

Government of
Northwest Territories

2018 - 2019

ANNUAL REPORT On Official Languages

Government of the Northwest Territories



Message from the Minister

It is my pleasure to release the 2018-19 *Annual Report on Official Languages* that documents the development and progress of official language initiatives of public services and education in the Northwest Territories. Part I of the report describes a set of exciting and innovative Indigenous languages initiatives, while Part II presents significant developments in French language services. For Northerners, this annual report raises awareness of the hard work that educators and leaders perform on a day-to-day basis to ensure that the languages of our families and ancestors remain an integral part of the cultural fabric of this land for many generations to come.

The Government of the Northwest Territories is committed to ensuring the official languages—Chipewyan, Cree, English, French, Gwich'in, Inuinnaqtun, Inuktitut, Inuvialuktun, North Slavey, South Slavey and Tłıchǫ—remain part of our traditional, social, and occupational life.

In 2018-19, the GNWT began the first year of implementing the 4-year *NWT Indigenous Languages Action Plan: A Shared Responsibility* (2018-2022)—a pinnacle blueprint that was written with extensive territory-wide engagement reflecting the voices of Indigenous language experts, Elders and Northerners.

The *Action Plan* identifies the actions, activities, and deliverables that are advancing revitalization and improved access to public services in Indigenous languages. As well, the Department of

Education, Culture and Employment also released the new NWT Junior Kindergarten to Grade 12 Indigenous Languages and Education Policy, which supports languages and culture-based learning by focusing on promoting Indigenous worldviews, cultures and languages of the community in which the school is located. The Policy highlights the Department's commitment to reconciliation by ensuring Indigenous language instruction and culture-based programs are adequately supported and resourced.

Following the evaluation and audit of the 2013-2018 *Strategic Plan on French Language Communications and Services*, a new *Strategic Plan* for 2018-2023 has been developed. While key pillars from the 2013-2018 *Strategic Plan* remain, such as the role of the Francophone Affairs Secretariat and the responsibilities of the French Language Services Coordinators, there are significant changes aimed at improving both the GNWT's monitoring and reporting capacity, as well as strengthening the relationship with the Francophone community through partnerships.

As the 19th Legislative Assembly begins, I want to recognize the importance of official languages in legislative dialogue, in administrative functions, and in everyday use in the media, homes, schools and communities. As such, the shared responsibility to ensure that official languages are preserved and promoted becomes essential for all Northerners.

As a cultural legacy, our languages are unlimited in scope—a source of connection to people and traditions in our lives, pasts, and futures.

Our partner organizations, Indigenous governments, Departments, and agencies have a critical role to enhance, promote, and develop our northern languages and deliver language services and programs to NWT residents. Together, your promising practices, successes to date, and steadfast optimism are leading the work ahead toward revitalizing all NWT official languages.

Mársi, Kinanāskomitin, Thank you, Merci, Hąı', Quana, Qujannamiik, Quyanainni, Máhsi, Máhsi, Mahsi,

Honourable R.J. Simpson
*Minister of Education, Culture
and Employment*



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PART I: INDIGENOUS LANGUAGES

NWT INDIGENOUS LANGUAGES: CONTINUING TO SHARE THE RESPONSIBILITY

Overview

The Northwest Territories (NWT) is unique among Canadian jurisdictions in honouring and providing provisions for the language speaking communities of its First Peoples: the Dene, Métis, Inuvialuit, and Cree of the North. Through the *NWT Official Languages Act*, the NWT recognizes not only English and French, but also is the only jurisdiction that legally recognizes nine (9) official Indigenous languages—a point of pride to celebrate among the NWT's inter-related network of residents, colleagues and leaders across the country.

These nine official Indigenous languages include: Chipewyan (Dëne Sųłné Yatıé), Cree (Nēhiyawēwin), Gwich'in, Inuinnaqtun, Inuktitut, Inuvialuktun, North Slavey (Sahtúqt'ıne Kedé), South Slavey (Dene Zhatıé) and Tłıchų (Tłıchų Yatıı).

Indigenous languages are frequently spoken in small communities throughout the territory; however, a significant proportion of the Indigenous language speakers also live in Yellowknife and other regional centres, including Inuvik, Hay River and Fort Smith. In addition, these

NWT Indigenous languages extend their reach of language use into the Yukon, Alaska, British Columbia, Alberta, Saskatchewan, Nunavut, and beyond.

Historically and socio-culturally speaking, Indigenous languages know no borders.

The *Official Languages Act* recognizes that preserving and enhancing the use of official languages is a shared responsibility of the Legislative Assembly, the GNWT, and NWT language communities. The *Official Languages Act* establishes that

three legislated bodies play a role in protecting, revitalizing and promoting Indigenous languages in the NWT.

These bodies are:

- NWT Languages Commissioner;
- Minister Responsible for Official Languages; and
- Two Ministerial advisory boards:
 - Official Languages Board; and
 - Aboriginal Languages Revitalization Board.

Guided by the leadership of the legislated bodies, the Government of Canada, regional Indigenous Governments, and the Indigenous Languages and Education Secretariat also work to strengthen, promote and celebrate Indigenous languages in the continual spirit of “a shared responsibility.”

This map shows the approximate geographic areas where the various Indigenous languages have historically been spoken. Although the official language and dialectal distinctions vary from community to community and have evolved over time, the language regions outlined in the map represent widely used and agreed upon designations.



PART I: INDIGENOUS LANGUAGES

Legislated Roles

NWT Languages Commissioner

The Commissioner of the NWT, on the recommendation of the Legislative Assembly, appoints a Languages Commissioner to exercise the powers and perform the duties set out in the *Official Languages Act*, and hold office for up to four years. In extraordinary circumstances, an Acting Languages Commissioner or Special Languages Commissioner can be appointed temporarily.

In performing their role, the Languages Commissioner may take all actions and measures within their authority to ensure recognition of the rights, status and privileges of the Official Languages of the NWT and compliance with the *Official Languages Act* by government institutions.

The Languages Commissioner can also investigate allegations which claim that the *Official Languages Act* has been violated.

The Languages Commissioner, Shannon Gullberg, has served NWT residents in this role since October 2015. She is currently serving her last term, which will expire on October 31, 2019. Once the position of Languages Commissioner

becomes vacant, the Legislative Assembly will undertake the process of appointing a new Languages Commissioner of the NWT.

For more information about the Office of the Languages Commissioner, including annual and special reports, visit: www.olc-nt.ca.

Minister Responsible for Official Languages

The Minister of Education, Culture, and Employment also performs the duties of Minister Responsible for Official Languages as established in the *Official Languages Act*. The Minister sets the general direction and coordination of the GNWT's official language policies and programs, considers recommendations of the advisory boards, promotes official languages education in schools, adult education, and literacy programs, and encourages language revitalization and maintenance. The Minister is also responsible for preparing the Annual Report on Official Languages and presenting it to the Legislative Assembly.

NWT Languages Boards

The *Official Languages Act* establishes two Ministerial advisory boards: the Official Languages Board (OLB) and the Aboriginal Languages Revitalization Board (ALRB). Appointments to the OLB and ALRB are made by the Commissioner on the Executive Council on the recommendation of the Minister, and on the nomination of the prescribed representative of each of the language communities. Board appointees must be NWT residents for two year terms.

In 2018-19, the Official Languages Board and Aboriginal Languages Revitalization Board met on three occasions:

- May 23-25, 2018 (in person)
- November 19, 2018 (teleconference)
- February 25, 2019 (in person)

For the past two years, the same members and alternate members served on both the OLB and the ALRB. This consistency is in preparation for the upcoming amalgamation of the two boards, which was a recommendation of the 2009 Standing Committee on Government Operations' Review of the *Official Languages Act*. The amalgamation was also a motion that was passed by the OLB and ALRB in April 2015.

During the 2018-19 fiscal year, board members' terms expired and the Department of Education, Culture and Employment (ECE) sought to receive nominations and appointments to the two boards.

There continues to be no active organization representing the NWT Inuktitut language community on both boards, or the English language on the OLB.

Official Languages Board and Aboriginal Languages Revitalization Board Representatives		
Language	Member	Alternate
Cree	Vance Sanderson	Mary Cardinal
Inuvialuktun	Vacant	Betty Elias
Inuinnaqtun	Emily Kudlak	Joshua Oliktoak
Gwich'in	Eleanor Mitchell-Firth	Karen Mitchell
Chipewyan	Angie Lantz	Mary Rose Sundberg
North Slavey	Leonard Kenny	Bella T'seleie
South Slavey	Jonas Landry	Sarah Gargan
Tłıchǫ	Tammy Steinwand-Deschambeault	Declined to nominate alternate
French (Official Language Board only)	Richard Létourneau	Jean de Dieu Tuyishime
English (Official Language Board only)	Nominating body as prescribed in OLA Regulations does not exist.	
Inuktitut	Nominating body as prescribed in OLA Regulations does not exist.	

Official Languages Board and Aboriginal Languages Revitalization Board Member and Alternate Representatives (as of May 2018).



NWT Language Board members at their February 25, 2019 board meeting.

Official Languages Board

Members represent each of the eleven official languages and advise the Minister Responsible for Official Languages on matters related to the administration and delivery of GNWT official language services.

Aboriginal Languages Revitalization Board

Members represent the nine Indigenous official languages and advise the Minister Responsible for Official Languages on matters related to programs and initiatives that maintain, promote, and revitalize Indigenous languages.

PART I: INDIGENOUS LANGUAGES

Canada-NWT Cooperation Agreement on Languages

In May 2017, the Government of Canada (Department of Canadian Heritage) and the Government of the Northwest Territories signed a renewed Canada-NWT Cooperation Agreement on French and Indigenous Languages (Agreement). The guarantee of an increased multi-year funding allocation fulfilled a mandate commitment of the 18th Legislative Assembly to strengthen culture and heritage in the NWT by working with the Government of Canada towards a strengthened multi-year Canada-NWT Cooperation Agreement for French and Aboriginal Languages.

2018-19 saw the third year of the four-year Agreement that provided federal funding to the GNWT to support education and public services in the nine official Indigenous languages, and also for French.

Continued federal funding supported language revitalization programming and promotional campaigns. Federal support also enabled development of innovative

territory-wide language initiatives like the draft *Our Languages Curriculum* (OLC), which launched a 40-school pilot in 2018. Although originally intended for JK-12 schools, the curriculum is already influencing community, early childhood, and post-secondary language programs. In 2018-19, the new federal funding also enabled enhanced delivery of the following important programs and initiatives:

- community radio station and broadcasting society contributions,
- support for OLC resource development,
- implementation of the Revitalizing Indigenous Languages in Communities (RILIC) Program,
- implementation of the Territorial Indigenous Languages Strategic Initiatives Program,
- new community level support for on-the-land resources,
- use of cultural experts, and
- professional development opportunities.

In addition, a significant portion of the increased funding dollars were distributed directly to regional Indigenous governments. Increased Indigenous languages funding has already shown benefits through enhancement of Regional Indigenous Language Plans and the provision of professional development resources targeted for Indigenous language partners.

Altogether, the improved Agreement provides an annual amount of \$5,900,000 for Indigenous language initiatives. The Agreement will expire in March 2020.

Regional Indigenous Governments

The regional Indigenous Governments in the NWT lead and manage their own Indigenous language revitalization initiatives created in collaboration with community stakeholders in their government offices, schools and early learning centres.

Through positive relationships with community partners and ECE, the regional Indigenous Governments

support and fund a vast range of independent or collaborative projects that aim to revitalize and promote Indigenous languages. Through regular communication, consultation events, and cooperative meetings, they live their shared responsibility for language revitalization on a daily basis.

In 2018-19, the GNWT distributed \$4,800,000 to regional Indigenous

Governments through three-year contribution agreements. Through this guaranteed multiyear funding, regional Indigenous Governments were able to complete long-term planning, deepen their strategic outlook, and design initiatives with a broader scope. The funds support the implementation of activities and resources detailed in regional Indigenous language plans (RILPs).

Regional Indigenous Government	Language(s) supported
Tłıchǫ Government	Tłıchǫ
Dehcho First Nations	South Slavey
Sahtú Dene Council	North Slavey
Gwich'in Tribal Council	Gwich'in
Inuvialuit Regional Corporation	Inuvialuktun / Inuinnaqtun
NWT Métis Nation	Cree / Chipewyan
Akaiicho Territory Government	Cree / Chipewyan / Tłıchǫ

Indigenous official languages managed by Regional Indigenous Governments.

PART I: INDIGENOUS LANGUAGES

Highlights from Regional Indigenous Government Programs and Initiatives



Akaiitcho Territory Government

Vision:

That Chipewyan is recognized, respected and spoken in homes and the community.

Goals:

- Keep the Chipewyan languages alive and strong.
- Have all members and residents speaking the language as part of their everyday lives.
- Work together with partners to revitalize the language.
- Develop quality materials.
- Develop a resource centre.
- Professionalize language services and supports.
- Capacity development.

Highlights:

- During the 2018-19 fiscal year, Akaiitcho Territory Government (ATG) regional language program activities focused on providing ongoing administration, financial, and reporting services for the local Akaiitcho Dene member First Nations. Each community First Nation submitted budgeted work-plans and received funding to implement local Chipewyan and Wiilideh program activities throughout the year.
- During 2018-19, the Akaiitcho Territory Government (ATG) and associated First Nations produced, distributed, and archived language resources in Chipewyan, Wiilideh, and English, including: books, dictionaries, Elders' stories, lesson plans, and translated reference documents.
- In the past year, the ATG and member First Nations facilitated Chipewyan and Wiilideh language learning activities through 'language sentence' scavenger hunts, on-the-land cultural events, cultural exchanges, sewing and traditional craft programs, healing programs, evening language classes, language committee meetings, and preschool Language Nests.
- In 2018-19, the ATG and member First Nations participated in language knowledge exchange, resource sharing, and professional networking meetings about interpretation and translation services, the federal Indigenous Languages Act, regional language program updates, and local language planning.
- This past year, the ATG and associated Dene First Nations encouraged the use of Chipewyan and Wiilideh by developing and distributing a variety of promotional items, including: posters, hymn and prayer books, jump drives, pens, CDs, and Dene syllabics charts.



Dehcho First Nations

Vision:

The Dene language of the Dehcho will be maintained as an important part of all social, cultural and political activities and will be the main language used for Dehcho Dene culture and values.

The Dehcho Elders will assist in the planning, preserving and developing of the Dene language through traditional community consultations, in the context of healthy lifestyles.

Goals:

- Taking back our language: To preserve the traditional pronunciation and use of our language.
- Immersion in our language: To encourage the use of our language in day-to-day life.
- Community Involvement and Support: To allow all of our communities and community members to be familiar with and participate in regional language activities and encourage widespread coordination and

support for language activities.

- Guidelines: To ensure that all language activities meet minimum standards.
- Training: To ensure access to all required training and certifications.

Highlights:

- In 2018-19, the Dehcho First Nations (DFN) allocated funding to community language coordinators based on their proposals for local language revitalization programs, promoted Indigenous Language Month (ILM) events and activities, and organized a terminology workshop for Elders. The DFN also organized and supported a year-long South Slavey (Dene Zhatié) Mentor-Apprentice Program (MAP) in the region, and partnered with the University of Victoria on a multi-year research project about assessment for building South Slavey (Dene Zhatié) language proficiency in young adults.
- This past year, the DFN also partnered with other

organizations to deliver the Dehcho Yundaa Gogha Canoe excursion from Fort Simpson to Wrigley in July 2018. The excursion took six days to travel 238 kilometers along the Dehcho and brought together 11 young adults and nine staff members from Fort Simpson, Jean Marie River, Sambaa K'e, and Wrigley. Throughout the trip there were teachings in canoe skills, culture and language, on the land skills, history, protected areas stewardship, and health and wellness. Language lessons on the trip varied from formal lessons in a group setting to one on one lessons, and were designed to provide each person with basic phrases, inspiration, and encouragement to learn South Slavey (Dene Zhatié). The language facilitator planned ahead to accommodate participants with different levels of comprehension and ability. The daily on the land language lessons focused on prayer, canoeing, and basic self-introductions.



Dehcho Yundaa Gogha Canoe group paddling with mountains in background.

PART I: INDIGENOUS LANGUAGES



Gwich'in Tribal Council

Vision:

In three years, the Gwich'in participants will be actively participating in and benefiting from an active language revitalization process that has shifted from language initiatives that develop awareness of basic knowledge of the Gwich'in language to those that develop language fluency.

Goals:

- **Language Resources:** Increase availability and accessibility of language resources.
- **Language Learning:** Increase opportunities for authentic language learning in a safe and supportive environment.
- **Networking & Sharing:** Increase opportunities for sharing resources across regions and organizations.
- **Promotional Activities:** Increase the importance of Aboriginal languages in the NWT.

