



2017 - 2018

# ANNUAL REPORT

## On Official Languages

Government of the Northwest Territories

Government of  
Northwest Territories

# MESSAGE FROM THE MINISTER

I am pleased to release the 2017-2018 Annual Report on Official Languages that showcases and celebrates the important work completed in the official languages of the Northwest Territories (NWT); Part I presents the Indigenous languages initiatives; and Part II features the French language initiatives. The report looks at achievements made towards the promotion, development, enhancement and delivery of programs and services in all official languages.

Languages are the foundation of identity, culture and community within which values and beliefs form peoples' worldviews. They communicate wisdom and traditions that are to be honoured, protected, and celebrated for future generations to come.

The Government of the Northwest Territories (GNWT) is committed to supporting its official languages, including – Chipewyan, Cree, English, French, Gwich'in, Inuinnaqtun, Inuktitut, Inuvialuktun, North Slavey, South Slavey and Tłıchǫ. Languages hold within them a great deal of knowledge about our unique histories, cultures, and lands.

In 2017-18, the GNWT continued to enact its commitment to reconciliation through recognizing the right of Indigenous Governments to manage their own Indigenous language revitalization efforts. In May 2017, the Government of Canada and the GNWT jointly announced the signing of the renewed Canada-NWT Cooperation Agreement for French and Indigenous Languages. This was the first multi-year agreement with the Government of Canada, and included an increase

in funding for Indigenous language revitalization. At that same time, the GNWT launched the new *NWT Indigenous Languages Framework – A Shared Responsibility* (2017) that outlines the vision, goals, and priority areas, and sets out a clear direction for the NWT to revitalize and improve access to services in the Indigenous languages.

In 2017-2018, the GNWT also conducted an external audit and evaluation of the GNWT Strategic Plan on French Language Communications and Services. The outcomes of this activity will contribute to the creation of the Strategic Plan 2018-2023 and to the update of the Standards for French. On-going implementation of the GNWT's French Strategic Plan will continue to have a positive impact on the lives of French-speaking residents, workers and visitors in the NWT.

I want to acknowledge and thank the numerous organizations and individuals who have contributed to the success of all the programs and services that have enhanced and revitalized our official languages. Your commitment and effort

are providing a future for all NWT official languages.

Mársı, Kinanāskomitin, Thank you, Merci, Haqı', Quana, Qujannamiik, Quyanainni, Máhsı, Máhsı, and Mahsı,

**Honourable Caroline Cochrane**  
*Minister of Education,  
Culture and Employment*



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## PART I: INDIGENOUS LANGUAGES

# NWT INDIGENOUS LANGUAGES: Sharing The Responsibility

## OVERVIEW

The NWT is the only jurisdiction in Canada that has an *Official Languages Act* that recognizes nine official Indigenous languages, alongside English and French: Chipewyan, Cree, Gwich'in, Inuinnaqtun, Inuktitut, Inuvialuktun, North Slavey, South Slavey and Tłıchǫ. The *Official Languages Act* contains laws approved by the Legislative Assembly that relate to the nine official Indigenous languages, English and French.

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

### These bodies are the:

- Languages Commissioner;
- Minister responsible for the *Official Languages Act*; and
- Two language 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 spirit of 'a shared responsibility'.

## 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 holds office for terms of up to four years.

In 2017-18, the Languages Commissioner was Shannon Gullberg, who has held the position since October 2015. For more information on the Office of the Languages Commissioner, including annual and special reports, visit [www.olc-nt.ca](http://www.olc-nt.ca).

### Minister Responsible for the Official Languages Act

The Minister responsible for the *Official Languages Act* has responsibility for setting the direction and coordination of GNWT policies and programs related to official languages. The Minister responsible for the *Official Languages Act* is the Minister of Education, Culture, and Employment.

### NWT Languages Boards

The *Official Languages Act* establishes both an Official Languages Board (OLB) and an Aboriginal Languages Revitalization Board (ALRB).

Appointments to the OLB and ALRB are made by the Commissioner in the Executive Council on the recommendation of the Minister, and on the nomination of the prescribed representative of each of the language communities. Appointees must be residents of the NWT and serve at pleasure for a term of two years.

During the 2017-18 fiscal year, board members' terms expired and the Department of Education, Culture and Employment worked to receive and process nominations and appointments to the two boards. There continues to be no active organization representing the NWT Inuktitut



## OFFICIAL LANGUAGES BOARD

Members represent each of the eleven official languages and advise the Minister responsible for *Official Languages Act* 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 Act* on matters related to programs and initiatives that maintain, promote, and revitalize Indigenous languages

### OFFICIAL LANGUAGES BOARD AND ABORIGINAL LANGUAGE REVITALIZATION BOARD REPRESENTATIVES

LANGUAGE	MEMBER	ALTERNATE
<b>Cree</b>	Vance Sanderson	Mary Cardinal
<b>Inuvialuktun</b>	Deanna Marie Jacobson	Betty Elias
<b>Inuinnaqtun</b>	Emily Kudlak	Joshua Oliktoak
<b>Gwich'in</b>	Eleanor Mitchell-Firth	Karen Mitchell
<b>Chipewyan</b>	Angie Lanz	Mary Rose Sundberg
<b>North Slavey</b>	Leonard Kenney	Bella T'seleie
<b>South Slavey</b>	Jonas Landry	Sarah Gargan
<b>Tłıchǫ</b>	Tammy Steinwand-Deschambeault	Declined to nominate alternate
<b>French</b> (Official Language Board only)	Richard Létourneau	Vacant
<b>English</b> (Official Language Board only)	Nominating body as prescribed in OLA Regulations does not exist.	
<b>Inuktitut</b>	Nominating body as prescribed in OLA Regulations does not exist.	

