada, the sexual harassment policies are not well enforced. A union-wide policy concerning sexual harassment and assault should be in place so that every place of employment has a strict set of guidelines. Employers need to be knowledgeable about the rules that they have in place and need to ensure that every employee that is hired is educated on the harassment policy as well. It should be made known in every workplace that unwanted sexual advances of any kind will not be tolerated.

Reporting sexual harassment should be strongly encouraged, regardless if the person is a victim or a witness. There should be no fear for the individual of losing their job for notifying their employer or the authorities about any harassment that has taken place. Additional support should be available through unions for victims of assault as well and every employee should be aware of help and where to find it.

Unions do and will continue to have a positive effect on their surrounding populations. Promoting organizations such as the “Me Too.” movement as a union will encourage other organizations to do so as well. By empowering their employees to take a stand against sexual harassment and assault they can contribute to putting an end to sexual violence within their own communities and globally as well.



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Stop Street Harassment, Sexual Abuse Report, 2018

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Ontario Human Rights Commission, Sexual harassment in employment (fact sheet)

<http://www.ohrc.on.ca/en/sexual-harassment-employment-fact-sheet>

2018 Grain & General Services Union scholarship recipient

# Karma Spriggs

**Karma is the daughter of GSU Local 1 member Jennifer Spriggs.**

**Jennifer works at Viterra's Moose Jaw terminal.**



Karma is registered in the Southern Alberta Institute of Technology (SAIT) Medical Radiologic Technology two-year program.

**In her letter of recommendation, family friend Christina Doepker said:**

“Karma is a confident, responsible, high-achieving young lady.

She is committed to doing her best in all ventures whether it is studying, work or extra-curricular. Her driven spirit and leadership qualities enabled her to mentor younger participants. In all pursuits, she has her priorities set on the future and is committed to reaching her goals.”

## GSU Scholarship Essay

What can I do to support reconciliation? With extra education and ongoing awareness, it's a question that I feel more and more Canadians are asking themselves. This is something that has special meaning to me as my aunt and uncle have recently adopted three indigenous children, one, two and six years old! They have been welcomed into the small community of Avonlea Saskatchewan with open arms. As they grow they will be taught about their cultural identity, where they came from and that they are loved. I will stand next to them and support them with their needs. I accept them, I am with them and I love them for who they are.

There is no easy way for Canadians and indigenous people to achieve reconciliation but there are a few things everyone can do to help.

Learn – there are a number of different resources online that can give anyone a solid understanding of the history of residential schools. Also, incorporating indigenous history into the curriculum across the country is incredibly important as well as parents starting the discussion at home about indigenous people in Canada. Let's help the next generation. Let's teach young people to be a bit kinder, have a conversation with someone you normally wouldn't, ask a question, lend a helping hand. It's really that easy to change your perspective even just a little. If we loved one another a little more I think it could make a BIG difference.

Participate – many groups are working towards improving the lives of indigenous people. Let's get involved and explore local sites of cultural and

historical importance or lend a helping hand at traditional gatherings. We can all do our part to empower them, to help them live healthier lives, to bring up the next generation and to break the cycles of violence, poverty and abuse.

Teach - instill these ideals of love, understanding, and respect in the generation ahead of us in hopes that they start their lives this way and also pass it along to their children and grandchildren to gradually eliminate the ignorant ideas from the past and hopefully begin to heal old wounds.

The Grain Services Union has been supporting their members since 1936. They can play a large role in supporting reconciliation through awareness, education and workplace equality. A certain percentage of jobs can be appointed to indigenous people as well as employee health and wellness programs including mental health. Unions can also declare when and if the meetings are taking place on treaty land. They can promote working together to create safe, dignified and respectful work environments. Build inclusive workplaces that are open to change and make sure challenges of adversity or race are addressed.

The issue of reconciliation is complex and not a quick fix but I believe that with conscious effort and persistence we can have a bright future together, and find a place where we not only coexist peacefully but work together and enrich each other's lives.

Karma Spriggs



## **GSU scholarship**

GSU is pleased to offer \$2,000 scholarships to five students who demonstrate an ability and a passion to inspire positive change in their community.

The scholarship competition is open to GSU members, their spouses, and dependent children who have not previously won.

Scholarship applicants must be enrolled in a diploma, degree, or certificate program at a community college, university, trade school, or technical institute as a full-time student in any country.

## **GSU's First Nations University of Canada bursary**

The bursary is open to an Aboriginal student enrolled in a minimum of 12 credit hours at the First Nations University of Canada.

Applicants must have successfully completed a minimum of 30 credit hours (not including ENGL 90/91 and AMTH 001/002/003 classes) to a maximum of 60 credit hours in any area of study leading to a degree.

Financial need, leadership, participation and involvement in on-campus and student activities will be considered in the selection of recipient.

Information on GSU scholarships and our bursary are available on GSU's web page at [www.gsu.ca](http://www.gsu.ca).