Highlights:

- In 2018-19, the Gwich'in Tribal Council (GTC) met regularly with community coordinators from across the region and coordinated a Gwich'in language Mentor-Apprentice Program (MAP) which has entered its second year—two new teams have joined two teams from the first year. This year, the GTC also updated multidialectal teaching and learning materials, conducted language revitalization and planning research, digitized and inventoried archival documents, and developed a website to share resources and information about community programs.
- In October 2018, the GTC held a four-day language gathering in Fort McPherson with over 50 participants from all four Gwich'in communities who

learned about successful revitalization programs outside the Northwest Territories and practiced language immersion exercises. Guest speakers at the gathering included MAP teams, teachers, fluent speakers, along with language nest and immersion school program founder Kathryn Michel (Secwépemc). The GTC also participated in a Yukon Native Language Centre (YNLC) gathering of Athabaskan language communities in Whitehorse (December 2018), and partnered with the Department of Environment and Natural Resources (ENR) and Aurora Research Institute (ARI) to offer four-week on the land language camps in Gwichya and Teetł'it dialects (February-March 2019).



Agnes Mitchell speaking with her grandson Dallas at a Gwich'in language gathering.



Inuvialuit Regional Corporation (IRC)

Vision:

Inuvialuktun and Inuinnaqtun will be the main means of communication that connects Inuvialuit with our past, strengthens our social, emotional and spiritual well-being, and reinforces the importance of our traditions, culture, and modern way of life as follows:

- Revitalize and celebrate Inuvialuit cultural identity and values.
- Exercise stewardship over Inuvialuit lands.
- Improve the capacity and well-being of individuals, families and communities.
 - Promoting healthier lifestyles.
 - Supporting educational development.
- Continue to assert Inuvialuit

rights and benefits through implementation of the Inuvialuit Final Agreement.

- Economics.
- Governance.
- Take an evidence-based decision-making approach to policy development and advocacy.
- Manage optimally the human, physical and financial resources of the Inuvialuit Corporate Group.

Goals:

Revitalize and celebrate Inuvialuit cultural identity, values, and the revitalization of the Inuvialuktun¹ language.

Language - Sustain the Inuvialuktun language and increase its everyday use.

- Develop Inuvialuktun curricula and curriculum resource materials, including the publication and distribution of Inuvialuktun teaching and learning resources.



Inuvialuit Elders discussing a traditional sewing project.

¹ Inuvialuktun is a term that describes a group of languages: Sallirmiutun, Uummarmiutun, and Kangiryuarmiutun/Inuinnaqtun.

PART I: INDIGENOUS LANGUAGES

- Promote the use of Inuvialuktun in Child Development Centres and in elementary and secondary school curriculum and classrooms.
- Support the development and uptake of Inuvialuktun learning programs.
- Reinforce and continue the development of written Inuvialuit drum dance songs.
- Develop and implement a long-term Inuvialuktun language plan.

Culture - Affirm the traditions and culture of Inuvialuit as an everyday part of life.

- Awareness of Culture:
 - Plan, manage, document and publicize significant events in the Inuvialuit Settlement Region.
- Arts and Crafts:
 - Develop a strategy that supports expanding the IRC Craft Shop, e.g. opportunities for Inuvialuit artisans.
- Social and On the Land Activities:
 - Hold greater control over Inuvialuit culture by implementing the Inuvialuit Cultural Plan and programming working closely with the Cultural Committee, ICS, CDD, CEDO, HR, Craft Shop, and the community corporations.
 - In collaboration with Community Corporations, develop a feasibility plan for drum dance groups, traditional Inuvialuit games, and on the land activities.

History - Showcase and celebrate Inuvialuit history.

- Digitize the archives and recordings to increase accessibility and use:
 - COPE archives and recordings, ICS archives and recordings.
- Develop and implement a digital photo archive strategy.
- Develop a plan to document the elders and traditional knowledge.
- Publish more stories and legends. This will always be ongoing.

Highlights:

- In 2018-19, the Inuvialuit Regional Corporation (IRC) delivered a number of successful language and cultural programs in communities across the region, including: a youth square dance, singing, and fellowship project and Inuvialuktun language classes in Aklavik; traditional parka sewing classes in Inuvik; Siglitun language lessons, storytelling, and sewing classes in Paulatuk; seal-skin slippers making, Inuvialuktun language classes,

Inuvialuktun language lesson luncheons, mukluk making and Inuvialuktun language lessons in Tuktoyaktuk; and, Inuinnaqtun language lessons in Ulukhaktok. In June 2018, IRC staff held an atikluk making workshop for 30 people to prepare for Inuvialuit Final Agreement Day celebrations.

- This past year, the staff of the IRC also attended the Inuit Circumpolar Assembly (July 2018), participated in community residential school healing workshops, participated in a wolf ruff making workshop, and began organizing a drum dance workshop.



Northwest Territory Métis Nation

Vision:

To make languages visible and spoken amongst youth to elder speakers, by strengthening culture in our communities.

Goals:

- Revitalize languages through:
 - Film production
 - Learning materials
 - Radio broadcasting
 - Evening classes
 - More signage in communities
 - Maintaining languages office
 - Support community events

Highlights:

- Throughout the 2018-19 fiscal year, the Northwest Territory Métis Nation (NTMN) languages program worked on several projects, including a new edition of a multilingual cookbook and a multilingual poster developed in collaboration with local speakers and learners. They also revised a multilingual dictionary, organized traditional knowledge canoe trips, planned traditional skills workshops,

developed traditional medicine guides, updated the NWT Cree language program website, and hired youth and Elders to conduct research in South Slave communities.

- In the past year, the NTMN partnered with Western Arctic Moving Pictures (WAMP) to offer film and game production workshops in multiple communities, contributed to the Three Feathers feature film, developed promotional electronic community signage, produced seasonal greeting cards, distributed thematic clothing items in Chipewyan and Cree, and continued launching a local Indigenous language radio station.



Popular promotional clothing items developed by the Northwest Territory Métis Nation.

PART I: INDIGENOUS LANGUAGES



Sahtú Dene Council

Vision:

The North Slavey language and culture will be strong and people will be proud. Our children will know their language and culture. There will be strong knowledge of Dene Laws for the whole community and for the youth.

Language Goals:

- Increase the number of North Slavey speakers in the Sahtú, and expand the domains in which the North Slavey language of the Sahtú are spoken.

Supporting Objective:

- Increase the number of people in the Sahtú who are able to understand, interpret and communicate in the North Slavey Language.

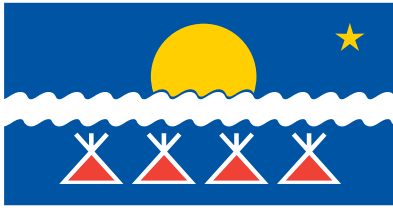
Highlights:

- Throughout 2018-19, the Sahtú Dene Council (SDC) hosted community language coordinator workshops, organized events for Elders, developed language resources, and facilitated culture camp language activities.

- During Indigenous Languages Month (February 2019), Sahtú Dene Council hosted a terminology workshop in Fort Good Hope for over 50 participants—by far one the best attended recent language workshops in the region, attracting the interest of the community at large. One of the main points of discussion at the event was a new, collective name for the North Slavey language. Elder and youth participants created a list of possible new names to be decided on in the future.



Dramatic, beautiful lands in the Sahtú region.



Tłıchǫ Government

Vision:

It is our vision that the Tłıchǫ language be heard in all settings within the Tłıchǫ region. That all community members, Tłıchǫ and non-Tłıchǫ continue to learn and practice Tłıchǫ on a regular basis. We all need to share in the responsibility by actively promoting the language, preserving the language, celebrating the language by using the language as much as possible on a daily basis. If followed through, this will assist families to become stronger in Tłıchǫ Yatı and hopefully one day we will have Tłıchǫ Yatı as a first language again.

Goals:

It is our goal to have the language used regularly on a daily basis in all community settings; the home, at school, in government and throughout the community. Through a variety of activities and projects geared for all ages, such as a Tłıchǫ Drama group, an evening Tłıchǫ Radio Show, a Variety Night, Elder interviews, regular updates to the Tłıchǫ Dictionary and Apps, etc. we will strive to increase Tłıchǫ in our region. This will ensure that everyone is assisting with language revitalization efforts to boost Tłıchǫ Yatı fluency strengthening our

heritage language in this region. We must remember that success is only achieved through effort.

Highlights:

- In 2018-19, the Tłıchǫ Government (TG) employed Tłıchǫ Language Services to assist with transcribing projects, editing, and preparing Tłıchǫ Yatı materials for publishing. Tłıchǫ reading and writing resources were purchased for use in language classes or as reference sources for staff.
- During the 2018-19 year, the TG language program purchased technical broadcasting equipment and contracted personnel to set up a radio station in Behchokò. They also purchased in-house audio-video equipment to document traditional stories and produce programs and resources more efficiently.
- In the past year, the TG has staffed two positions. The Manager, Research Operations and Training, administers all regional language programming; and the Tłıchǫ Language Technician provides a variety of technical services to the region, like documenting stories, recording CBC or CKLB radio broadcasts, and cleaning up audio files for archiving and future use.
- Other exciting language revitalization projects undertaken by the TG in the 2018-19 fiscal year include: a regional Elder's Biography Project to document their life stories; a weekly Elder Evening Story Telling supper in Behchokò that is open to the public and based on stories of the season; community language classes open to the public in Whatı; and improved regional early childhood daycare programming that employs Tłıchǫ speakers. As well, a Digital Story Telling project was piloted to help those less fortunate in the community tell their story with a focus on their love for their Tłıchǫ language and culture. Lunch was provided and each participant created a PowerPoint presentation that they were each so proud of.
- Also this past year, the Tłıchǫ Government sponsored 15 students to enroll in the Canadian Indigenous Languages and Literacy Development Institute (CILLDI) certificate program at the University of Alberta, which helped 5 students complete certification. Additionally, the TG partnered with the University of Victoria to offer locally delivered language revitalization courses twice a year. This approach meets the needs of community people wanting to learn how to read and write Tłıchǫ Yatı. Approximately 15-22 people attended each class, and childcare was provided as needed.

PART I: INDIGENOUS LANGUAGES



INDIGENOUS LANGUAGES AND EDUCATION SECRETARIAT

In 2014, ECE established the Indigenous Languages and Education Secretariat (ILES) to support the preservation, promotion and revitalization of Indigenous languages throughout the NWT, and to improve access to GNWT services in Indigenous languages. Although it has been in operation for only four years, ILES has been hard at work with its partners towards activating Indigenous language initiatives, activities and projects geared towards strengthening Indigenous

languages in the NWT. ILES provides support to regional Indigenous Governments and Indigenous language and culture-based education programs. ILES also works with GNWT departments to support their efforts to offer Indigenous languages services to the public.

Through the shared responsibility with its partners, some of the Indigenous language and education initiatives that ILES leads include:

- The NWT Indigenous Languages Framework and Action Plan: A Shared Responsibility;
- Indigenous Languages Month;
- NWT Indigenous Languages Facebook Page;
- Indigenous Languages Broadcasting;
- Revitalizing Indigenous Languages in Communities Program; and,
- Territorial Indigenous Languages Strategic Initiatives.

NWT Indigenous Languages Action Plan: A Shared Responsibility (2018-2022)

The GNWT launched the new *NWT Indigenous Languages Action Plan: A Shared Responsibility (2018-2022)* (the Action Plan) in a celebration that took place at the Legislative Assembly on May 25, 2018 with the Minister of Education, Culture and Employment and NWT Languages Board Chair announcing the ground breaking importance of this critical blueprint for Indigenous languages and education in the NWT. The Action Plan outlines a set of clear deliverables over four years that support Indigenous language revitalization and access to language services in the NWT, and build on the broad themes of the *NWT Aboriginal Languages Framework* that was launched in the previous year.

In 2018-19, ECE began to implement the first year of the Action Plan, and worked towards delivering on the 17 target actions in partnership with

regional Indigenous governments and other GNWT departments and agencies. Taken together, the complementary Framework and Action Plan supports the 18th Legislative Assembly's strategic priority to foster lifelong learning, skills development, training, employability, youth development, and increased cultural programming.

Revitalizing languages is a collective effort, which enlists the energy and commitment of Elders, learners, individuals, families, communities, public servants, volunteers, non-government organizations, and governments. The Action Plan outlines the targets that will advance initiatives to revitalize and improve services in Indigenous languages in the NWT by identifying the vision, goals and priority areas for all Northerners.

The Action Plan identifies two overarching shared goals to achieve the vision:

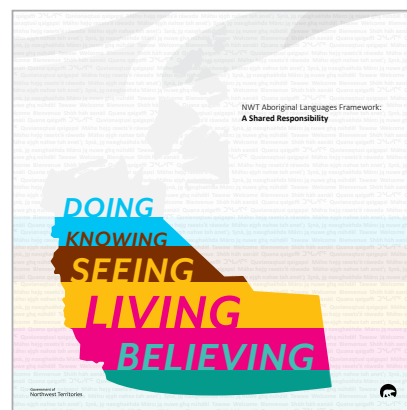
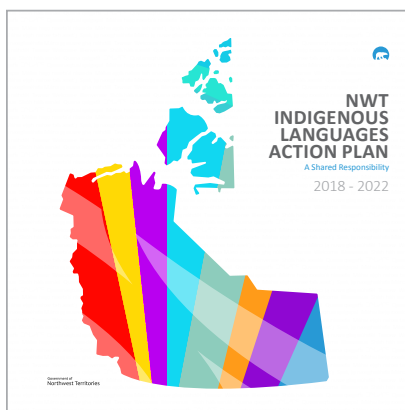
Language Revitalization: All people in the NWT maintain the strength of Indigenous languages as a means of communication and as a connection to culture.

Language Access: All people in the NWT are able to use and benefit from high-quality public services in all official Indigenous languages.

Once the two goals are combined with the three priorities of Policy, Advocacy, and Programs and Resources, six distinct priority areas emerge, which organize the activities undertaken by the GNWT over a four-year period.

SHARED VISION

An NWT where Indigenous languages are supported, respected and thriving as languages of communication by all people.



PART I: INDIGENOUS LANGUAGES

	Priorities	Language Revitalization	Language Access
POLICY	Policy helps explain how visions and goals can be turned into reality. Policy influences and affects the way people use languages, and can ensure that future generations have ongoing supports to create an environment where people can learn, communicate and celebrate their language.	Establish a comprehensive plan to emphasize Indigenous language protection, revitalization and modernization.	Establish a comprehensive plan to address access to services in Indigenous languages.
ADVOCACY	There is an ongoing need to raise awareness across the NWT about Indigenous languages. People need accurate and up-to-date information to affect change and to promote Indigenous languages. Residents, leaders and government employees are all responsible for promoting, protecting and revitalizing Indigenous languages.	Acknowledge and affirm the importance of Indigenous languages in the NWT.	Acknowledge and uphold the legal obligations to Indigenous languages across all levels of government.
PROGRAMS & RESOURCES	The success of Indigenous languages in the NWT depends on the ability of residents to communicate and contribute in their language. Delivering programs and developing resources will equip NWT residents with the skills, knowledge and confidence to support and strengthen the NWT's Indigenous languages.	Develop community capacity in Indigenous language revitalization.	Develop the resources and capacity to deliver services in Indigenous languages.

Within the distinct priority areas, 17 Actions, or broad areas of work, emerge. Each of these then list a number of deliverables, or tasks, projects and initiatives that ILES and partners work towards completing during the four year life of the Action Plan.



NWT INDIGENOUS LANGUAGES ACTION PLAN

A Shared Responsibility 2018 - 2022

Goal 1: Language Revitalization

All people in the NWT maintain the strength of Indigenous languages as a means of communication and as a connection to culture.

POLICY:

Establish a comprehensive plan to emphasize Indigenous language protection, revitalization and modernization

ACTION 1.1

Manage Federal and Territorial funding for Indigenous languages.

ACTION 1.2

Recognize and affirm the need for language protection, revitalization and maintenance for all NWT Indigenous Languages.

ADVOCACY:

Acknowledge and affirm the importance of Indigenous languages in the NWT

ACTION 1.3

Use surveys to better understand language proficiency and people's attitudes towards Indigenous languages in the NWT.

ACTION 1.4

Launch a campaign that promotes the importance of Indigenous language use and increases respect for Indigenous languages throughout the NWT.

ACTION 1.5

Establish guidelines around the inclusion of Indigenous languages in GNWT communications.

ACTION 1.6

Recognize and celebrate outstanding leadership and contributions in Indigenous language revitalization.

PROGRAMS AND RESOURCES:

Develop community capacity in Indigenous language revitalization

ACTION 1.7

Support NWT communities and organizations to create and offer effective

Indigenous language learning and revitalization initiatives.

ACTION 1.8

Offer language revitalization training opportunities to Indigenous language partners.