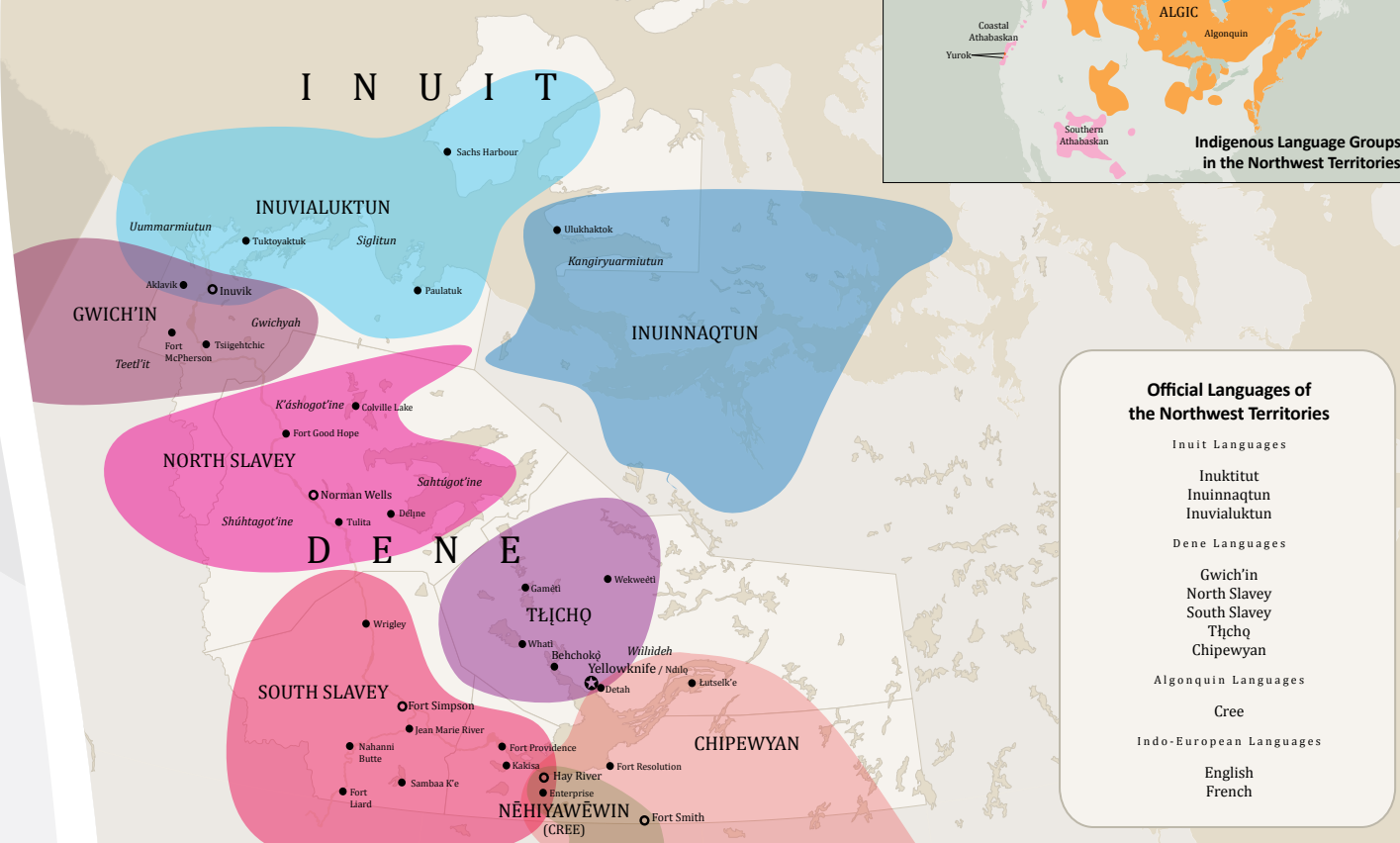
language community on both boards, or the English language on the OLB.

For the first time, the same member and alternate represent both the OLB and the ALRB. This is in preparation for the amalgamation of the two boards, which was a recommendation of the Standing Committee on Government Operations and the two languages boards, and will be proposed in a forthcoming amendment to the legislation.

*Official Languages Board and Aboriginal Language Revitalization Board  
Member and Alternate Representatives*

# Indigenous Languages of the Northwest Territories

OFFICIAL LANGUAGES IN CAPITALS  
Regional dialects in *italics*



This map of the NWT shows the 33 communities with officially recognized NWT geographic names as compiled by the Cultural Places Program administered by the Prince of Wales Northern Heritage Centre. The shading represents the geographic area in which the language historically has been spoken.

## THE GOVERNMENT OF CANADA

In May 2017, the Government of Canada and the GNWT jointly announced the signing of the renewed Canada-NWT Cooperation Agreement for French and Indigenous Languages (Agreement). The four-year Agreement provides multi-year federal funding to the GNWT to support the nine official Indigenous languages. The Agreement, which became effective in 2016-17, provided \$1,900,000 for the

first year, and increased to \$5,900,000 for 2017-18 to 2019-20.

**During the 2017-18 fiscal year, the increased funding supported the following programs and initiatives:**

- Continued implementation and strengthening of Regional Indigenous Language Plans through regional Indigenous Governments (see next section *Regional Indigenous Governments* for more information);
- Continued funding for NWT Broadcasting Societies – Native

Communication Society and Inuvialuit Communication Society;

- Increased funding to community radio stations;
- Implementation of the Revitalizing Indigenous Languages in Communities Program;
- Funding for the Territorial Indigenous Languages Strategic Initiatives Program; and,
- Community supports including on-the-land resources, use of cultural experts and professional development opportunities.