ACTION 1.9

Support and host meetings and gatherings for Indigenous Language champions, advocates and partners to share promising practices, build relationships and network with each other.

ACTION 1.10

Support the production of diverse forms of Indigenous language media, including radio, web content and magazines.

Goal 2: Language Access

All people in the NWT are able to use and benefit from high-quality public services in all official Indigenous languages.

POLICY:

Establish a comprehensive plan to address access to services in Indigenous languages

ACTION 2.1

Update official languages regulations, policy and guidelines to improve access to public services in Indigenous languages.

ADVOCACY:

Acknowledge and uphold the legal obligations to Indigenous languages across all levels of government

ACTION 2.2

Educate GNWT employees on their role in providing Indigenous languages services as laid out in the *Official Languages Guidelines*.

ACTION 2.3

Develop a promotional campaign on the *Official Languages Act* and access to Indigenous language services in the NWT.

PROGRAMS AND RESOURCES:

Develop the resources and capacity to deliver services in Indigenous languages

ACTION 2.4

Support and offer training on interpretation and translation to new and existing NWT interpreters and translators.

ACTION 2.5

Support GNWT Departments to be able to offer improved public services in Indigenous languages as outlined in the *Official Languages Guidelines*.

ACTION 2.6

Expand and improve Indigenous language programs in NWT schools and early childhood programs.

ACTION 2.7

Renew the *Aboriginal Languages and Culture Based Education Directive*.

PART I: INDIGENOUS LANGUAGES

The new Action Plan (2018) reflects the changing social and political landscape of the North over the past few decades, and captures the advice and recommendations of Elders, speakers, advisory committees, and Indigenous Northerners. As well, the Action Plan was informed by the following seminal language reports that were written with extensive territory-wide engagement and consultation:

- *Special Committee Review of the Official Languages Act: One Land, Many Voices (2003)*
- *Standing Committee on Government Operation's Review of the Official Languages Act: Reality Check: Securing a Future for the Official Languages of the NWT (2009)*
- *NWT Aboriginal Languages Plan: A Shared Responsibility (2010)*
- *NWT Aboriginal Languages Framework: A Shared Responsibility (2017)*

The Action Plan was an accomplishment that reflects the spirit of collaboration among the many partners involved. We are grateful for the thoughtful involvement of Indigenous language knowledge keepers, community leaders and front-line language workers alike in advancing the document towards the first year of implementation. It is truly a map of the way forward to a visionary future of Indigenous language vitality.

Indigenous Languages Month

Every year, territorial residents, Indigenous Governments, and school boards observe Indigenous Languages Month (ILM) alongside the GNWT. At this special time of year, Indigenous Languages Month reminds us of the need to live our cultural heritage and raise the profile of the language speakers all around us who carry our traditions into the future. This year's celebratory theme was 'We Love Our Languages' and activities were aligned with UNESCO's 2019 International Year of Indigenous Languages.

Since 1993, Indigenous Languages Month has been celebrated in Northwest Territories homes, schools, media, and communities

during the month of March. In May 2018, the NWT Languages Boards had advocated unanimously for the timing change of Indigenous Languages Month and decided to hold a board meeting at the same time.

In 2019—for the first time—Indigenous Languages Month was celebrated in February instead of March. The board members' energy and effort were instrumental to the implementation of the change. The Department of ECE recognized the new Indigenous Languages Month by holding a joint meeting of the Official Languages Board and Aboriginal Languages Revitalization Board on February 25, 2019.



Indigenous language video contest participant Rena Squirrel (top left) enjoys ILE Symposium food and cultural entertainment with her family.



Learning together and from each other: Indigenous Languages and Education Symposium participants Rajiv Rawat (ECE) and Betty Elias (NWT Inuvialuktun Languages Board member) introduce themselves and begin their part of a collective 3-day gathering about language revitalization in the North.

As well, during 2018-19, the fourth Indigenous Languages and Education (ILE) Symposium was held in Yellowknife between February 26-28, 2019—immediately following the board meetings that capped off Indigenous Languages Month. The ILE Symposium was a well-attended event co-hosted in the spirit of partnership between the Indigenous Languages and Education Secretariat and the NWT Literacy Council. For many people, it was the highlight of a year of incredible growth and progress for Northern Indigenous languages.

Much time and energy went into ensuring the ILE Symposium showcased all NWT Indigenous languages, which included a touching ceremony as a part of the first day's opening address. Children from Ndilq's K'alemi Dene and Dettah's Kaw Tay Whee Schools gifted the delegates with small handmade offerings, as well sharing an Indigenous language greeting in their community language.

The gathering continued with participants being treated to a keynote address by language

champion, Dr. Lorna Wanosts'a7 Williams, University of Victoria's Professor Emerita of Indigenous Education, followed by presentations about the need to develop community-level policy and legislation by NWT Languages Commissioner, Shannon Gullberg and the GNWT's role in Indigenous languages revitalization by ECE's Dr. Angela James. Throughout the gathering, attendees were given many opportunities to share their Indigenous languages stories of success and challenge.

PART I: INDIGENOUS LANGUAGES



Dene, Métis, and Inuvialuit language champions stand arm-in-arm at the ILE Symposium: Lucy Lafferty (Tłıchǫ Community Services Agency), ECE Minister Caroline Cochrane, Lillian Elias (Inuvialuit Elder), and Dr. Angela James (ECE) have made significant contributions to the progress of Indigenous language, culture, education, and community wellness causes over the years.



Showcasing the online #WeLoveOurLanguages promotional campaign during Indigenous Languages Month in February 2019.

On the second day of the Symposium, participants attended a variety of training activities and workshops from the Tłıchq Community Services Agency, the NWT Literacy Council, the NWT Bureau of Statistics, and ECE. After the day of workshops, Minister Caroline Cochrane welcomed the delegates to an evening dinner celebration that was emceed by the NWT musician and Indigenous wellness leader, William Greenland. The evening social event also featured a performance by Tłıchq artist, Digawolf, followed by a showcase of language advocates who entered the Elder-Youth video contest.

On Day 3 of the Symposium, Tania Muir of the University of Victoria moderated a panel discussion of language advocates; Betty Harnum spoke about the CBC Indigenous Languages Archiving Project; and Brent Kaulback of the South Slave Division Education Council hosted a surprise screening of the newly released *Three Feathers* multilingual feature film.

The next ILE Symposium will be held in 2023.



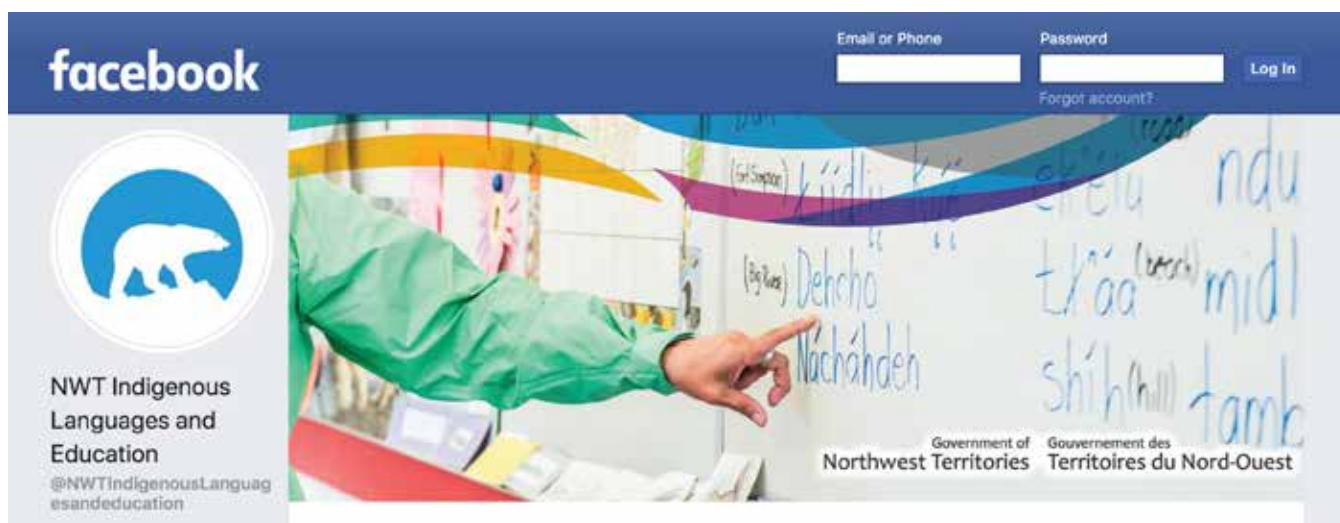
NWT Official Languages Board and Aboriginal Languages Revitalization Board Chair Tammy Steinwand-Deschambeault answers a question from the audience as she sits between youth panelist Rena Squirrel and Official Languages Commissioner Shannon Gullberg during the panel discussion on Day 3 of the ILE Symposium. Other panelists not shown here included Ruby Koe, Dr. Lorna Wanosts'a7 Williams, Dr. Angela James (ECE), and panel moderator Tania Muir (University of Victoria).



Interpreter-Translator Emily Kudlak and NWT Literacy Council Executive Director Kathryn Barry Paddock sharing perspectives during the ILE Symposium social evening. The NWT Literacy Council generously co-sponsored the Symposium and dinner alongside the Department of ECE.



PART I: INDIGENOUS LANGUAGES



Please visit the NWT Indigenous Languages and Education Facebook page: <https://www.facebook.com/NWTIndigenousLanguagesandeducation/>

NWT Indigenous Languages and Education Facebook Page

The Indigenous Languages and Education Secretariat also maintains the NWT Indigenous Languages and Education (ILE) Facebook page. The page connects many NWT residents with news and resources about Indigenous language revitalization. It also celebrates language revitalization success stories, shares promising practices, and raises the profile of Indigenous languages online. Social media is a powerful tool for telling our stories and learning from each other wherever we are in the world.

In 2018-19, some of the ILE Facebook posts highlighted the NWT students who are enrolled in the Aurora College / University of Victoria's PILOT Certificate of Aboriginal Language Revitalization (CALR) Program, the #WeLoveOurLanguages promotional campaign, International Year of Indigenous Languages stories, ECE's new Indigenous Language Revitalization Scholarship Program, Indigenous university graduates, First Nations language community signage, NWT community schools, Th̓chq̓ Yati courses offered by

Collège nordique francophone, the benefits of bilingualism, and an animated story about the creation of the Wilhìdeh river—to name just a few.

The ILE Facebook page also connects to the Regional Indigenous Government Facebook pages and those of partner organizations, such as the NWT Literacy Council.

2018-19 Facebook Page Highlights	
Total posts	73
Most reached post	8,747
Total page likes by end of fiscal year	1,789



PART I: INDIGENOUS LANGUAGES

Indigenous Language Broadcasting

Indigenous language broadcasting provides a medium for the communication and transmission of vital information, and is a tool to reclaim, revitalize and promote Indigenous languages. The health of a language is linked to the number of domains in which it is used.

Radio and television are important domains of language use that increase language vitality. Radio

and television provide spaces where people can listen to their leaders, Elders, and other prominent people using the language.

Indigenous language radio and broadcasting societies also provide an important source of employment for Indigenous people who speak their language. Most importantly, it raises the status of the language in a time where English and French are

dominant languages, visible in every aspect of daily life.

ECE supports Indigenous language broadcasting through funding for communication societies, and the Community Broadcasting Support Program.

Funding for Communications Societies

Indigenous Broadcasting organizations produce and distribute news releases, as well as radio, film, and television programming in NWT Indigenous languages.

In 2018-19, ECE contributed a combined total of \$878,000 to the Inuvialuit Communication Society (ICS) and the Native Communications Society of the NWT (NCS).

ICS showcases the voices, people, heritage and culture of the Inuvialuit Settlement Region through broadcast media, websites, full service film production, photography, and print publications like the magazine *Tusaqyaksat*.



To learn more about the ICS, visit:
<https://www.facebook.com/>





NCS' mission is to revitalize, strengthen and preserve Indigenous cultures through radio and television communications technology and new mediums as developed. They aim to provide quality Indigenous programming to educate, inform, entertain and raise awareness of Indigenous cultures, languages, music, values, and beliefs.

To learn more about the NCS, visit:
<http://ncsnwt.com/about/>

Community Broadcasting Support Program

In 2018-19, the Community Broadcasting Support Program continued to provide funding to support locally developed programming, and to deliver Indigenous language radio news stories. The program allows eligible community organizations to apply for multi-year contribution agreements up to a maximum of \$10,000 to offset operational costs, equipment purchases, program development, and broadcaster training for small community radio stations in the NWT.

The following community organizations each received \$10,000 funding through the Community Broadcasting Support Program:

- Hamlet of Aklavik
- CHFP Radio Society / Zhahti Koe Friendship Centre
- Dëne Sųłné Radio Society
- Kát'odeeche First Nation
- Łíídlı́ Kúé First Nation
- Délıne Got'ıne Government
- Hay River Broadcasting Society
- CBQM Radio Society (Fort McPherson)
- Hamlet of Paulatuk
- Tłhets'ehk'e Déli (Jean Marie River) First Nation
- Tulita Dene Band
- Ka'a'gee Tu First Nation (Kakisa)
- K'asho Got'ine Charter Community (Fort Good Hope)
- Nahanni Butte Dene Band
- Tłıchų Government

PART I: INDIGENOUS LANGUAGES



2018-19 Aurora College / University of Victoria Certificate in Aboriginal Language Revitalization students pose for a photo at the February 2019 ILE Symposium.

Revitalizing Indigenous Languages in Communities Program

Every Indigenous language community in the NWT finds themselves in a different stage of language revitalization in terms of speakers, community capacity, and education. While language learning and revitalization occurs in various forms and approaches, research is widely settled that programs that are designed by or with communities show the greatest success.

In 2018-19, the Revitalizing Indigenous Languages in Communities Program (RILIC)

continued to support community based Indigenous language learning and revitalization training programs in the NWT.

Through RILIC, ECE funds projects that show strong partnerships between community, government, and/or educational institutions, and fall under one of the following two streams:

- **Indigenous Language Learning** happens all around us—in homes, schools,
- **Revitalization Training Opportunities** focus on various areas of Indigenous language

communities and on the land, with families, elders, students, leaders and academics.

Indigenous language learning programs aim to teach people how to speak, read or write in Indigenous languages. These can include immersion language programs and master-apprentice programs, and can happen in classrooms, community, or on the land; or,

revitalization, including language instructor training, linguistics training, master-apprentice training, interpreter/translator training, and more. These programs are often offered through partnerships between communities and postsecondary institutions.

In 2018-19, the following organizations and projects were allocated a total of \$739,200 through RILIC:

- **Aurora College Tuktoyaktuk Community Learning Centre:** initiated project entitled “Learning from the Past: Revitalizing the Inuvialuktun

Language in Tuk” that organized language classes twice a week from September to March.

- **Tetlit Gwich’in Council:** organized language classes three nights a week.
- **Nihtat Gwich’in Language Revitalization Project:** organized language instruction in group settings and one-on-one sessions among Elders and participants.
- **Aurora College / Fort Simpson Community Living Centre:** funded a community adult educator to visit young families and share stories in Dene Zhatié, as well as coach mothers to read to their infants.

- **Dehcho First Nations:** initiated a Mentor-Apprentice Program (MAP) with 18 pairs out of 24 successfully completing 300 hours of immersion.
- **Gwich’in Tribal Council:** funded a four-day language gathering in Fort McPherson in October 2018.
- **NWT pilot Certificate in Aboriginal Language Revitalization (CALR) Program:** supported the Aurora College/University of Victoria partnership to run a CALR program for NWT students.

NWT Pilot CALR Program

In 2018, ECE’s Indigenous Languages and Education Secretariat (ILES) partnered with Aurora College and the University of Victoria to recruit and sponsor students to pursue a pilot NWT Certificate in Aboriginal Languages Revitalization (CALR) at Aurora College’s Yellowknife campus. The goal of the CALR program is “to support communities in language revitalization initiatives, by strengthening understanding of the complex context and characteristics of language loss, maintenance, and recovery, and by developing knowledge of strategies and successes in language revitalization in communities. The program honours traditional knowledge and

practices to reach a diverse group of learners. It provides the foundation for language activism, language learning, community language programming, and further study in linguistics, education, and related areas” (University of Victoria, 2018).

The partnership with University of Victoria offered the added advantage of providing a graduated pathway to advanced studies up to the Bachelor of Education level with an Indigenous language focus. Some highlights of the 2018-19 pilot NWT CALR Program include:

- The first cohort of nine students began their studies in December 2018;

- The program was offered in the Aurora College’s Continuing Education field, as the course was geared towards working professionals;
- The students also had the opportunity to apply for \$5,000 Indigenous Language Revitalization Scholarships;
- The program is offered over a two-year period with eight courses offered in a six-day intensive long weekend approach – December 2018 to March 2020; and
- A second cohort is scheduled to begin their studies in Fall 2019.

PART I: INDIGENOUS LANGUAGES



Students of the January 2019 CILLDI Linguistics course with Instructor Craig Koprís (image by ECE).

Canadian Indigenous Languages and Literacy Development Institute

In February 2018 and February 2019, the Department of ECE also brought the Canadian Indigenous Languages and Literacy Development Institute (CILLDI) courses to the NWT. The purpose of CILLDI is to support individuals at the community level by providing basic training in

linguistics, Indigenous languages, second language teaching, and other aspects of professional enhancement such as language-related research and policy making.

NWT language partners had the opportunity to attend University

of Alberta credit courses that contribute to obtaining a Community Linguist Certificate.

For more information on CILLDI, visit <https://www.ualberta.ca/canadian-indigenous-languages-and-literacy-development-institute>

Territorial Indigenous Languages Strategic Initiatives Program

In 2018-19 the Territorial Indigenous Languages Strategic Initiatives program continued to support NWT organizations that promoted language revitalization with a territorial scope including three or more official Indigenous languages. The following organizations were allocated a combined total of \$325,000 through the Territorial Indigenous Languages Strategic Initiatives program:

- **NWT Teachers' Association:** With this funding, the NWT Teachers' Association supports their Indigenous languages teachers to take part in language instruction courses and improve their language skills.
- **NWT Literacy Council:** partnered with ECE to host the three-day Indigenous Languages and Education Symposium in February 2019.
- **Yamózha Kúé Society:** organized the Annual Dene Elders and Youth Gathering that took place in Hay River October 15-18, 2018, an event that focused on Dene language, culture, and traditional knowledge.
- **Foster Family Coalition of the NWT:** Camp Connections organized five weeks of summer camp for foster children in 2018-19 that included language activities.
- **Dehcho First Nations' Mooseskin Boat Project:** supported the rebuilding of a Mooseskin boat for the *Nahanni River of Forgiveness Journey Project* with related translation of their project highlights.
- **Rainbow Coalition of Yellowknife:** supported the translation of key terms into four Indigenous languages and held cultural workshops where language instruction was the primary focus.
- **NWT Recreation and Parks Association:** Tłıchǫ Camp Yoga was developed by staff at the Jìmì Erasmus Ǫ'hdaa K'èhodìl Kò (Jimmy Erasmus Seniors Home) in Behchokò. It featured a series of actions that mimic land-based activities, like checking nets and chopping wood. The class, which was taught in Tłıchǫ, was recorded to provide a series of instruction videos to serve as a template for other Indigenous languages.
- **NWT Bureau of Statistics:** supported the addition of several Indigenous language-related questions to the January 2019 community survey.

PART I: INDIGENOUS LANGUAGES



Participants in the September 2018 territory-wide *Our Languages* curriculum in-service held at the Yellowknife ski club.

Indigenous Languages and Education in the NWT

The Department of Education, Culture and Employment has the responsibility to ensure that Indigenous languages and culture are being taught in all NWT schools. As the *Education Act* sets out, the NWT education system recognizes the relationship between languages, culture and learning, and that school programs must be based on the languages and cultures of the NWT. The GNWT is committed to working with education bodies to provide Indigenous language instruction and culture-based school programs to JK-12 students.

It is the expectation that the NWT education system reflects, validates and promotes the languages and cultures of the Indigenous peoples of the NWT, and that it honours all forms of traditional knowledge, ways of knowing and worldviews. In 2018-19, ECE completed the renewal of the former Aboriginal Languages and Culture Based Education (ALCBE) Directive (2004) with the new *NWT Junior Kindergarten to Grade 12 Indigenous Languages and Education Policy*. Renewing the ALCBE Directive was part of GNWT Mandate Commitment 2.2.1 of the 18th Legislative Assembly, to strengthen

the role of schools in supporting Indigenous language development and integration of culture into school programming.

To best inform the new ILE Policy, four significant documents were developed and fine-tuned to support the first year of the ILE Policy implementation. These were: the NWT School Funding Framework, the NWT Education Accountability Framework, the ILE Procedures Manual, and the ILE Handbook. ECE also supported Indigenous languages and education through Indigenous language curricula, resource development and ongoing in-servicing as outlined below.

NWT JK-12 Indigenous Languages and Education Policy (ILE Policy)

In August 2018, ECE achieved a significant milestone by finalizing the new ILE Policy with the support of partners that included the NWT education bodies, Indigenous Elders, and Indigenous languages and education educators. The ILE Policy delivers a more effective way to support education bodies in the delivery of Indigenous languages and education programming by providing improved guidelines, training, funding and accountability. It supports language and culture-based learning by focusing on promoting Indigenous worldviews, cultures and languages of the community in which the school is located. The ILE Policy highlights ECE's commitment to reconciliation by ensuring Indigenous language instruction and culture-based school programs are adequately supported and resourced.

With the launch of the new Policy in September 2018, the first year of a 3-year phased in implementation plan began (2018-19 to 2020-21) with education bodies receiving \$11.8 million. The new Policy required that education bodies submit annual financial and activity reports to ECE through the NWT JK-12 Education Accountability Framework.

The NWT School Funding formula for the ILE Policy also changed to reflect five distinct categories, for more effective funding structures



Indigenizing education depends on conversation, collaboration and community.

and accountability measures that include:

- **Regional Indigenous Languages and Education Coordinators (RILE)** - new positions within Education Bodies that provide a regional leadership role;
- **Indigenous Education Funding** - for operation and maintenance of Indigenous education programs and activities in NWT schools;
- **Indigenous Languages Instruction Funding** - for Indigenous language instructors' benefits and salaries;
- **Teaching and Learning Centre Funding** - for resource development activities to support the *Our Languages* curriculum and ILE Handbook; and
- **Community Support Funding** - to purchase on-the-land equipment and supplies, hire cultural resource experts for short term projects, and professional development for cultural resource staff.



Our Languages curriculum resources for teaching and learning Indigenous languages.

PART I: INDIGENOUS LANGUAGES

The Indigenous Languages and Education Handbook (ILE Handbook)

In 2018-19, the Indigenous Languages and Education Handbook Advisory Committee consisting of key Indigenous language and education partners met to begin the drafting of the new ILE Handbook with the working title *Our People, Our Land, Our Ways, Our Languages*. The first draft version of the ILE Handbook was completed in August 2018, providing educators with the necessary information, resources, support, and guidance to properly use the ILE Policy. As a user-friendly field guide based on the foundational philosophy of *Dene Kede* and *Inuuqatigiit*, it outlined actions and activities that principals, teachers, Indigenous language instructors, and educational assistants can undertake to deliver quality education that promotes and enhances Indigenous languages and education in the NWT.

At the beginning of the 2018-19 school year, draft copies of the ILE Handbook were distributed to every educator in the NWT. The intent was to have the document remain in draft for the three years of ILE Policy implementation, to receive feedback, input and promising practices. Ongoing support for the implementation of the ILE Policy and the Handbook has been provided

through various training and in-servicing events ranged from training with stakeholders, to ILE Action Plan workshops with schools, to meetings with the new Regional Indigenous Language and Education (RILE) Coordinators, and territory-wide conferences.

2018-19 ILE Policy & Handbook training and in-service sessions included:

- RILE Coordinators' orientation meetings;
- Education Leadership Program for principals and teachers;
- Regional orientation gatherings;
- *Our Languages* Curriculum in-service for Indigenous language instructors;
- NWT Principals' Conference;
- NWTTA Regional Presidents & Central Executive meeting;
- ILE Handbook workshops in 13 NWT schools; and
- The Indigenous Languages and Education Symposium that took place during the February 2019 Indigenous Languages Month.



Feeding the Fire ceremony of healing and love for our languages.

Our Languages Curriculum (OLC)

The OLC is a competency based curriculum for Indigenous language instruction in core second language programming through the NWT. The draft OLC is aligned with the two foundational documents, *Dene Kede* and *Inuuqatigiit*, and shifts its focus from grade based assessment to student attainment of five language learning levels: Emergent, Beginner, Intermediate, Advanced and Capable.

In 2018-19, ECE began the first exciting year of the territory wide pilot, with 40 of the 49 schools delivering the new Indigenous language curriculum. This larger scale pilot took place after the 2017-18 small scale pilot, which saw 17 NWT schools initiating the curriculum delivery and resource development.

ECE is piloting the new curriculum, teacher guide, and related resources to promote Indigenous language learning in classrooms and schools across the NWT. The curriculum follows lessons learned from both the Intensive French programming and from a neurolinguistics approach piloted in the Dehcho region during the 2015-16 and 2016-17 school years. The curriculum

promotes a whole-school approach to language learning to ensure that Indigenous languages are heard and spoken throughout the schools, at assemblies, during routines, and in all NWT classrooms and learning spaces.

During 2018-19, children from each of the schools were also assessed using a new draft Oral Language Proficiency Scale by a fluent speaker (teachers and community language experts). These baseline data results are used to set goals for increasing Indigenous oral language proficiency using the OLC.

The OLC was written with Indigenous language educators and leaders from all NWT regions. ECE will continue to work directly with education authorities to ensure the new curriculum is implemented across the NWT. During the second semester of the 2018-19 school year several classes piloted a high school course using the *Our Languages* curriculum to attain credits.

The large scale territorial pilot is scheduled to continue into its second year during the next school year in 2019-20. ECE continues to work closely with Regional Indigenous

Language Education Coordinators, who provide ongoing support for the language instructors in each region. A territory wide in-service was held in September 2018 for all Indigenous Language Instructors and RILE Coordinators.

The curriculum remained in draft during the 2018-19 school year to receive ongoing input from different stakeholders, including: pilot teachers, principals, superintendents, the NWT Literacy Council, and regional Indigenous Governments. Feedback will be compiled to strengthen the draft curriculum and identify supports needed for Indigenous language teachers and principals, including continued resource development, in-service training, and future training opportunities. The final curriculum is expected to be released in the spring of 2020, with full territorial implementation scheduled for the 2020-21 school year.

PART I: INDIGENOUS LANGUAGES



A Gwich'in on the land language and culture camp.

GOVERNMENT SERVICES IN INDIGENOUS LANGUAGES

Overview

All NWT residents have the right to access the same high quality public services. In the NWT, the *Official Languages Act* names nine official Indigenous languages, alongside English and French. The *Official Languages Act* guarantees that any member of the public has the right to communicate with, and to receive available services from, regional, area and community offices of government institutions in Indigenous languages.

The GNWT delivers government services in Indigenous languages in a variety of ways, including:

- Government Indigenous languages programs and initiatives;
- Government news and media delivered in Indigenous languages;
- Radio and print advertising in Indigenous languages;
- Indigenous languages interpretation and translation services;
- Government signage in Indigenous languages; and,
- Indigenous bilingual bonus & language allowance for GNWT employees.

Government Indigenous Languages Programs and Initiatives

In 2018-19, GNWT Departments, boards and agencies delivered a number of Indigenous language programs and initiatives, including:

- The **Department of ENR** Community-based Monitoring Program: Community-based monitoring fosters a wide range of innovations, including increased awareness of water stewardship issues, and improved traditional knowledge collection and application. While the project itself is for all NWT communities, we have provided information in Indigenous Languages of the community they were active in.
 - ENR produced a rabies story book in English, French and Inuvialuktun for distribution in schools to educate the children of the Inuvik area about rabies.
 - ENR participated in the Indigenous Languages and Education Symposium in Yellowknife (February 2019).
- The **Department of Finance (DoF)** launched a training module on Official Languages that targets new GNWT employees as part of the on-boarding training program. This training was developed

to inform employees about the GNWT language requirements and make sure they keep those language requirements in mind when performing their duties. The module is available here: <https://my.hr.gov.nt.ca/courses/employee-onboarding-program>

- Finance also recently implemented the Indigenous Career Gateway Program (ICGP) which aims to improve access to entry-level employment and trainee opportunities with the GNWT for Indigenous Aboriginal persons. This program helps to promote and foster an environment that values development, diversity and professional growth for Indigenous people. In 2018-19, nine persons were hired through the ICGP.
- In February 2019, the Official Languages Advisor at the Department of Finance participated in the Indigenous Languages and Education Symposium.
- The **Northwest Territories Health and Social Services Authority (NTHSSA)** undertook a project to test provision of “Active Offer” like services in an

Indigenous language through the Inuinnaqtun Pilot Project at the Emegak Health and Social Services Centre in Ulukhaktok. The project was developed in a true spirit of collaboration with feedback and engagement from the Department of Health and Social Services (HSS) and the Indigenous Languages and Education Secretariat (ILES). Some highlights of this project included:

- New signage throughout the health centre.
- Hiring a clerk interpreter to provide front-line service in Inuinnaqtun.
- Development of a consultation committee to discuss and create medical terminology that helps bridge the gap between complex English spoken medical terms and the cultural and language traditions of the community.
- Regular participation in a monthly “Elders Tea and Talk” that provided an informal touch-point for community outreach and collaboration.
- Identification of issues and development of innovative solutions to problems that were causing barriers to access and care for

PART I: INDIGENOUS LANGUAGES

those with low-English literacy. For example, it was identified that while language services were well received in the community, some individuals who had to travel for care would face language issues in their destination community. To solve this, an “invitation to interpretation” card was created to be given to elders when they travel. This card can be given to anyone they need to interact with inviting them to call back to the health centre in Ulukhaktok where the interpreter would provide over-the-phone assistance to facilitate communication between the patient and the person they were speaking with in their destination community.

- In a new 2018-19 initiative, the French Language staff within the NTHSSA partnered on language promotional events with Indigenous language staff or Indigenous language speaking staff, including activities like “Bannock and Tea”. The goal of these events was to promote language use and language services in the NTHSSA across all official languages. This helped bridge the gap between French and other official languages and

provide an open venue for staff to discuss languages, learn medical terminology and common phrases, and enjoy time together recognizing the unique cultures of all residents.

- **The Department of Infrastructure’s (INF)** Policy, Planning and Communications division was invited to be part of a GNWT interdepartmental committee on Indigenous fonts applicable to official documents (birth certificate, driver’s license, etc.). The division participated in the committee meeting on February 20, 2019.
- A number of funding announcements and official openings celebrations organized by the Department of Infrastructure have included Indigenous prayers and performances, namely:
 - Opening of the Canyon Creek All-Season Access Road.
 - Funding announcement for the Mackenzie Valley Highway.
 - Funding announcement for the Taltson Energy project.
 - Funding announcement for the Inuvik Wind project.
 - Funding announcement for the residential Greenhouse Gas program.
 - Funding announcement for the Energy Infrastructure and Climate Change project.
- Official opening of the Centre for Mine and Industry Training.
- Official opening of Marine Training Centre in Hay River.
- Infrastructure’s Facilities and Properties division drafted its first signage standards to assist all GNWT Departments in the creation or updating of building signage. Official languages are essential to the standards as all signage must be translated in one or more Indigenous languages. It is anticipated that the proposed standards will be finalized in the 2019-20 fiscal year.
- **The Department of Industry, Tourism and Investment (ITI)** has several staff members that speak Indigenous languages and provide services in those languages. For example, an Aboriginal Tourism Development Officer regularly discusses tourism developments and the process for ITI programs in North Slavey to tourism stakeholders and prospective applicants. Another example is the Manager of Trade and Investment for the Sahtú. She speaks North Slavey and is fluent in Délı̨nę Got’ı̨nę dialect. Each time she travels to Délı̨nę she speaks to clients about ITI programs, including Support for Entrepreneurs and Economic Development (SEED), Arts, Traditional Economy, and

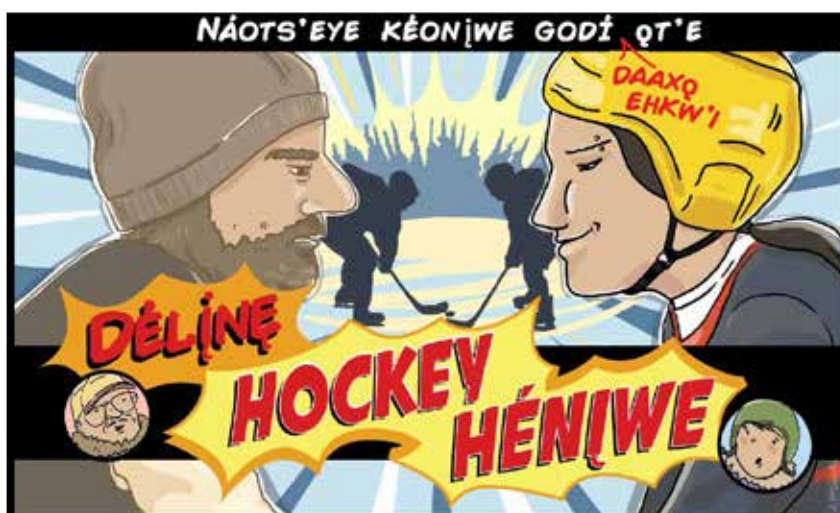
Agriculture. She has found it helpful to speak North Slavey to explain the program, the requirements for the eligibility and final reports.