## REGIONAL INDIGENOUS GOVERNMENTS

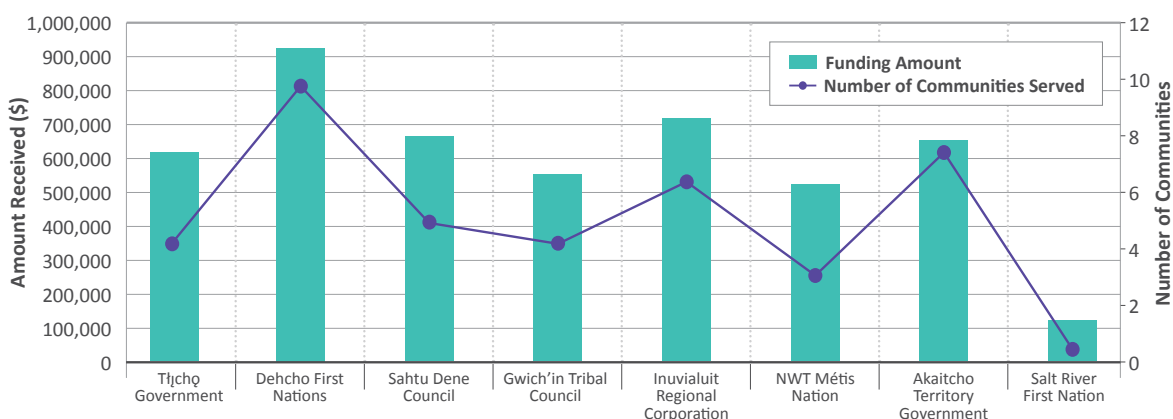
The promotion, preservation, and revitalization of Indigenous languages are best managed by Indigenous people and communities, and, as such, regional Indigenous Governments have managed their own language revitalization efforts since 2014.

In 2017-18, the GNWT distributed \$4,900,000 to regional Indigenous Governments through 3-year contribution agreements. Administering 3-year agreements allows regional Indigenous Governments to make long term plans for their Indigenous language programs and services, which support locally developed revitalization goals. The funds support the development, coordination and implementation of activities and resources as outlined in Indigenous Governments' Regional Indigenous Language Plans.

REGIONAL INDIGENOUS GOVERNMENT	LANGUAGE(S) SUPPORTED
Tłıchq Government	Tłıchq
Dehcho First Nations	South Slavey
Sahtu Dene Council	North Slavey
Gwich'in Tribal Council	Gwich'in
Inuvialuit Regional Corporation	Inuvialuktun / Inuinnaqtun
NWT Métis Nation	Cree/Chipewyan
Akaiitcho Territory Government	Cree / Chipewyan / Tłıchq
Salt River First Nation	Cree / Chipewyan

*Indigenous languages managed by Regional Indigenous Governments*

## REGIONAL INDIGENOUS GOVERNMENT FUNDING FOR INDIGENOUS LANGUAGES



*Funding received and number of communities served by regional Indigenous Governments*

# 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

In the 2017-2018 reporting year, the Akaiitcho Territory Government (ATG) organized a regional language meeting for community-level coordinators, distributed funding to the community language coordinators, facilitated activity reporting from the communities, and began various staffing processes. The ATG Regional Coordinator also developed

thematic booklet resources for camping and on-the-land trips, helped out in local preschool language classes, and assisted regional Chipewyan instructors with *Our Languages* pilot curriculum implementation.

To celebrate Indigenous Languages Month (ILM) in March 2018, the ATG offered a writers' workshop,

organized a community display of Chipewyan syllabics side-by-side with Roman Orthography, and helped promote an NWT Literacy Council contest. Throughout ILM, and continuing weekly until June, the Regional Coordinator taught language and vowel writing skills in the Fort Resolution adult education program.



# 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 use for Dehcho Dene culture and values.

The Dehcho Elders will assist in the planning, preserving and developing 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

**Ka'a'gee Tu First Nations** (receives funding through Dehcho First Nations)

*"In 2017-18, the community gathered to create a community language plan. This is the first community language plan that the Ka'a'gee Tu First Nations has had that is our own. We are happy and impressed by it, and are excited to have something to go by to help plan our future language programs and initiatives. The plan maps out the priorities unique to our community."*

**Łíídlı́ Kúé First Nation** (receives funding through Dehcho First Nations)

*"The Project 'In their Own Words' was completed in March 2018. This was a far reaching and inclusive project that documented the Life of 5 Elders in the community: their experiences on the land, their life, and the Dene Zhatı́ language. The collaborative project brought 17 students from the Northern Studies Program at the local high school, the District Regional Education Council, Łíídlı́ Kúé First Nation, interpreters, language specialists, Reel Youth - a Film*

*Education company, and the support of a local film maker. This was a total collaborative effort between many people."*



## 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

During 2017-2018, the Gwich'in Tribal Council (GTC) advanced the use of the Gwich'in language as the primary means of communication in the home, family and community by various methods. GTC representatives reviewed and correlated Community Language Plans to the 2017-2020 Gwich'in Language Plan and disbursed funding to support community language plans. The GTC Board of Directors approved the Terms of Reference

for a Gwich'in Language Advisory Committee, to be established in the 2018-2019 fiscal year. In order to promote the daily use of language, the GTC Annual General Assembly passed a resolution to support Gwich'in Language preservation and revitalization.

This year, the GTC also catalogued and began to digitize Gwich'in language audio-visual resources, developed and

implemented a Mentor-Apprentice Program (MAP), conducted general research, sought out additional sources of funding, and hired a Language Revitalization Specialist to support community managed language programs and language teachers. Communities have begun to discuss preserving Gwich'in language, culture and history.



## Northwest Territories 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 2017-2018, the Northwest Territory Métis Nation (NTMN) continued to develop and distribute promotional items like postcards, thank you cards, and thematic Valentine's Day, Christmas, and birthday cards in Cree, Chipewyan, and Michif throughout the year. The Métis Nation planned updates for dictionaries, language posters, and a third edition multilingual cookbook featuring Cree, Chipewyan, and Michif. These popular resources are distributed to nearby communities, at the Thebacha trade show, and to interested community members who drop in to the language offices.

Also last year, the NTMN produced multilingual stop signs, distributed hoodies, and participated in a community store signage and bar coding program. The search for a Cree radio station site in Fort Smith continued, as did the preparation of radio show logistics with the goal of launching in time for 2018 Arctic Winter Games. The NTMN contributed to the multilingual *Three Feathers* film production, and collaborated with Western Arctic Moving Pictures (WAMP) to plan board-game, video game, film, and smart phone app development workshops. Still under

development at the end of the year were plans to offer evening language classes at Aurora College, youth and elder on-the-land trips, winter time traditional skills camps, crafting festivals, and summertime regional mapping projects.





# 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 Inuvialuktun<sup>1</sup> language.

### LANGUAGE

Sustain the Inuvialuktun language and increase its everyday use.