- The **Legislative Assembly** has a Table Officer who speaks Tłıchǵ and often reads the Orders of the Day in the House in her Indigenous Language. A Special Committee provided informational documents to the public in Tłıchǵ and Inuvialuktun. The NWT Languages Commissioner presented a report to the Legislative Assembly that made a number of recommendations to increase language use, and the Legislative Assembly is working towards implementing a number of these recommendations.
- The **Department of Municipal and Community Affairs (MACA)** provides funding to the Take a Kid Trapping program and to the Dechinta Centre for Research and Learning—the curriculum includes traditional knowledge, languages, and cultural teachings.
- The **Workers' Safety and Compensation Commission (WSCC)** made its First Aid Register logbooks available in Inuktitut and Inuinnaqtun, and conducted an awareness survey in English, French, and Inuktitut.
- The **Department of Education, Culture and Employment (ECE)** administers \$424,000 in annual Aboriginal Cultural Organization Contributions to

three client groups: the Gwich'in Social and Cultural Institute, the NWT Métis Cultural Institute, and the Yamózha Kúé Society. This program provides funding for the administration and operation of organizations that undertake the maintenance, promotion and development of traditional knowledge and culture in the NWT. While the program mandate does not specifically address Indigenous languages, the current funding recipients conduct activities and projects involved in preservation and promotion of NWT Official Languages.

- ECE's 2018-19 operational budget allocation for Cultural Projects support was \$32,000, to serve communities in all six NWT regions. Projects are also identified as Languages or Land Claims funds. The following organizations received project funding under this initiative:
 - Fort Good Hope Hide Tanning program

- Jean Marie River First Nation – Eco Tourism presentation
- Tuktoyaktuk Sod House - clothing program
- Gameti Sewing Program
- Gwich'in Oral History Program
- Whatì on the land program
- Additional ECE programs include:
 - The Origin of Hockey exhibit in the Discovery Gallery of the Prince of Wales Northern Heritage Centre features the community of Délıne and links to a cartoon history book in English, French and North Slavey.
 - The K'aàwidaà Tipi Presentations for Tłıchǵ Elders, youth, and the general public.
 - The Tundra Culture and Science Camp for NWT youth at Daring Lake.



A learning resource book for the Origins of Hockey exhibit at the Prince of Wales Northern Heritage Centre (Yellowknife).

PART I: INDIGENOUS LANGUAGES

Government News and Media Delivered in Indigenous Languages

When possible, the GNWT endeavors to deliver news and important information in Indigenous Languages. In 2018-19, highlights included:

- The Workers' Safety and Compensation Commission (WSCC) continues to publish its website content, media releases, SafetyNet e-newsletters, and

other resources in Inuktitut. The WSCC Strategic and Corporate Plan and annual report are available in both Inuktitut and Inuinnaqtun.

Radio & Print Advertising in Indigenous Languages

GNWT Departments regularly make announcements and run advertisements in Indigenous languages on local radio stations and in local newspapers. In 2018-19, highlights included:

- The Department of ENR:
 - raises awareness of the Community-based Monitoring Program using radio advertising in English, French, Tłıchǫ, North Slavey, Gwich'in, and Inuinnaqtun.
 - sends public notice to harvesters and ensures hunters obtain proper authorizations for the Bluenose-East Harvest using radio advertising in English, French, Tłıchǫ, and North Slavey.
 - describes the barren-ground caribou survey in the Caribou Survey
- Highlights video published in English, French, Tłıchǫ, and North Slavey.
 - describes survey methods in the How We Count Caribou: Calving Ground Photo Survey educational video published in English, French, Tłıchǫ, North Slavey, Inuktitut, and Inuinnaqtun.
 - incorporates Dene terminology into Conservation Network Planning site sheets published in English.
- Department of HSS placed Indigenous language advertisements for the Stanton Renewal project, the Regional Wellness Council positions, and the Patient Experience Questionnaire.
- The Department of Industry, Tourism and Investment (ITI) has placed radio advertisements on CKLB in Indigenous languages where the program requires it.
- A Special Committee of the Legislative Assembly placed radio advertisements on CKLB in Tłıchǫ.
- The Ulukhaktok Local Housing Organization (LHO) releases community announcements in English and the local Indigenous language.
- The Workers' Safety and Compensation Commission (WSCC) runs radio advertising on CKLB which are translated into Tłıchǫ by station staff. The WSCC also integrates Inuktitut into the visual identity policy, meaning that all public-facing material must be available in Inuktitut, English, and French. Multilingual WSCC business cards display English and French on one side, and Inuktitut and Inuinnaqtun on the other.

Indigenous Languages Interpretation and Translation Services

Interpretation and translation services enable the GNWT to improve NWT residents' access to public information and content in Indigenous languages. In 2018-19, highlights included:

- The Department of Executive and Indigenous Affairs (EIA) oversees the Government Service Offices based in 22 communities across the NWT. Government Service Officers speak a local Indigenous language and provide services in that language when required.
- EIA's Aboriginal Consultation and Relations division offers interpretation services for the Annual Intergovernmental Council meeting upon request.
- All Department of Finance public events have included an active offer of interpretation.
- HSS translated the Cultural Safety Declaration in all Official Indigenous Languages.
- In designing the new Stanton Territorial Hospital, the Indigenous Wellness Program advocated for and received space at the "front of house". Previously, program staff were located on the third level of

the old facility, while they are now located directly behind reception to the new hospital entrance, with a staff member often occupying space at the front reception desks to create a welcoming atmosphere and connect the public with services in an efficient way. The Stanton Territorial Hospital Indigenous Wellness Program also provides the following services:

- Medical Interpretation for 7 official languages of the NWT (i.e. Tłıchǫ, North Slavey, South Slavey, Chipewyan, Inuktitut, Inuinnaqtun, and Inuvialuktun).
- Hospital wide and unit specific cultural programming.
- One to one patient support and spiritual support.
- Smudging with our Elder in the Sacred Space.
- Preparation of traditional food services.
- The Northwest Territories Health and Social Services Authority (NTHSSA) employed 11 clerk interpreters to provide front-line services in communities where there was significant demand for Indigenous language services.

This is the primary Indigenous language service venue within the health and social services system and provides support where it is needed most at care sites across the NWT.

- The Department of Infrastructure provided interpretation services at public meetings, including:
 - Two Tłıchǫ interpreters at a community engagement session in Behchokǫ about the Frank Channel Bridge replacement project (June 2018).
 - A North Slavey interpreter at an engagement session in Délı̄nǫ about the Oscar Creek Bridge relocation and construction of the Great Bear River Bridge (August 2018).
 - A North Slavey interpreter at an engagement session in Fort Good Hope about the Oscar Creek Bridge relocation and construction of Great Bear River Bridge (October 2018).

PART I: INDIGENOUS LANGUAGES



Elders, youth, and teachers at the Tundra Culture and Science Camp (Daring Lake).

- The Department of Industry, Tourism and Investment (ITI) engages regularly with the public and offers interpretation services. For example:
 - Socio-economic agreement community meetings include the offer to provide translation into traditional languages.
 - Public facing reports have an active offer page for traditional languages.
 - Resources and Energy Development Information (REDI) sessions in Norman Wells and Fort Simpson include interpreters.
- Petroleum Resources Act (PRA) engagements include interpreters.
- An ITI staff member who speaks North Slavey regularly talks to clients about initiatives like Support for Entrepreneurs and Economic Development (SEED), to discuss various arts, traditional economy, and agriculture projects, to explain program eligibility, and to publicize final reports. Another North Slavey speaking staff member engaged with tourism stakeholders and answered questions about tourism development at a tourism workshop in Tulita.
- The Department of Justice provided Indigenous language interpretation services in Territorial Court through contracted interpreter-translators in South Slavey (four times), Tłıchʔ (once), and Chipewyan (once); the Supreme Court of the Northwest Territories used Tłıchʔ interpretation services (five times). Also at Justice:
 - The Legal Aid program responded to inquiries in South Slavey (48 times),



A stunning Sahtú waterway.

- Chipewyan (four times) and Tłıchǫ (once), and provided interpretation services in Chipewyan (six times).
- Corporate Services issued letters in Tłıchǫ (twice) and used translators to create signage in Tłıchǫ (12 times), Cree (three times), Chipewyan (three times), and South Slavey (three times).
- The Children's Lawyer used a Tłıchǫ interpreter (twice) to assist a parent in court.
- Legal Services used Inuktitut interpretation services (once).
- The Department of Lands tabled a land use planning document in the Legislative Assembly and translated an executive summary, entitled *Common Ground—GNWT Approach to Land Use Planning*, into Indigenous languages.
- The Legislative Assembly provided interpretation in nine Indigenous languages during the course of 44 days of Session. Four interpreters were provided each day, an increase from three. A Special Committee had posters and public information documents translated into Tłıchǫ and Inuvialuktun. The Office of the Clerk had the Orders of the Day translated into Tłıchǫ for a Table Officer to read in the House.

PART I: INDIGENOUS LANGUAGES

- The Department of Municipal and Community Affairs (MACA) pays two staff members an annual bilingual bonus.
- Local Housing Organizations (LHO) throughout the NWT utilize interpreter-translators:
 - In the Beaufort Delta, the Ulukhaktok LHO offers translation services at their Annual General Meeting, and the Tenant Relations Officer speaks the local language.
 - In the Sahtú, two LHOs provide services in Indigenous languages on a daily basis.
 - In Nahendeh, translation services were provided approximately 50 times—mostly at LHO workshops and meetings in Fort Simpson.
 - In the North Slave, LHOs provided translation services four times in the past year.
- The Workers' Safety and Compensation Commission (WSCC) employs a staff member who speaks North and



Signage at the Emegak Health Centre.

South Slavey and helps when service is requested in these languages. The WSCC translates the SafetyNet e-newsletters, Annual Reports, and signage into Inuktitut and Inuinnaqtun, and also translates new website content into Inuktitut to ensure visibility alongside English and French. During the 2018-19 reporting period, the WSCC

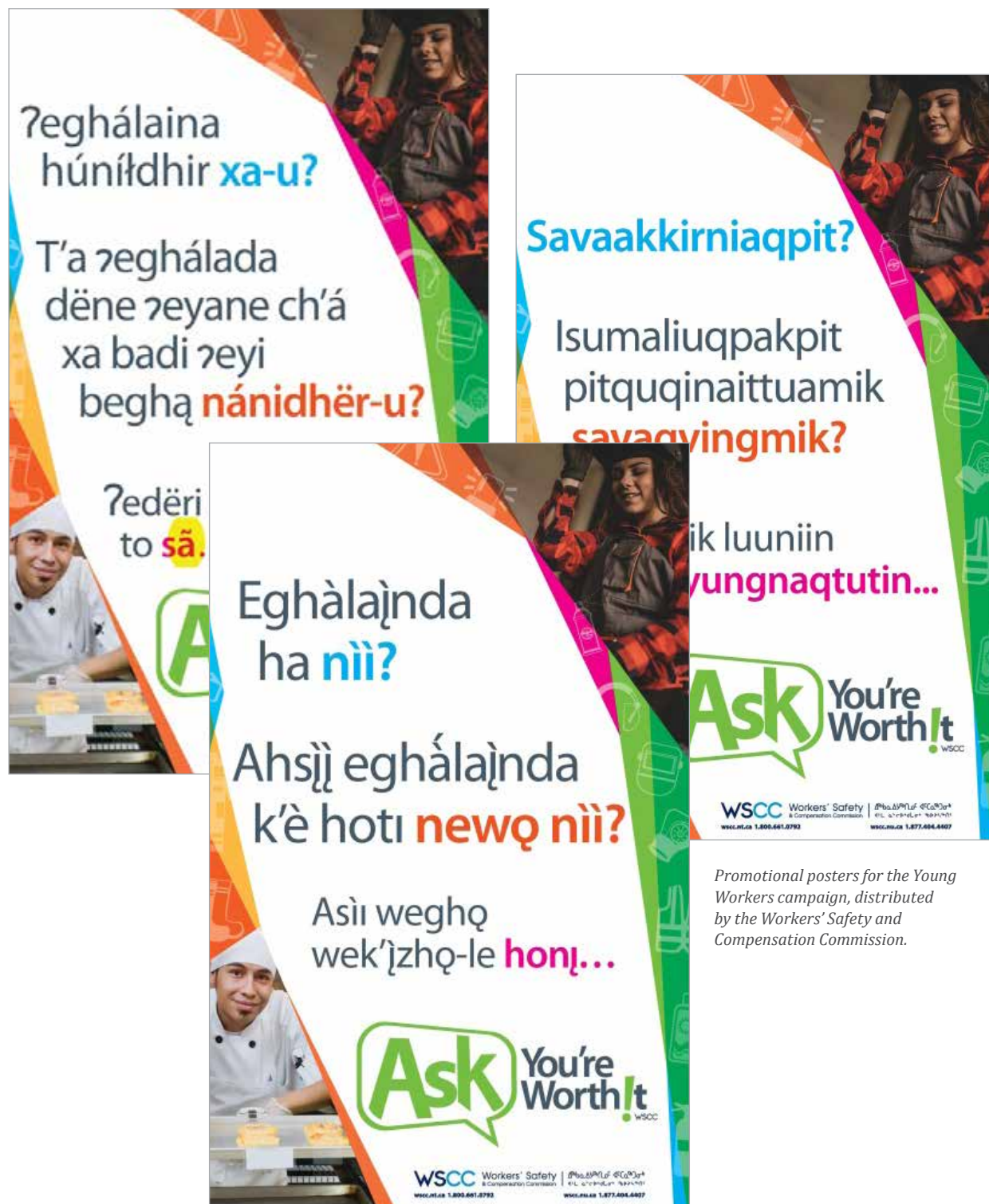
processed 187 translation requests into Inuktitut, 128 translation requests into Inuinnaqtun, and four translation requests into other Indigenous languages.

Government Signage in Indigenous Languages

Communities and Government Departments use Indigenous languages on a variety of public signage throughout the NWT. In 2018-19, highlights included:

- The Department of ENR posts Pine Point railbed signage in English, French, Cree, South Slavey, and Chipewyan in the South Slave region.
- The new Stanton Territorial Hospital installed a digital wayfinding kiosk system on levels 1 and 2. These kiosks are similar to mall wayfinding touch screens and help patients navigate the new territorial hospital, which is twice the size of the previous building. This project partnership between the Department of Health and Social Services, the NTHSSA, the Stanton Renewal Team, and the Indigenous Wellness Program at Stanton Territorial Hospital ensures the wayfinding kiosks are available in all NWT official languages.
- The Department of Infrastructure updated the languages on directory signage for the New Government Building (Floors 1-4) in Yellowknife, including Tłıchǫ.
- Infrastructure also refreshed directory signage in the Stuart Hodgson Building (Floors 1-3) in Yellowknife to reflect the new divisions within the building. Languages in the updated signage include Tłıchǫ.
- The Department of Industry, Tourism and Investment (ITI) continues to update signage as appropriate and include Indigenous languages where required.
- The Department of Justice uses signage as a way of providing the Active Offer to NWT residents. Last year, 12 Tłıchǫ signs were made in Yellowknife as safety warnings about construction in the Yellowknife Court House, as temporary signs for offices like the M.M. de Weerd Resource Centre or the Community Legal Aid Clinic, and for other purposes.
- Justice also created miscellaneous signage in Cree, Chipewyan, and South Slavey for the Fort Smith Correctional Centre.
- The Department of Lands ensures all signage currently meets the GNWT standards for Official Languages.
- The Department of Municipal and Community Affairs provides Indigenous language signage in all of its regional offices.
- The Sahtú District Office of the Northwest Territories Housing Corporation (NTHC) displays signage in South Slavey and the Fort Resolution Local Housing Organization (LHO) displays signage in Chipewyan.
- The Workers' Safety and Compensation Commission (WSCC) has regularly translated signage for events such as Mine Rescue into Inuktitut, and has translated posters for the Young Workers campaign into Chipewyan, Inuvialuktun, and Tłıchǫ.

PART I: INDIGENOUS LANGUAGES



Promotional posters for the Young Workers campaign, distributed by the Workers' Safety and Compensation Commission.

Indigenous Bilingual Bonus & Language Allowance

As prescribed by the *Union of Northern Workers Collective Agreement*, the GNWT provides a bilingual bonus to employees who use two or more of the Official Languages of the NWT, with the exception of employees who have assigned duties of translation and interpretation in their job descriptions. The bilingual bonus is offered where the ability to speak more than one official language is required to provide adequate service. A bilingual bonus may also be offered if the ability to speak a second official language is an asset to the position, for example, when an employee occasionally provides assistance in another official language.