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

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

## GOALS (Continued)

- 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 feasible 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

Throughout the 2017-2018 fiscal year, Inuvialuit Cultural Resource Centre (ICRC) staffed planning sessions, dispersed funds to programs, and visited Beaufort Delta communities to attend meetings, participate in programs, observe classes, provide translation services, and share resource materials.

This past year, the ICRC offered three-times weekly Inuvialuktun classes for staff development, coordinated a wolf-hide tanning project, and

began development of several other language and culture initiatives. These included a dictionary project, drum dance project, youth language and mitt-making, and Adult Wolf—Raw to Product project. The team at ICRC also networks to help educate and enhance Inuvialuktun and cultural aspects of Inuvialuit. The ICRC have partnered with universities such as the University of Alberta on the frequently updated Digital North Library Website, with the University of Victoria on the

Thunder in Our Voices Project, and also with Associate Professor Dr. Val Marie Johnson who is working on the Shingle Point Residential School repatriation of Anglican Church photos and documents.



# 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.

## 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

*"In 2017-18 the Sahtú Dene Council allocated funding directly to bands to hire local coordinators. Local coordinators ran language activities and promoted the language in their community. One of the main goals was to teach our youth traditional skills, so we focused on having our elders work directly with our youth. We also promoted traditional Dene*

*skills and North Slavey language through planned cultural activities in the communities. Some cultural activities in the communities were: cultural camps, net setting, rabbit snaring, traditional hunting, cooking traditional food, traditional medicine making, cultural event week, sewing and language class, hosting Dene bingo for youth, terminology*

*workshop, traditional art and craft show, traditional clothing contest for New Year's Day, and a traditional dress up contest."*



*Participants at the terminology workshop (image by Mary Ann Vital)*



*Thankful for gathering  
(Image by Mary Ann Vital)*



# Tłıchǫ Government

## VISION

The vision of the Tłıchǫ Government is that the Tłıchǫ language will be heard in all settings within the Tłıchǫ region, and 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, and 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 Tłıchǫ Yatı will be used as a first language again.

## GOALS

The goal is 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 the 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

During the 2017-2018 fiscal year, the Tłıchǫ Government launched Phase 1 of The Elders Biography Project in each Tłıchǫ Community (Behchokò, Whatı, Gamètı, and Wekweetı) where the oldest members of the community were interviewed to capture a story/biography on each Elder.

Through the University of Victoria, three linguistics courses (LING 182, LING 159 and LING 259) were offered this past year. Including the courses offered in Behchokò in 2015, 111 students from Behchokò have now taken one or more University of Victoria Certificate in Aboriginal Language Revitalization courses.

The Canadian Indigenous Languages and Literacy Development program ran from July 10th -28th at the University of Alberta in Edmonton. A total of 16 Tłıchǫ students were enrolled in two courses during the summer of 2017. Three Tłıchǫ students received certification this summer.

At the Northern Store in Behchokò, community members can now scan barcodes to hear the name of the food item in Tłıchǫ. Nora Wedzin spearheaded this project. Once the user downloads the app and swipes the barcode of the food item, they will hear the name of the food item twice in Tłıchǫ. This will assist many people to learn how to pronounce food and other store items in our Tłıchǫ heritage language.

The Tłıchǫ Government has also published a collection of important Tłıchǫ legends identified in the Tłıchǫ History resource, a partnership between the Tłıchǫ Community Services Agency, DeBeers and the Tłıchǫ Government. The publication consisted of transcriptions conducted by students working on their Tłıchǫ writing skills. Three hundred books were printed to share with the community.

All Early Childhood programs in the Region have fluent Tłıchǫ Yatı speaking staff offering programs that incorporate Tłıchǫ language, culture and way of life in the day to day programming.

During the winter months when the sewing program is in full swing Tłıchǫ sewing terminology and stories have been collected to add to the Tłıchǫ database. This collection of words and stories will be used in future sewing classes to teach new and beginner sewers.

A collection of TCSA promotional materials, such as charts and games, have been republished to assist with getting as much Tłıchǫ Yatı in the home as possible. The charts have colorful pictures with all text written in Tłıchǫ to generate interaction between the fluent speaker and beginner speakers. Together they will work on keeping Tłıchǫ alive and well in the home and community.



A workshop participant and map demonstrating the diversity and distribution of NWT Indigenous languages.

## INDIGENOUS LANGUAGES AND EDUCATION SECRETARIAT

The Indigenous Languages and Education Secretariat (ILES) was established within the Department of Education, Culture and Employment to support the preservation, promotion and revitalization of Indigenous languages throughout the NWT and improve access to GNWT services in Indigenous languages. ILES provides support to regional Indigenous Governments and Indigenous language and culture-based education programs. The ILES also works closely with all GNWT departments to support them in their use of languages and efforts to offer Indigenous languages services to the public.



**The ILES supports a number of exciting territory-wide initiatives including:**

- 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 Framework and Action Plan: A Shared Responsibility**

The GNWT launched the Northwest Territories Indigenous Languages Framework – A Shared Responsibility (Framework), which was announced by the GNWT and federal ministers in May 2017. The Framework outlines the overall design for strengthening and supporting Indigenous languages in the NWT by identifying a vision, goals and priority areas. The Framework shapes the overall blueprint for Indigenous languages for all people in all communities in the NWT to share the responsibility of Indigenous language revitalization through active promotion, preservation, celebration and use of Indigenous languages.

**The following documents were foundational in the development of the Framework:**

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

Each of these reports was written with extensive territory-wide engagement, and reflects the voices of Indigenous language experts, Elders, and northerners.

### SHARED VISION:

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

To achieve its vision, the Framework identifies two goals: language revitalization and language access, each with three priority areas: policy, advocacy, and programs and resources.

PRIORITIES		LANGUAGE REVITALIZATION	LANGUAGE ACCESS
POLICY ADVOCACY PROGRAMS AND RESOURCES	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.
	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.
	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.

In 2017-18, the Department of ECE continued work with its key Indigenous language partners on the accompanying Action Plan to support the Framework.



## Indigenous Languages Month

Every year in March, territorial residents, Indigenous Governments, and school boards observe Indigenous Languages Month alongside the GNWT. As always, it is a special time to reflect on the fundamental link between language and culture. Celebrating the Indigenous language speakers in our communities allows us to raise the profile of this uniquely talented group of essential role models.