In 2018-19, 173 GNWT employees received an Indigenous language bilingual bonus.

As prescribed by the *NWT Teachers' Association Collective Agreement*, the GNWT also provides a language allowance to teachers who are proficient in the use of one or more of the official Indigenous languages of the NWT.

Department/Agency/Board	# of Employees
Education, Culture and Employment	8
Environment and Natural Resources	6
Executive and Indigenous Affairs	9
Industry, Tourism and Investment	5
Infrastructure	2
Justice	2
Legislative Assembly	1
Municipal and Community Affairs	2
Beaufort Delta District Education Authority	1
Dehcho District Education Authority	4
Sahtú District Education Authority	6
South Slave District Education Authority	1
Tłıchq Community Services Agency - Education	21
Tłıchq Community Services Agency - Health	52
Northwest Territories Health and Social Services Authority	39
NWT Housing Corporation	1
Hay River Health & Social Services Authority	13
Total	173
Indigenous Languages Bilingual Bonus Amount Paid (Total)	\$167,631.08

PART I: INDIGENOUS LANGUAGES

Teachers who qualify receive an annual language allowance when using the skill in any or all of the following areas:

- Actual classroom teaching;
- Individual student counseling;
- Parent teacher interviews;
- Extracurricular activities; and/or
- School/community relations.

In 2018-19, 53 teachers received an Indigenous language allowance.

Department/Agency/Board	# of Employees
Education, Culture and Employment	1
Beaufort Delta District Education Authority	8
Dehcho District Education Authority	8
Sahtú District Education Authority	10
South Slave District Education Authority	10
Tłı̨chǫ Community Services Agency - Education	16
Total	53
Total Indigenous Language Allowance Paid (Total)	\$280,293.20

GNWT LANGUAGE PROGRAM EXPENDITURES – INDIGENOUS LANGUAGES (2018-19)

In 2018-19, ECE spent \$10,919,000 to fund the Indigenous Languages and Education Secretariat to support language programming and services across the NWT.

Of this amount, \$4,885,000 was provided directly to regional Indigenous Governments to support the implementation of their Regional Indigenous Language Plans.

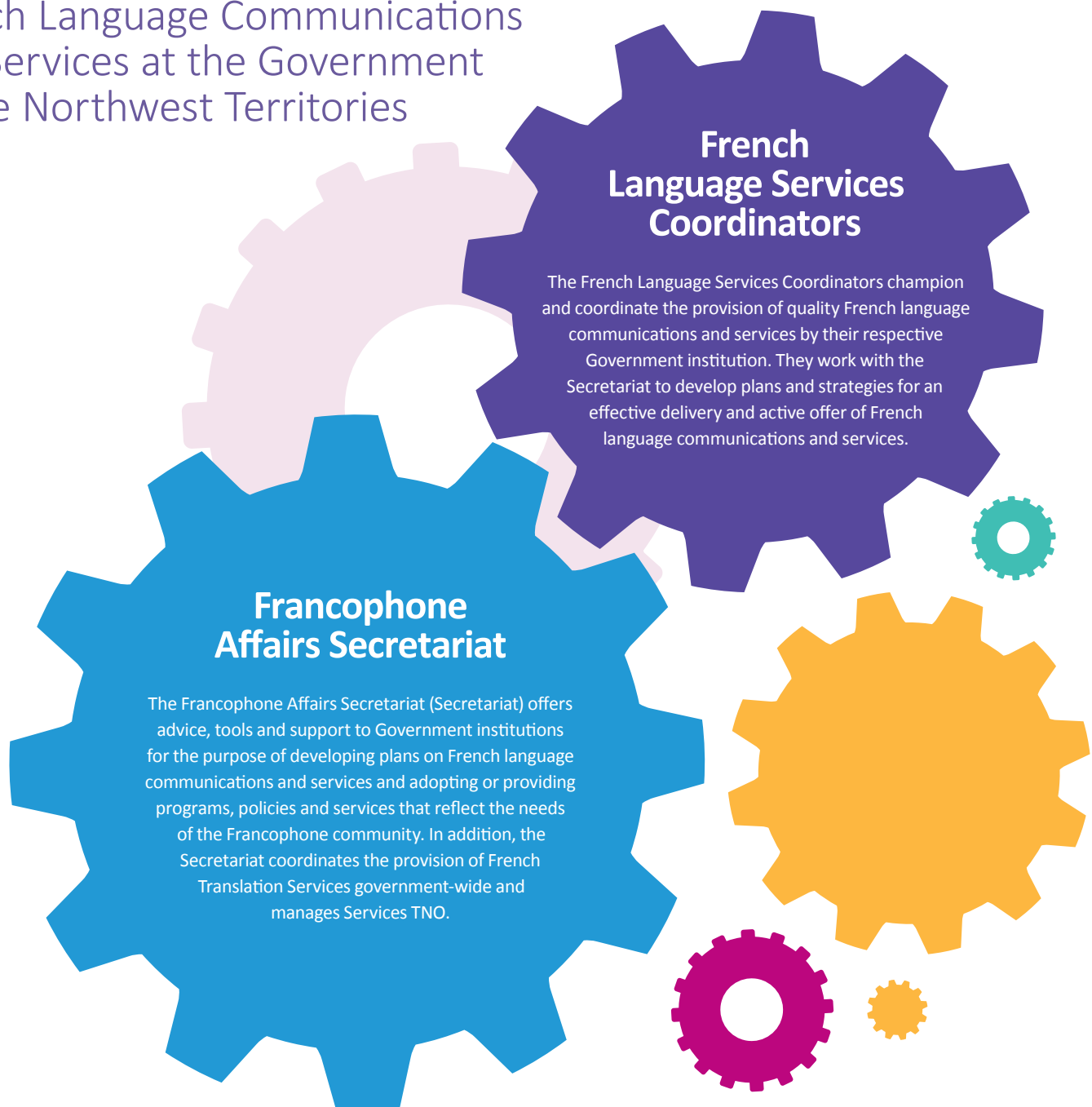
Description	Actual Expenditures
Indigenous languages services and programs	\$6,034,000
Contributions to regional Indigenous Governments	\$4,885,000
Total	\$10,919,000

Note 1: This amount does not include the expenditures incurred by Education Bodies to deliver Indigenous Languages and Education programming.



OUR APPROACH

French Language Communications and Services at the Government of the Northwest Territories





Strategic Plan on French Language Communications and Services

The Strategic Plan on French Language Communications and Services 2018-2023 (Strategic Plan) was developed in partnership with the *Fédération franco-ténoise* and with the Government institutions. It guides Government institutions in the development, offer and delivery of French language communications and services to the Francophone community. The 2018-2023 edition is the second Strategic Plan. The plan includes four parts, which cover all aspects of French language communications and services offer and delivery, as well as roles and responsibilities of the Government of the Northwest Territories (GNWT).

GNWT Standards for French Language Communications and Services

The GNWT Standards for French Language Communications and Services (Standards) assist Government institutions in the offer and delivery of French language communications and services to the public, and in receiving and responding to public feedback. They complement and work in tandem with the GNWT's Visual Identity Program and communications directives.

PART II: FRENCH

PROGRESS FOR FRENCH LANGUAGE COMMUNICATIONS AND SERVICES

During the 2018-19 fiscal year, Government institutions have improved their French language communications and services in various ways; this Annual Report on Official Languages outlines many of these improvements. In addition to the GNWT-wide Strategic Plan for French Language Communications and Services, each institution has its own Operating Plan for French Language Communications and Services (Operating Plan) with goals that relate more specifically to their situation. Progress is structured and monitored around those goals.

Goal 1: Leadership and Policy Direction

Government institutions have active leadership and policy direction for French language communications and services.

The GNWT has updated its Strategic Plan and Standards to guide its institutions in the development, implementation, offer and delivery of French language communications and services to the public. Updates of administrative structures are included to ensure the continuity of a successful implementation of the Strategic Plan 2018-2023.

Audit and Evaluation

At the end of 2017 and in early 2018, an evaluation of the first Strategic Plan 2013-2018 was conducted by third party contractor Grant Thornton, LLP. The purpose of this evaluation was to determine the overall success and value of the Strategic Plan 2013-2018 and to inform the redevelopment of the next five-year Strategic Plan 2018-2023. At the same time, Grant Thornton also audited the GNWT's French language communications and services. The objective of this compliance audit was to determine if the Standards were being adhered to.

Following the evaluation and audit, recommendations were made to continue improving the quality of French language communications and services within the GNWT. Most of these recommendations were accepted by the GNWT, and have influenced the new Strategic Plan 2018-2023, as well as the revised Standards. Detailed audit and evaluation reports and GNWT responses are published on the website of the Department of Education, Culture and Employment.



Strategic Plan 2018-2023

While key pillars from the Strategic Plan 2013-2018 remain, there are significant changes that aim to improve both the GNWT's monitoring and reporting capacity, and to strengthen the relationship with the Francophone community with partnerships. Among the changes, a new French Language Monitoring and Evaluation Advisor position has been established to assist with the implementation of the Planning and Reporting Guidelines, as well as the Audit and Evaluation Guideline of the Strategic Plan. The Strategic Plan 2018-2023 also

and French Language Services Coordinators. The third edition will be published online in PDF on the Secretariat web pages, allowing subsequent updates to be printed as required. Clarifications include more detailed bilingual voice mail scripts for Points of Public Service in French; expanded sections on letterhead and correspondence; procedures for digital communication platforms; as well as publication formats including mirrored bilingual format, separate English and French documents, and summary translation format.

expands the role of the French Language Services Coordinators and includes visiting Points of Public Service in French in their respective institutions.

Standards

During the 2018-19 fiscal year, comprehensive and extensive research was done to improve the Standards. Workshops and consultations were held with key stakeholders including communicators

French Language Monitoring and Evaluation Advisor

This new position has been established following the evaluation of the Strategic Plan 2013-2018 and the audit of GNWT French language communications and services. The Advisor is responsible for planning, developing, implementing and monitoring a comprehensive framework for quality and risk management related to the French language communications and services within Government institutions. The Advisor works closely with French Language Services Coordinators and provides them with advice, tools and support to monitor and evaluate French language communications and services.

Public Feedback

The new Strategic Plan 2018-2023 refers to a public feedback process instead of just complaints. Receiving and responding to public feedback is an important part of improving GNWT French language communications and services offer and delivery to the public. The French Language Services Coordinators work with the Secretariat to ensure appropriate follow-up on public feedback.

During the 2018-19 reporting period, the public used the feedback procedures described in the Strategic Plan 13 times.

PART II: FRENCH

Of all feedback received, nine occurrences were complaints, and four were compliments. Three of the complaints also included positive comments.

The Government institutions mentioned in the complaints were the Health and Social Services System (Department and Authorities), the Department of Infrastructure, the Legislative Assembly, the Department of Industry, Tourism and Investment, the Department of Education, Culture and Employment, the Department of Environment and Natural Resources, the Department of Executive and Indigenous Affairs, the Department of Lands, the Department of Finance, Elections NWT, and the Human Rights Commission. Complaints referenced social media, availability of forms, appointment booking, and an on-line service portal.

The Languages Commissioner of the Northwest Territories administers a separate and autonomous process related to official languages complaints.

GNWT Training

The Secretariat provided training to French Language Services Coordinators, and to participants in the Department of Finance's



Management Series. Topics included French communications and services for managers (three sessions), orientation for new French Language Services Coordinators (two sessions), advice on monitoring and reporting (one session), and French active offer and public feedback (five sessions). Evaluations showed a high level of satisfaction with the training offered among the 53 employees trained.

Ministerial Conference on the Canadian Francophonie

The Ministerial Conference on the Canadian Francophonie (MCCF) is an intergovernmental organization created in 1994; it is made up of federal, provincial and territorial ministers responsible for the Canadian Francophonie. The MCCF deals with various issues related to the Canadian Francophonie, provides direction for intergovernmental cooperation, and plays a unifying role.

To achieve their objectives, the members of the Conference count on the support of the Intergovernmental Network on the Canadian Francophonie (Network). Unless indicated otherwise, the operations of the Network are identical to those of the Conference.

This support takes various forms: the organization of the annual ministers' meeting and the subsequent follow-up; the implementation of decisions made by the ministers; the advancement of various issues and the achievement of objectives; the provision of strategic advice for ministers; communications with other government and community organizations; and the development of strategic and operational plans. The members of the Network also meet to discuss issues of interest and to exchange information about practices related to services in French and support for the Canadian Francophonie.

In 2018-19, the GNWT has been an active participant of the MCCF as the lead of the Governance Committee of the Conference. The Governance Committee was responsible to review the administrative management of the MCCF and the revision of MCCF's Operational Framework.



Pan-Canadian Terminology Committee – Gatineau, Québec, October 2018

Pan-Canadian Terminology Committee Annual Conference

In October 2018, the Manager, French Translation Services attended the annual conference of the re-established Pan-Canadian Terminology Committee in Gatineau, Québec. The Committee was set up by the federal Translation Bureau as a forum in which representatives of all federal, provincial and territorial

government translation services can share best practices and discuss evolving trends in the field.

The 2018 conference was centred on the topic of gender-neutral writing in the French language. Keynote speakers included a wide variety of public servants, lawyers, linguists, as well as social studies, gender studies and various language scholars. Many language professionals were also in attendance.

Participants left the conference with several sets of glossaries, vocabularies and recommendations regarding gender, sexual diversity and inclusiveness in writing.

PART II: FRENCH

Goal 2: Availability, Accessibility and Capacity

Government institutions have increased the availability and accessibility of French language communications and services, and its capacity to offer and deliver them.

The GNWT believes that its communications intended for the public, and programs and services, should be available in French. In 2018-19, the prevalence and awareness of French language communications and services increased through the active offer, through printed and electronic materials and with a larger number of bilingual employees working for the GNWT.

Bilingual Bonus

The GNWT provides a bilingual bonus to employees who use two or more of the official languages of the

NWT. The bilingual bonus is offered when the ability to speak more than one official language is required to provide adequate service. A bilingual bonus may also be offered if the ability to speak a second official language is an asset to the position.

In 2018-19, a total amount of \$171,838.01 has been paid towards the bilingual bonus for French, and the Bilingual Bonus Designation Policy and Guidelines were developed to bring clarity around the attribution of a bilingual bonus.

Institution	# of Employees 2018-19
Aurora College	1
Beaufort Delta District Education Authority	2
Business Development and Investment Corporation	1
Commission scolaire francophone des TNO	3
Education, Culture and Employment	13
Environment and Natural Resources	10
Executive and Indigenous Affairs	2
Finance	10
Hay River Health and Social Services Authority	16
Health and Social Services	6
Industry, Tourism and Investment	3
Infrastructure	8
Justice	24
Lands	3
Legislative Assembly	3
Municipal and Community Affairs	1
Northwest Territories Health and Social Services Authority	35
NWT Housing Corporation	1
Tłıchǫ Community Services Agency - Health	1
Workers' Safety and Compensation Commission	5
TOTAL	148

148 Number of employees that received a bilingual bonus. This represents a 5% increase from 2017-18.

Government News Delivered in French

Communiqués, media advisories, media statements, news releases, and public service announcements are issued in English and French to keep the Francophone community informed about a range of issues and government programs and services.

101

Number of news release translation requests made to French Translation Services

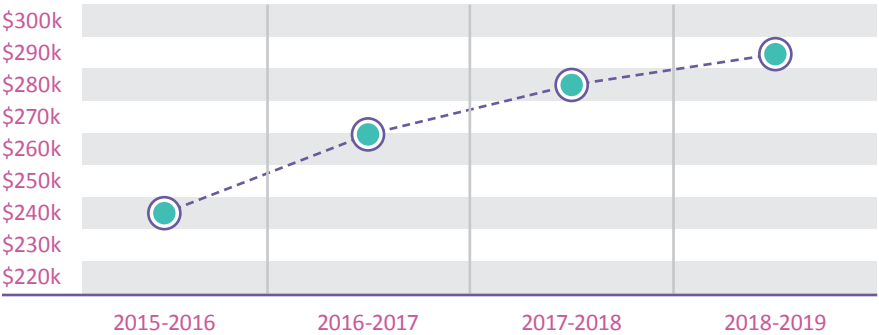
Radio and Print Advertising in French

Government institutions regularly put advertisements in newspapers such as *L'Aquilon*, the territorial weekly French newspaper, and on *Radio Taiga*.