### In 2017-18, the Department of ECE celebrated Indigenous Languages Month by:

- Recognizing Indigenous and Francophone bilingual GNWT employees in Bear Net, L'Aquilon, and News/North advertisements, in partnership with the Francophone Affairs Secretariat;

- Offering a series of Indigenous language classes to ECE Headquarters staff; and,
- Promoting the 'My Language Opens Doors' social media contest on the NWT Indigenous Languages Facebook page.

## NWT Indigenous Languages Facebook Page

The ILES maintains the NWT Indigenous Languages Facebook page. The page connects Facebook users, including many NWT residents, with news and resources on NWT Indigenous languages, and shares language revitalization stories and promising practices.

**GNWT Bilingual Employees**



**Anna-Lee McLeod**  
Aboriginal Language Specialist  
Beaufort Delta Education Council  
Aklavik  
Gwich'in, English


As an Aboriginal Language Teacher, I feel I have an opportunity to be a positive role model in our students' learning. I've been in the teaching field for 15 years now and my passion for the language as well as for the students is stronger than ever and I enjoy seeing the successful progress through my students' eyes and voices.

**During Indigenous Languages Month and Rendez-vous de la francophonie, the GNWT wants to acknowledge the valuable contributions of its bilingual employees.**

**At your service, in your language!**

Government of Northwest Territories

**GNWT Bilingual Employees**



**Tom Lockhart**  
Renewable Resource Officer II  
Department of Environment and Natural Resources  
Lutsel'xe  
Chipewyan, English

"In remote Indigenous communities there is a huge language barrier. The ability to talk and understand the Chipewyan language is helpful in my work. Both parties always understand each other."

**During Indigenous Languages Month and Rendez-vous de la francophonie, the GNWT wants to acknowledge the valuable contributions of its bilingual employees.**

**At your service, in your language!**

Government of Northwest Territories

**GNWT Bilingual Employees**



**Justin Heron**  
Teacher  
South Slave Division Education Council  
Fort Smith  
Cree, English

"It is important to me to be able to offer services in Cree because I am the Cree teacher at JRT Elementary. When I was a kid going through the school system there was no Indigenous language class in the school. I take great pride in being able to teach students their language and seeing them take that language out of the classroom and into the home."

**During Indigenous Languages Month and Rendez-vous de la francophonie, the GNWT wants to acknowledge the valuable contributions of its bilingual employees.**

**At your service, in your language!**

Government of Northwest Territories

**GNWT Bilingual Employees**



**Mollie Rose Anne Oliktok**  
Language Specialist  
Beaufort Delta Education Council  
Ulukhaktok  
Inuinnaqtun, English

"I speak Inuinnaqtun to pass on my mother tongue and share my language - which was passed onto me by my parents, grandmother, siblings - so that it doesn't become a sleeping language. I love my language. I am thankful that it was passed onto me, and I will continue to do so as long as I can."

**During Indigenous Languages Month and Rendez-vous de la francophonie, the GNWT wants to acknowledge the valuable contributions of its bilingual employees.**

**At your service, in your language!**

Government of Northwest Territories

**GNWT Bilingual Employees**



**Lucy Akoaksion**  
Clerk-Receptionist  
Northwest Territories Health and Social Services Authority  
Ulukhaktok  
Inuinnaqtun, English

"It is important to provide services in Inuinnaqtun to serve as a voice for the patient, makes the patient more at ease, more comfortable at their appointment, and for the patient to understand the quality of care they are receiving and make informed decisions of their care plan."

**During Indigenous Languages Month and Rendez-vous de la francophonie, the GNWT wants to acknowledge the valuable contributions of its bilingual employees.**

**At your service, in your language!**

Government of Northwest Territories

2017-18 Indigenous Languages Bilingual Employees





NWT Indigenous Languages Facebook Page Cover Photo

Check out the page today at:

[facebook.com/](https://facebook.com/NWTIndigenousLanguages)

[NWTIndigenousLanguages](https://facebook.com/NWTIndigenousLanguages)

### Indigenous Languages Broadcasting

Indigenous languages 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.

### 2017 - 18 HIGHLIGHTS:

Most reached post:

**16206**  
Facebook  
users



**273**  
Total post  
comments



**1664**  
Total page likes by  
end of fiscal year



**172**  
Posts



**2281**  
Total post likes:



The Department of ECE supports Indigenous languages broadcasting through funding for communications societies, and the Community Broadcasting Support Program.

### FUNDING FOR COMMUNICATIONS SOCIETIES

In the NWT, contributions are provided to Indigenous Broadcasting organizations to ensure production and distribution of radio and television programming and news

releases in the NWT Indigenous languages, including the Native Communications Society of the NWT (NCS) and the Inuvialuit Communication Society (ICS). Combined, NCS and ICS received \$878,000 from the Department of ECE in 2017-18.



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



ICS celebrates the voices, people, heritage and culture of the Inuvialuit Settlement Region through publishing the magazine Tusaayaksat, various broadcast media production initiatives and photography.

### COMMUNITY BROADCASTING SUPPORT PROGRAM

In 2017-18, the Community Broadcasting Support Program was established to support operational costs of community radio stations in the NWT. Previously, the radio stations had access to a Community Broadcasting Grant for a maximum of \$6,000 per station per year, with a total budget of \$52,000. In order to better support community radio stations and Indigenous languages programming, the new Community Broadcasting Support Program allows



*Tusaayaksat Magazine celebrates Inuvialuit People, Culture and Heritage.*

community broadcasting organizations to apply for \$10,000, multi-year contribution agreements, with a total annual program budget of \$150,000. In 2017-18, 11 communities applied for funding and \$110,000 was distributed to community radio stations.

#### **The following communities/ community radio stations received funding through the Community Broadcasting Support Program in 2017-18:**

- Hamlet of Aklavik
- CHFP Radio Society (Deh Gáh Got'ie/Fort Providence)
- Denesuline Radio Society
- Kát'odeeche First Nation
- Łı́ı dlı́ Kúé First Nation
- Délıne Got'ıne Government
- Hay River Broadcasting Society CKHR

- CBQM Radio Society (Fort MacPherson)
- Hamlet of Paulatuk
- Tthets'ehk'e Déli First Nation (Jean Marie River)

#### **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 supports that programs that are designed by or with communities show the greatest successes.