Here are a few examples of 2018-19 French language advertising and promotional campaigns:

- WSCC job postings (WSCC)
 - Cannabis Legalization Advertising Campaign (Finance)
 - Sugar-sweetened Drinks Tax-Discussion meeting ad (Finance)
 - Cannabis Impaired Driving Campaign (Infrastructure)
 - Correction Services Northern Recruitment Training Program advertisement campaign (Justice)
 - Snowmobile Safety Campaign (Lands)
- Beach Safety ads (ITI)
 - National Drowning Prevention Week advertising (ITI)
 - You must have a tag ad (ENR)
 - Help us collect fish samples! ad (ENR)
 - Women's Initiative Grants (EIA)
 - Open Government Week (EIA)
 - Senior Home Heating Subsidy Program (ECE)
 - Early Childhood Development Recruitment Ads (ECE)
 - Small Business Week ad (BDIC)
- Expression of Interest: Residential Land for Housing Constructions (Housing)
 - Legislative Assembly Committee Meetings ads (LA)
 - All ads related to the new Stanton Territorial Hospital (HSS)
 - Flu vaccine ads (HSS)
 - Call for Nominations – Fire Service Merit Awards 2018 (MACA)
 - Call for Applications – NGO Stabilization Fund (MACA)

Advertising Dollars in French Language Media



PART II: FRENCH



Appel aux nominations pour les Prix d'excellence des services d'incendie 2018

Les pompiers et les services d'incendie communautaires jouent un rôle essentiel dans la protection des résidents et des collectivités des Territoires du Nord-Ouest (TNO).

On compte sur les pompiers, dont les services essentiels protègent la vie et les biens de tous les Ténéis. Nous devons honorer le dévouement sans faille des pompiers et des services d'incendie communautaires assurant la sécurité de nos collectivités.

En l'honneur de la bravoure de ces hommes et de ces femmes, le ministère des Affaires municipales et communautaires souligne les contributions majeures des pompiers et des services d'incendie en remettant les Prix d'excellence des services d'incendie des TNO.

Nommez un pompier ou votre service local d'incendie pour un prix d'excellence des services d'incendie sur le site Web www.maca.gov.nt.ca.

La date limite pour proposer une candidature est le 21 septembre 2018.



Gouvernement des Territoires du Nord-Ouest



Bonne Semaine de la PME!

Du 14 au 20 octobre

La SID est fière de soutenir les petites entreprises partout aux TNO

Visitez la **Société d'investissement et de développement des TNO** en ligne afin de vous inscrire pour les activités de la Semaine de la PME www.bdic.ca

Programme de subventions à l'initiative des femmes

APPEL DE CANDIDATURES

Le Programme de subventions à l'initiative des femmes fournit du financement ponctuel aux projets spéciaux d'organismes sans but lucratif des Territoires du Nord-Ouest qui permettent d'améliorer la participation des femmes de tous les âges à la vie culturelle, économique, politique et sociale.

Parmi les projets spéciaux, citons :

- des ateliers
- des publications
- des colloques
- le développement de compétences essentielles

Nous finançons les organisations offrant de telles activités à hauteur de 5 000 \$ (maximum) par projet.

La 18^e Assemblée législative s'est fixé comme priorité de soutenir les initiatives visant à augmenter le nombre de candidatures féminines aux élections des TNO et elle encourage les projets soumis dans cette optique.

Vous pouvez obtenir le formulaire de demande en visitant le www.eia.gov.nt.ca/fr/priorities/faire-progesser-la-question-de-legalite-des-femmes; ou en composant le 867-767-9025, poste 18066.

La date limite a été repoussée au 8 juin.

Pour de plus amples renseignements, communiquez avec Shawn McCann ou Elizabeth Biscaye : shawn_mccann@gov.nt.ca; elizabeth_biscaye@gov.nt.ca



Gouvernement des Territoires du Nord-Ouest

Aidez-nous à recueillir des échantillons de poissons

Le gouvernement des Territoires du Nord-Ouest, en collaboration avec le gouvernement du Canada, réalise des études pour déterminer l'abaissement de la contamination laquée par les activités minières au nord-ouest de l'Ontario.

Une évaluation des risques pour la santé humaine est en cours pour permettre de comprendre les effets potentiels de la contamination existante sur les personnes qui pêchent une carpe ou un chabot, charron, pléïne et pratiquent des activités récréatives, comme la randonnée et le camping, autour de Yellowknife.

Vous pouvez contribuer à l'étude en fournissant des échantillons de poissons des lac suivants :

- Walsh
- Bawling
- Pessier
- Prebble
- River
- Poonine
- Landing
- Madeline
- Ryan

La date limite pour nous apporter vos échantillons est le 10 juillet 2018.

Vous bénéficiez de plus amples renseignements sur la collecte et le retour des échantillons dans les endroits où vous pouvez vous procurer ou acheter du poisson au magasin ou en ligne au www.gov.nt.ca.

Pour de plus amples renseignements, contactez-les avec Erica Heymann au 867-767-8236.



Prenez-vous régulièrement soin des enfants d'autres personnes à la maison? Vous aimeriez ouvrir un service de garde en milieu familial agréé?

Vous pourriez être admissible au financement et au soutien du GTNO!

AVANTAGES POUR LES FOURNISSEURS AGRÉÉS DE SERVICES DE GARDE EN MILIEU FAMILIAL

- Gardez jusqu'à 8 enfants à la maison, y compris vos propres enfants.
- Revenez des fonds de la part du MCEC.
- Obtenez du soutien et de l'aide de la part des conseillers régionaux en petite enfance.
- Profitez de possibilités de formation, de perfectionnement professionnel et de réseautage.

FINANCEMENT DISPONIBLE POUR LES FOURNISSEURS AGRÉÉS DE SERVICES DE GARDE EN MILIEU FAMILIAL

- Fonds de démarrage pour les nouveaux services de garde en milieu familial.
- Financement de programme des Services à la petite enfance (subvention basée sur la fréquentation) pour compenser les coûts d'exploitation.
- Financement du programme de Santé et Sécurité au cours de la phase initiale d'ouverture d'un service de garde en milieu familial.

right start

Vous aimeriez ouvrir un service de garde public ou en milieu familial agréé? Remplissez ce formulaire et nous vous enverrons un questionnaire de suivi.

Responsible Office: 867-274-2345 **Northwest Office: 867-761-9335** **Central: 867-695-1325** **South: 867-927-1340** **West: 867-912-2434**

Semaine du gouvernement ouvert

Du 7 au 11 mai 2018

Le gouvernement des Territoires du Nord-Ouest (GTNO) et ses homologues au Canada comme à l'étranger s'unissent pour célébrer la toute première *Semaine du gouvernement ouvert*, du 7 au 11 mai 2018. La Semaine du gouvernement ouvert est un appel mondial à l'action qui vise à promouvoir la transparence, la reddition de comptes et la participation civique. Divers événements sont prévus à l'échelle du pays et en ligne pour permettre aux citoyens d'échanger avec les décideurs et de prendre une part active à la vie civique.

Le GTNO publiait récemment sa politique du gouvernement ouvert, une étape importante dans ses efforts d'ouverture et de transparence, et qui favorise l'accès des Ténos à ses renseignements, à ses données et à ses consultations.

Le GTNO invite tous les résidents à œuvrer à un gouvernement ouvert dans leur collectivité, territoire et pays; il suffit de joindre la discussion sur Twitter avec les mots-clés #gouvert et #OpenGovWeek, ou encore de consulter le site www.opengovweek.org.

Pour plus de détails sur l'approche du GTNO, consultez www.eia.gov.nt.ca/fr/le-gouvernement-ouvert.

Gouvernement des Territoires du Nord-Ouest

French Language Broadcasting Grant

The Department of Education, Culture and Employment provides funding to help pay for the operation and equipment costs of the Yellowknife community radio station, Société Radio Taïga. The maximum grant is set at \$10,000 per year.



Translation and Interpretation Services

Translation services enable Government institutions to increase the quantity of public information and content available in French, as well as translating French correspondence and documents they receive from the Francophone community.

During the 2018-19 fiscal year, a total of 3,352,742 words were translated by GNWT French Translation Services, the Department of Justice Legal Translation Services and the Workers' Safety and Compensation Commission. The GNWT French Translation Services itself translated 2,610,539 words for

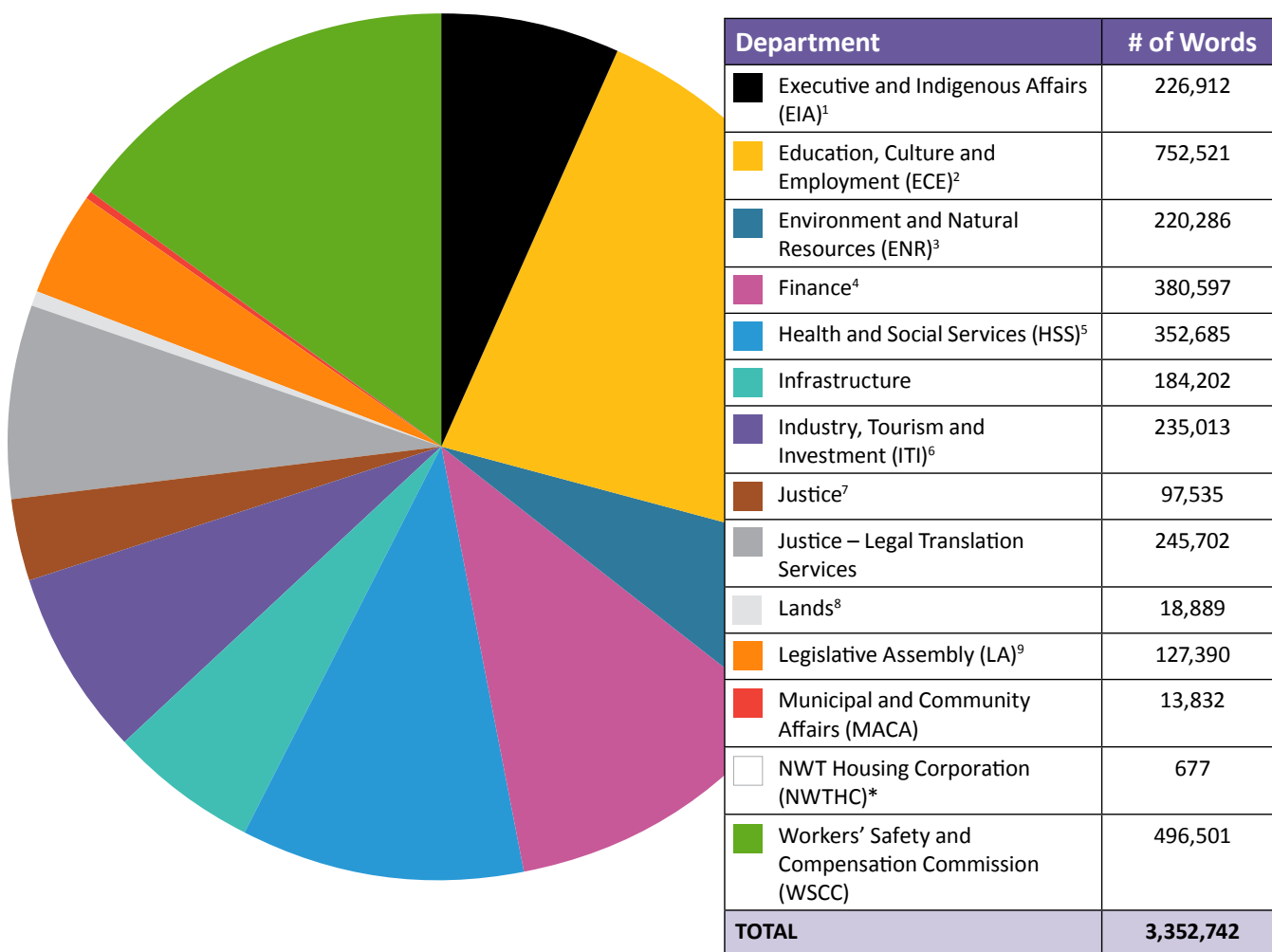
35 Government institutions. This represents a 31.3% increase from 2017-18.

The increase in word count in 2018-19 can be partially attributed to a number of large requests submitted during this fiscal year (i.e.: number of annual reports submitted to the Office of the Auditor General, Guidelines for Procurement Shared Services, Hunter Education Manuals, etc.). A large quantity of website content and publications for Education Bodies in 2018-19 have also been translated, which was a new endeavor.

PART II: FRENCH

2018-19 GNWT Translation Services Word Counts, by Department

*With WSCC and Legal Translation



*Number is too small to appear visible in graph on left.

- 1 includes Public Utilities Board
- 2 includes Education Bodies and Aurora College
- 3 includes Inuvialuit Water Board
- 4 includes Liquor Licensing Board
- 5 includes Health Authorities
- 6 includes BDIC
- 7 includes Rental Officer and NWT Legal Aid Commission
- 8 includes Surface Rights Board
- 9 includes Chief Electoral Officer, Conflict of Interest Commissioner, NWT Human Rights Commission, Director of Human Rights, Information and Privacy Commissioner and Languages Commissioner



802

Number of translation requests of job posters made to French Translation Services.

5,223

Number of translation requests by GNWT French Translation Services. This is a 16.5% increase from 2017-18.

64,412

Number of words translated for social media. This is a 280% increase from 2017-18.

PART II: FRENCH

GNWT French Translation Services, Notable Translation Projects

Completed in 2018-19

Rank	Title	# of Words
1	Job Posters and Job Descriptions	137,007
2	Department of Infrastructure Forms	92,588
3	Social Media Posts	64,412
4	ITI Blog Posts	61,258
5	GNWT Policies	58,580
6	GNWT Procurement Guidelines	57,124
7	NWT Education Bodies Translations (websites, policy manuals, etc.)	55,187
8	Department of Finance websites (Careers and Main sites)	54,054
9	Cannabis-related Publications (includes the Northwest Territories Liquor and Cannabis Commission website)	50,653
10	News Releases	48,000
11	NWT Hunter Education Manuals	45,748
12	ENR website	36,646
13	Apprenticeship Forms and Related Materials	34,157
14	Public Notices, Media Advisories and Minister Statements	30,795
15	Legislative Assembly Votes and Proceedings	28,609

New Initiatives

In 2018-19, Government institutions undertook new initiatives towards French language communications and services. Here are a few examples:

- WSCC's Visual Identity Policy now includes French language communications and services – i.e. public-facing logos, letterhead templates, business cards, envelopes, etc. (WSCC)
- Presentation on French language communications and services has been added to the orientation session for new employees (WSCC)
- New module on Official Languages in the Onboarding Program for new employees (Finance)
- The French Language Services Coordinator visited most Points of Public Service in French to ensure compliance with the active offer (Infrastructure)
- Highway Patrol Officers' jackets and hats now have a bilingual crest (Infrastructure)
- To celebrate Francophonie Month and raise awareness towards French language, all employees of the Department of Infrastructure were invited to take a short quiz about the francophonie (Infrastructure)
- Bilingual signage was added to the Community Legal Aid Clinic and for the M.M. de Weerd Public Legal Resource Centre (Justice)
- A bilingual letter was sent to all territorial condominium corporations to provide information about how the legalization of cannabis in the NWT would impact the *Condominium Act* (Justice)
- Maintenance Enforcement Program's cheques have been redesigned to be fully bilingual (Justice)
- Lands considerably increased its presence on Twitter, with a daily bilingual tweet on weekdays (Lands)
- The Northern Most Host Training Program brochure is bilingual, and the entirety of the training is available in French (ITI)
- For the first time, ITI sent its Tourism Operators Licence Renewal letters in a bilingual format (ITI)
- Parks signage project has been completed - all relevant signage has been translated and replaced where necessary to include French language (ITI)



WSCC Workers' Safety & Compensation Commission | Commission de la sécurité au travail et de l'indemnisation des travailleurs

PART II: FRENCH

- NWT Arts signage is now bilingual, including the travelling art exhibits (ITI)
- Northwest Territories Nominee Program Guidelines were revised, advertised, and posted on the Immigrate NWT website (ECE)
- Prince of Wales Northern Heritage Centre partnered with Bushkids, an inquiry-based on-the-land program that delivered mentorship sessions to teachers and students from École Allain St-Cyr (ECE)
- Guidelines were developed for Promising Practices for Respectful and Harassment Free School Communities (ECE)
- ENR became more accessible to the public by developing French and bilingual social media accounts – i.e. ENR Facebook page (French and English distinct pages), NWT Fire/Feux TNO Facebook page (bilingual), ENR Twitter account (bilingual) and NWT Fire/Feux TNO Twitter account (bilingual) (ENR)
- In collaboration with the Francophone Affairs Secretariat in 2018-19, EIA started a project to have all GNWT policies translated into French (EIA)
- BDIC met with CDÉTNO to discuss a partnership to provide business training camps to francophone youth in 2019-20 (BDIC)
- Schools from the Yellowknife region have been invited to tour the Legislative Assembly – for the French schools, the whole process is delivered in French, from the invite to the tour (LA)
- The French Language Services Coordinators in the Health and Social Services System coordinated regular visits with French speaking patients at the inpatient facilities to ensure their needs were addressed, and provided them with comfort items like French newspapers (HSS System)
- French language incorporated into the NWT Alert public tests (MACA)
- Emergency Management Office brochures updated and translated (MACA)

New Publications

A number of new government publications in French were made available during the reporting period. Here are a few examples:

- Codes of practice for asbestos abatement (WSCC)
- A bilingual version of the Cannabis Household Mailer was sent to all four communities of significant demand for French (Finance)
- Greenhouse Gas (GHG) Grant Program Guide (Infrastructure)
- 2030 Energy Strategy (Infrastructure)
- Bilingual brochures created on Family Information Liaison Unit and Domestic Violence Treatment Option Court (Justice)
- The *Parenting After Separation* workshop manual is now available in French and the workshop can be delivered in French (Justice)
- Small Communities Employment Strategy (ECE)
- Pocket Guide to Environmental Assessment in the Mackenzie Valley (Lands)

- Various Lands Application Forms – i.e. Bilingual Land Management Board, Territorial Lands Application (Lands)
- Bilingual NWT Parks Newspaper, including a word search in French (ITI)
- All public education materials for the engagement on *Mineral Resources Act*, *Petroleum Resources Act* and *Oil and Gas Operations Act* is available in French (ITI)
- Water Stewardship in the NWT materials (ENR)
- How We Count Caribou: Calving Ground Photo Survey video (ENR)
- Boots on the Ground: Traditional Knowledge Monitoring of Caribou video (ENR)
- The Association for Mineral Exploration Roundup Promotional video was made available with French subtitles (EIA)
- Increase the representation of Women in the NWT Legislative Assembly publications (LA)
- Medical Assistance in Dying Guidelines (HSS)
- Updated NWT Emergency Plan (MACA)

À compter du 17 octobre 2018, le cannabis sera légal aux TNO et dans le reste du pays.