In 2017-18, the Revitalizing Indigenous Languages in Communities Program (RILIC) was established to support community based Indigenous language



*RILIC Group Photo*

learning and revitalization training programs in the NWT.

**Over the course of RILIC, the Department of ECE will fund a total of \$2,250,000 in projects that show strong partnership between community, government, and/or educational institutions. These projects fall under one of the following two streams Indigenous Language Learning, or Revitalization Training Opportunities:**

- **Indigenous Language Learning** happens all around us – it happens in homes, schools, 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 Training Opportunities** focus on various areas of Indigenous language revitalization, including language instructor training, linguistics training, master-apprentice training, interpreter/translator training, and more. These programs may be credentialed or non-credentialed, and are often offered through partnerships between community and postsecondary institutions.

**In 2017-18, the following organizations were funded through RILIC for a total of \$285,000:**

- **Aurora College Tuktoyaktuk Community Learning Centre** – Language and cultural classes for young adults
- **Tetlit Gwich'in Council** – Verification of 500 Gwich'in terms for a new web dictionary, and printing of 200 booklets for a talking book series.
- **Deh Gáh Got'ıę First Nations** - Ten community members participated in a full time, six week Dehcho language immersion program.

In December 2017, the Department of ECE also hosted 16 regional language coordinators and community language



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.” (UVic, 2018)

In February 2017, the Department of ECE 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



*RILIC Roundtable: This image captures the complexities of language revitalization, but shows the passion and opportunities for language success in the NWT*

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, and 21 educators from across the NWT came together in Yellowknife to learn about developing class materials and curriculum for Indigenous language learning.

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

### Territorial Indigenous Languages Strategic Initiatives Program

The Territorial Indigenous Languages Strategic Initiatives program was established in 2017-18 to support NWT organizations with strategic language initiatives that contribute to language revitalization and have a territorial scope supporting three or more official Indigenous languages.

**In 2017-18, the following organizations were funded through the Territorial Indigenous Languages Strategic Initiatives program for a total of \$300,000:**

- **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** – The NWT Literacy Council hosted its fifth networking gathering for coordinators of the Indigenous language communities in the NWT. The gathering brought together the coordinators along with one youth and



Revitalizing Indigenous Languages in Communities Roundtable  
December 7th and 8th 2017 | Yellowknife

LIVE GRAPHIC RECORDING | Drawing Change  
Annalee Kornelsen

*Intro to RILIC: RILIC funding will address many of the challenges communities face in funding targeted programs, and will also serve to inspire other communities to continue innovating and developing strategies that work for them.*





*Image provided by South Slave DEC*

one elder representative to share information and ideas about language revitalization efforts.

- **Yamózha Kúé Society** – Seven elders and 16 youth came together for the Dene Elders and Youth Gathering that took place in Hay River on October 18 & 19, 2017. The purpose of the meeting was to seek input from Elders and youth on the direction of the structure of the Yamózha Kúé Society.
- **Elders and Youth Hand in Hand** – Elders and Youth Hand in Hand is a group led by five NWT Elders who are whole heartedly committed in dedicating their knowledge, wisdom, and time to support future

generations who have been affected by the legacy of residential schools across the North, and who collectively embrace reconciliation for the betterment of a northern society. In 2017-18, Elders and Youth Hand in Hand hosted cultural camps in the South Slave, Beaufort Delta and Sahtu, each lasting 3 days with 12 participants.

- **Foster Family Coalition of the NWT** – In 2017-18, Camp Connections partnered with Dene Nahjo to provide more meaningful and relevant knowledge to campers, and to assist the campers with activities relating to Indigenous languages and culture. Weekly guests were hired to share their knowledge of the land: they set fish nets, snares, and traps, made animal calls, ran tea boiling contests, built shelters, filleted fish, prepared dried fish,

made bannock, told stories and taught Indigenous languages.

- **Three Feathers (Audio)** – Funding supported the audio component of the Three Feathers film. One goal of Three Feathers was to produce a resource that could be used to support and enhance language revitalization throughout the NWT. The film was designed to be produced in four different languages: Chipewyan, Cree, Dëne Yatíé (Slavey), and English.
- **On The Land Collaborative** – The purpose of the On The Land Collaborative is to pool multiple funding resources to support on-the-land programming across the NWT, including many that explicitly promote Indigenous language learning and practice. For more information on the programs that

were funded, visit [www.nwtontheland.ca](http://www.nwtontheland.ca).

- **NWT SPCA** – Funding paid for the translation of information pamphlets and documents into all nine official Indigenous languages of the NWT. This included dog bite prevention, vaccinations, spay/neutering and general animal welfare knowledge.
- **Yellowknife Women's Society** – Funding supported the translation of the Yellowknife Housing First Program's *Participant Agreement* and *Program Participant* documents, as well as three language programs:
  - Language and sewing class;
  - Language BINGO; and,
  - Peer-led Language On The Land.



*Students of the CILLDI Language Policy & Planning for Indigenous Language Communities course with Professor Dr. Sarah Shulist. (Image by ECE)*



*Students of the CILLDI Introduction to Linguistic Analysis for Indigenous Languages Revitalization course with Professor Michelle Garcia-Vega. (Image by ECE)*



*Students of the CILLDI Developing Class Materials and Curriculum for Indigenous Languages course with Professor Cheryl Herman. (Image by ECE)*



# INDIGENOUS LANGUAGES IN EDUCATION

## OVERVIEW

The Department of ECE has the responsibility to ensure that Indigenous languages and culture are being taught in all NWT schools.

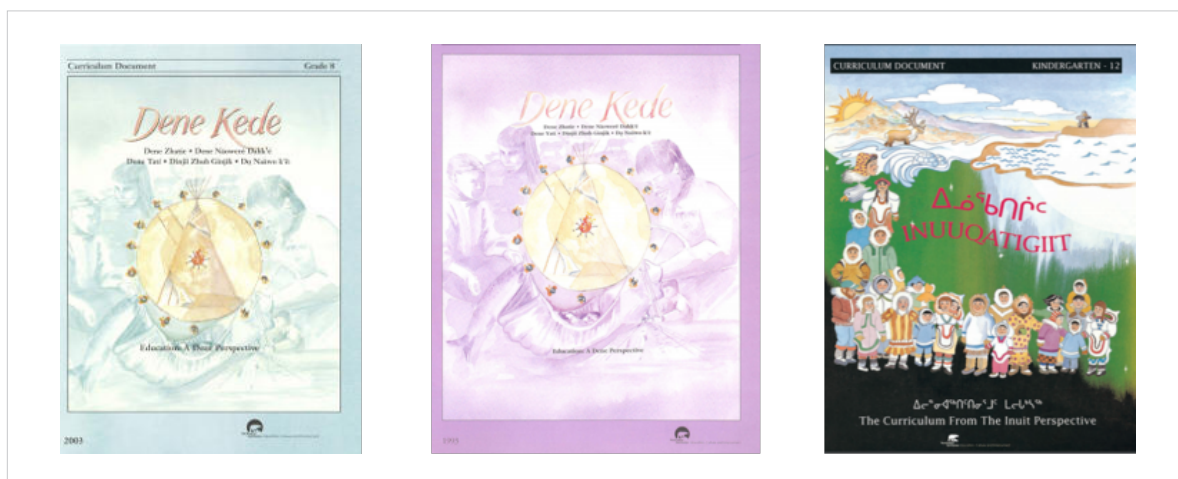
Indigenous language and culture-based activities explore the languages, cultures, histories, activities, skills, knowledge, traditions and values of Indigenous peoples of the NWT, and contain an Indigenous language acquisition component. It is the expectation that the NWT education system reflects, validates and promotes the cultures and

languages of the Indigenous peoples of the NWT, and that it honours all forms of traditional knowledge, ways of knowing and worldviews.

In 2017-18, the Department of ECE continued to make progress on the GNWT mandate to renew the Aboriginal Languages and Culture-Based Education Directive by drafting a Territorial School Funding Framework, Indigenous Languages and Education Funding Policy,

Indigenous Languages Procedures Manual, and an Indigenous Languages and Education Handbook to support Indigenous languages and cultures in schools.

The Department of ECE also supported Indigenous languages in education through Indigenous Language and Culture Curricula, Indigenous Language Learning, Teaching and Learning Centres, and Indigenous Language Instructor Training.



*Dene Kede and Inuuqatigiit curriculum documents*



ILES Staff, Gayle Strikes With A Gun, teaches activities from the *Our Languages* curriculum to NWT teachers.

## INDIGENOUS LANGUAGE AND CULTURE CURRICULA

In the Indigenous worldview, culture and language are interconnected; culture is language, and language is culture. To respect this worldview and to assist educators, the Department of ECE has created two overarching curricula: *Dene Kede* and *Inuuqatigiit*. School staff are expected to infuse this Indigenous worldview in all of their teachings,

using the curriculum appropriate to their school and community.

*Our Languages* is a new competency-based curriculum for Indigenous Language instruction in second language core Indigenous language classes throughout the NWT. The draft curriculum is aligned with the two foundational documents, *Dene Kede* and *Inuuqatigiit*, and focuses on student attainment

of five language learning levels: Emergent, Beginner, Intermediate, Advanced, and Capable – shifting away from grade based assessment.

During the 2017-18 school year, the *Our Languages* Curriculum Emergent level was piloted in nine schools across the NWT.

## INDIGENOUS LANGUAGE LEARNING

The *Education Act* of the NWT allows education bodies the ability to provide Indigenous language learning through first language instruction, immersion and second language instruction. The level of language programming is largely dependent on sufficient demand, availability of qualified teachers

who are fluent speakers, and availability of sufficient and suitable program materials.

In most NWT schools, English is the main language of instruction and an Indigenous language or French is taught as a second language through either a second (core) language

approach or immersion. In a core language approach, students attend classes throughout the week in one of the official languages for a minimum of 90 hours per year from grades one through nine.

In an immersion language approach, all regular instruction is taught in

an Indigenous language. Indigenous language primary immersion classes are in place in

three NWT communities: Behchokǫ, Inuvik and Fort Providence.

Additional Indigenous language courses for senior secondary students, grades 10 to 12, are also available in some schools.

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## TEACHING AND LEARNING CENTRES

**The mandate of regional Teaching and Learning Centres (TLCs) is the preservation and enhancement of Indigenous language and culture through the promotion of literacy and the integration of local language and culture in school programs. TLCs provide support to NWT schools for their Indigenous language and cultural programs, including:**

- Developing language resources to support *Dene Kede* and *Inuuqatigiit*;
- Coordinating training for Indigenous language instructors;
- Coordinating on-the-land language and culture camps;
- Collaborating with language instructors in schools;
- Planning for regional education conferences;

- Conducting training for *Dene Kede* or *Inuuqatigiit*; and,
- Providing direction on program development through participation in committees and working groups.

**In 2017-18, \$2,100,000 was distributed to Divisional Education Councils (DECs) and District Education Authorities (DEAs) to incorporate language learning into new and existing programming through TLCs:**

- Beaufort Delta DEC
- Dehcho DEC
- Sahtu DEC
- South Slave DEC
- Tłıchǫ Community Services Agency (TCSA)
- Yellowknife Education District No.1 (YK1) DEA
- Yellowknife Catholic Schools (YCS) DEA

- Commission scolaire francophone Territories' du Nord-Ouest DEA
- Detah DEA
- Ndilǫ DEA

### Highlights from K'alemi Dene School

K'alemi Dene School purchased a snowmobile to set up two different types of trapping camps for students from Junior Kindergarten to Grade 12. K'alemi Dene School also hired a Culture Instructor to help students from grades 5-8 sew fur mittens using furs from previous trapping camps and some purchased furs. The funding helped ensure that students are provided with opportunities to learn skills on the land and gain traditional knowledge throughout the school year, while also developing their language vocabulary, by speaking and practicing their Indigenous language, in the classroom, outside on the land, and with their families.