Voici ce que vous devez savoir pour respecter la loi et assurer votre sécurité.

Est-ce que je peux en cultiver?
Vous pouvez avoir des plants de cannabis à la maison si vous avez au moins 19 ans.
La limite est de quatre plants par foyer, peu importe le nombre d'adultes qui y vivent.

Et si je suis locataire?
Les propriétaires ont le droit d'interdire la consommation de cannabis.
Si vous êtes locataire, demandez à votre propriétaire quelles sont les règles de consommation et de culture du cannabis applicables à votre logement.

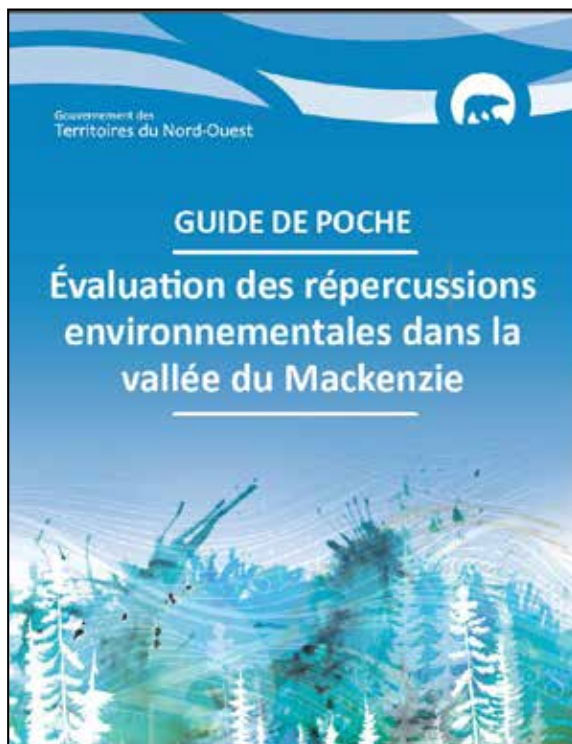
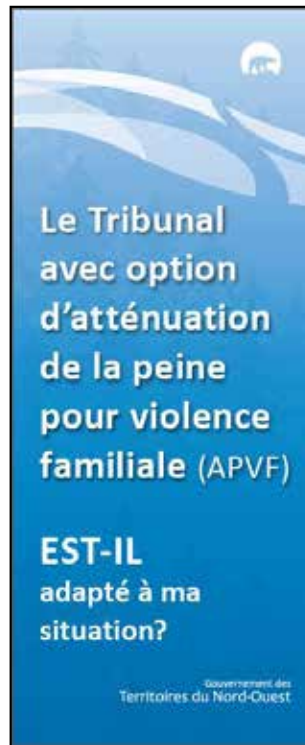
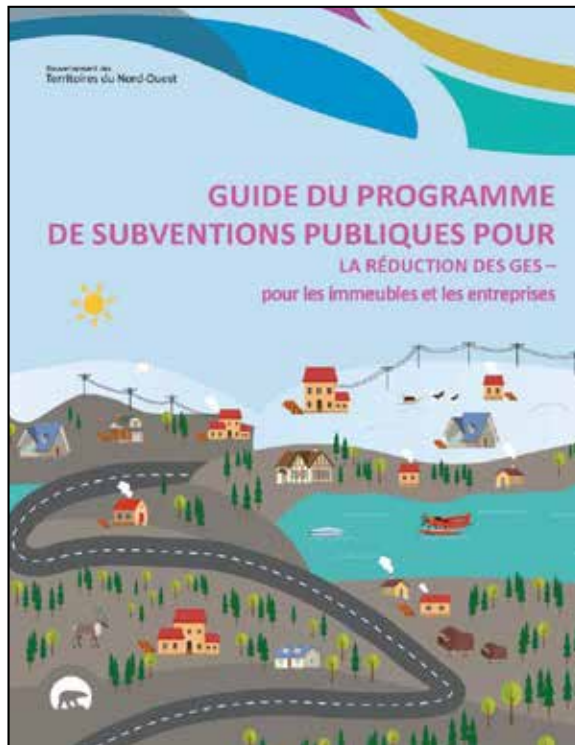
Que se passe-t-il si je prends le volant après avoir consommé du cannabis?
Ne faites pas ça.
Au Canada, c'est un crime de conduire avec les facultés affaiblies par l'alcool ou les drogues, y compris le cannabis.
Aux TNO, la règle de la tolérance zéro en matière d'alcool et de drogues au volant s'applique aux conducteurs de 21 ans et moins, aux conducteurs débutants et aux

Effets du cannabis sur la santé
Le cannabis peut avoir des effets néfastes sur votre cerveau, nuire au fœtus et déclencher ou aggraver des troubles mentaux. De plus, la consommation de cannabis fréquente dès un jeune âge accroît les risques de dépendance.

Vous avez d'autres questions?
Consultez le www.gov.nt.ca/fr/cannabis.

Gouvernement des Territoires du Nord-Ouest

PART II: FRENCH



Websites and Web Content

Government institutions maintain a range of websites that provide pertinent information to the public. Public website translation has become more consistent, in phases and based on priorities identified in the institutions' Operating Plan for French Language Communications and Services. A number of activities related to website renewal and web content development took place in 2018-19. Here are a few examples:

- New bilingual topics added in the Occupational Health and Safety app – i.e. Firefighters, Powered Mobile Equipment, Camp Set Up and Maintenance, etc. (WSCC)
- New bilingual services offered under WSCC Connect – i.e. Claims Cost Summary Service (WSCC)
- Northwest Territories Liquor and Cannabis Commission bilingual website was launched in October 2018 (Finance)
- Various pages of the Department of Infrastructure's website were made available in French – i.e. Programs and Services (including Highways and Ferries' page), Projects, Have your Say, etc. (Infrastructure)
- NWT Courts unveiled a new bilingual website (Justice)
- User access to NWT Arts website is now available in French (ITI)
- ITI has highly increased its presence on francophone blogs and social media such as Facebook and Twitter – over 200 blogs and 200 social media posts have been translated and published/posted (ITI)
- ENR made significant progress towards the translation of its website into French (ENR)
- NWT Housing began a significant redesign of its website, which will include French language content (Housing)
- BDIC added a page on its website to be able to collect feedback in French (BDIC)
- The Legislative Assembly now has a bilingual Facebook page and a French Twitter account – all content published in English on Facebook or Twitter is now available in French (LA)
- NTHSSA started a process to amalgamate the Authorities websites into a unique website, where French language content will mirror the English content (NTHSSA)
- GNWT Sport and Recreation Survey French social media ad (MACA)
- New Consumer Affairs Bulletins from MACA's Consumer Affairs branch were posted to the website in both English and French (MACA)



PART II: FRENCH

Milestones



37 out of 44 days of sessions at the Legislative Assembly have been interpreted by a French interpreter

A French Certified Medical Interpreter was hired



The Cannabis Campaign was done entirely in French



Parks signage project has been completed - all relevant signage has been translated and replaced when necessary to include French language

NWT Courts unveiled a new bilingual website



Significant increase of French language in Government institutions' social media (280%)

French language has been incorporated into the NWT Alert public tests





Services TNO

From April 1, 2018 to March 31, 2019, Services TNO processed a total of 844 requests, an overall increase of 3% from the previous year. The use of Notary Public still remains the most popular service provided by Services TNO.

Moreover, on various occasions, Services TNO assisted Government institutions for language facilitation, either in person or over the phone. Besides the requests and language facilitation, Services TNO employees also served as judges in two public speaking competitions in Yellowknife schools.

Service	# of Requests
Notary Public (Justice)	474
Health Insurance card (HSS)	99
Information provided over the phone (ECE + ITI + LA)	76
Fishing permits (ENR)	62
Miscellaneous (all Government institutions)	42
Hunting permits (ENR)	40
Birth certificates, marriage certificates, other (HSS)	27
Student Financial Assistance (ECE)	11
Liquor License (Finance)	11

PART II: FRENCH

Goal 3: Community Engagement

Government institutions inform and consult with the Francophone community about French language communications and services.

They encourage the participation of the Francophone community in the development of government policies with a view to improving the offer and delivery of French language communications and services. The government works with the Francophone community to build relationships, gather input, and work towards common goals. This includes structured engagements, working partnerships and public feedback.



Community Engagement and Consultations

Government institutions consulted with the French speaking public in various ways in 2018–19, for example through public engagement opportunities and surveys. They also worked in partnership with various francophone organizations such as the Réseau TNO Santé en français (RTS), the Conseil de développement économique des Territoires du Nord-Ouest (CDETNO) and the Collège nordique francophone (CNF). Government institutions also supported a number of initiatives in French.



Front row (left to right): Lise Thériault, Manager of Official Languages, Health and Social Services; Marie-Ève Duperré, Advisor, HR and French Language Services, Finance; Linda Bussey, Executive Director, Fédération franco-ténoise; Benoît Boutin Executive Director, Francophone Affairs Secretariat; Belinda Breadmore, Policy and Planning Advisor, Municipal and Community Affairs.
Back row (left to right): Savannah Jones, French Language Client Services Officer, Services TNO; Ingrid Kabanga, Administrative Assistant, Francophone Affairs Secretariat; Sonia Idir, French Language Communications Officer, Infrastructure; Thierry Lavoie, Communications Officer, BDIC; Emma St-Amour, Manager, French Translation Services, Francophone Affairs Secretariat; Stéphane Gagné, Communications Planning Coordinator, Environment and Natural Resources; Lorne Gushue, Planning Facilitator, Francophone Affairs Secretariat.

Below are a few examples of community engagement opportunities in 2018-19:

- Public Awareness Survey on satisfaction towards WSCC, available in French (WSCC)
- Public meetings on tickets and fines for non-compliance with the Occupational Health and Safety Regulations – discussion papers and public meetings were available in French (WSCC)
- DOF attended both CDÉTNO's Café Emploi recruitment fairs (Finance)
- DOF has a partnership with the Collège nordique francophone to develop the French Language Refresher Training and to test bilingual employees (Finance)
- The NWT Bureau of Statistics administered two surveys in French: the *2019 NWT Community Survey* and the *2018 NWT Survey of Classroom Teachers* (Finance)
- In January 2019, public engagement sessions on mandatory entry-level training for Class 1 and Class 2 drivers were held across the NWT with the opportunity to communicate in French, and where presentation and handouts were available in French (Infrastructure)
- The *Parenting After Separation* and the *Mediation Program* both released a participant feedback survey, available in French (Justice)
- ITI and CDÉTNO hold a strong partnership when it comes to immigration. For example, ITI collaborated with CDÉTNO to have stories of local francophone immigrants portrayed in the newspapers during Francophone Immigration Week, and ITI provided Business Stream Immigration information in French for when CDÉTNO attended immigration fairs in France and Belgium – the goal being to increase francophone immigration in the NWT (ITI)
- CDÉTNO has been promoting ITI's French social media in their newsletters, which resulted in an increased number of followers (ITI)
- The public and stakeholders have been asked for their opinion on the *Mineral Resources Act*, the *Petroleum Resources Act* and the *Oil and Gas Operations Act*. They could engage in French via the online portal www.participation-miti.ca (ITI)
- ENR offered various opportunities for public engagement in French, where French or bilingual resources were accessible and interpretation services were available to the francophone community – i.e. for the development of the Sustainable Livelihoods and Traditional Knowledge Action Plans (ENR)
- ECE engagement sessions for the *Employment Standards Act* also included a French survey (ECE)
- NTHSSA has a partnership with *Réseau TNO Santé en français* to better understand and address the needs of the Francophone community and to jointly explore ideas and solutions that might be suitable. In 2018-19, two pilot projects were developed: one to enhance the active offer and the other one to explore mental health support options for French speaking residents (NTHSSA)
- Hay River Health and Social Services Authority (HRHSSA) has a partnership with École Boréale and the Association franco-culturelle de Hay River (AFCHR); together, they organize information sessions and health-related activities in French (HRHSSA)
- MACA conducted a bilingual public survey on the new Sport, Physical Activity and Recreation Framework (MACA)

An increase in the demand for and use of French Language Services would contribute to the success of the Strategic Plan 2018-2023. In 2018-19, the GNWT engaged with the Fédération franco-ténoise to explore the perceptions of territory's French-speaking population about the availability of French-language services. The GNWT strives to encourage people to embrace, and make use of GNWT French communications and services more frequently.

PART II: FRENCH

Education and French

Although the Official Languages in Education Protocol 2013-2018 signed between the Federal Department of Canadian Heritage and the Council of Ministers in Education of Canada (CMEC) expired in March 2018, ECE signed a one-year provisional arrangement agreement with the Federal government to provide funding for French Minority Language Education and French as a Second-Language Instruction (Core French, Intensive and Post-

Intensive French, and Immersion programs). The 2018-19 Canada-NWT Agreement offered funding divided by linguistic objectives. In both cases, projects fall under five areas of intervention:

- Student Participation
- Provision of Programs
- Enriched School Environment
- Support of Educational Staff
- Access to Post-Secondary Education

ECE continues to work closely in partnership with Collège nordique francophone (CNF).

The Department has met with CNF regarding NWT Post-Secondary education legislation (*Post-Secondary Education Act*) to facilitate a smooth transition for CNF. ECE regularly engages with Collège nordique francophone to discuss its plans for continued growth and development and considers CNF to be a valued post-secondary education organization partner in the NWT. During the fiscal year 2018-19, CNF received \$700,000 from ECE.

GNWT LANGUAGE PROGRAM EXPENDITURES – FRENCH (2018-19)

In 2018-19, the GNWT spent \$5,185,940 million for French Language Services. In the same fiscal year, ECE spent an additional \$3,100,634 million for French Language Education programming.

Description	Actual Expenditures
French Language Services	\$5,185,940
French Language Education I (note 1)	\$3,100,634
Total	\$8,286,574

Note 1: This amount does not include the expenditures incurred by Education Bodies to deliver French Language Education programming.



LOOKING FORWARD

Here are a few examples of initiatives that Government institutions are working towards for 2019-20 and beyond:

Creation of a 3 year
Operating Plan (2019-20,
2020-21 and 2021-22)

Update of the list of
Points of Public Service
in French

Implementation of employee training on the Bilingual
Designation Policy

Increase of French
language presence
on social media with
simultaneous bilingual
posting

Development of a communication campaign around the
role of the French Medical Interpreter

Update and
implementation of the
Monitoring Evaluation
and Accountability
Framework

Publication of the
French version of the
GNWT Policies

Si vous voulez ces informations dans une autre langue officielle, contactez-nous.
French

Tł̥chq̣ yatı k'èè. Dı wegodi newq̣ dè, gots'o gonede.
Tł̥chq̣

Edı gondı dehgáh got'le zhatié k'éé edat'éh enahddhę nıde naxets'é edahí.
South Slavey

Jii gwandak izhii ginjik vat'atr'ijahch'uu zhit yinothnan jì, diits'àt ginohkhìi.
Gwich'in

Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