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## INDIGENOUS LANGUAGE INSTRUCTOR TRAINING

In 2017-18, six students participated in the final year of the 2-year full time

Aboriginal Language and Cultural Instructor Program (ALCIP) offered in Tulita. Four students successfully

met the program requirements, thereby earning their ALCIP diploma in June, 2017.





*The Hay River Public Library received funding to include more Indigenous Language Resources for NWT residents.*



*Students from K'alemi Dene School participate in trapping camps to gain language, traditional knowledge, and learn on-the-land skills.  
(Image submitted by K'alemi Dene School)*

# GOVERNMENT SERVICES IN INDIGENOUS LANGUAGES

## OVERVIEW

Every NWT resident has 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. Currently, not all services are readily available for speakers of the NWT's official Indigenous languages, but work is ongoing to improve this situation.

**The GNWT has a number of ways to support government services in Indigenous languages, 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 2017-18, GNWT departments, board and agencies led a number of Indigenous languages programs and initiatives, including:**

- The Department of Justice (DOJ) is responsible for administration of the Office of the Regulator of Oil and Gas Operations (OROGO) and provides official languages

support to this office. This past year, OROGO created a card that described its mandate in all the official languages of the NWT.

- The Dehcho Department of Lands participated in a 5 day Dene Zhatié language immersion camp at Jean Marie River in June 2017 to help improve client relations.

**The Department of ECE Culture and Heritage Division through the Prince of Wales Northern Heritage Centre (PWNHC) led a number of programs and initiatives, including:**

- Providing technical assistance to academic institutions regarding recordings for a Délı̨nę ethnographic music book project;
- Providing technical training in support of a Tłı̨chǫ oral history project;
- Tour for adult language learners from Fort Providence, focusing on oral history and language recordings;
- Advice and initial outreach to the Indigenous Languages and Education Secretariat regarding technical assistance;





*Minister's Culture and Heritage Circle awards*

- Digitization of Tłıchǫ language recordings for the Cultural Places section of the Culture and Heritage Division, ECE;
- Nu wes kéne xa Fashion Show - Dene couture designs by Lutselk'e artist Tishna Marlowe with simultaneous Dëne Sųłı́né Yatı́é interpretation by James Marlowe;
- The contents for the iPad-based virtual gallery translation aid originally produced for French visitors, was translated into Wı́lı́ı́deh , Inuvialuktun, Gwich'in and Cree (pending). Audio readings for Wı́lı́ı́deh and Inuvialuktun were also recorded (7650 words x 4);
- The Cultural Contributions Program funded the following projects in 2017-18:
  - Dë́lı́nẹ́ Land Corporation Mapping Project,
  - Whatı́ annual Traditional Knowledge On the Land Canoe Trip,
  - Pehdzeh Ki First Nations Caribou Hide preparation and Drum Making workshop,
  - Sambaa K'e First Nation Story-telling Project,
  - Yamozha Kue Society Hand Games Instructional video,
  - Sahtu Renewable Resources Board Dë́lı́nẹ́ Song, Stories and Games project, and
  - Dedats'eetsaa: Tłıchǫ Research and Training Institute - Reviving Trails From Gametı́ to Itseetı́ and back;
- Minister's Culture and Heritage Circle awards - The awards honour those who have contributed to preserving and promoting the arts, cultures and heritage in the Northwest Territories. The 2017 awards recognized:
  - Youth Category: Dang-Dang Gruben, Inuvik
  - Individual Category: Kiera-Dawn Kolson, Yellowknife
  - Elder Category: Catherine Bell Sanguez, Jean Marie River
  - Group Category: JBT Dance Group, Fort Smith
  - Minister's Choice: Dene Nahjo, Yellowknife;
- For the Senior Citizen Supplementary Benefit (SCSB), the income Security Programs division produced information in posters, brochures and website in all official languages.
- The Department of Industry, Tourism and Investment (ITI) has several staff members that speak Indigenous



*Nu wes kéne xa Fashion Show featuring Dene couture designs by Lutselk'e artist Tishna Marlowe.*

languages and provide services in those languages. For example:

- an Aboriginal Tourism Development Officer did a presentation at the Tulita Tourism Workshop in Sahtúq̓'í ne Kede (North Slavey). He regularly discusses tourism development and the process for ITI programs in Sahtúq̓'í ne Kede (North Slavey) to tourism stakeholders and prospective applicants.
- The Manager of Trade and Investment for the Sahtu speaks Sahtúq̓'í ne Kede (*North Slavey - fluent in the Deline Got'ine dialect*). Every time she travels to Délí ne
- she speaks to clients about all ITI programs, including 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 Department of Finance drafted the Bilingual Designation Policy and Guidelines to assist Deputy Heads and Senior Managers in the GNWT to designate positions within the public service as bilingual-required; evaluate and assess employee language proficiency; and determine whether an employee should be assigned a bilingual preferred status. Approval and implementation are pending.
- The Department of Health and Social Services (*DHSS*) developed and issued the “Sahtu Glossary Cancer Terminology,” which can be accessed through the “Let’s Talk About Cancer” website, as well as the audio in three Sahtúq̓'í ne Kede (North Slavey) dialects: Délí ne dialect, Fort Good Hope dialect and Tulita dialect.
- At DHSS, activities were completed to celebrate and promote Indigenous Languages Month:
  - In the Fort Smith Region, NTHSSA hosted an Indigenous coffee break where one of the employees talked about her time in the bush and on the trap line. At the end, there was a draw for local crafts as door prizes.



- In the Beaufort Delta Region, the NTHSSA hosted language games.
- The Workers' Safety and Compensation Commission (WSCC) has been committed to extending the reach of its services to an increased number

of stakeholders. In November 2017, the WSCC, in partnership with the Canadian Centre for Occupational Health and Safety (CCOHS) launched the Inuktitut version of its free online WHMIS 2015 e-course. The organization also created all new promotional

material for its "Worth It" campaign in Inuktitut and Inuinnaqtun. An official languages policy is now being developed for the organization to better guide its internal language operations.

## GOVERNMENT NEWS AND MEDIA DELIVERED IN INDIGENOUS LANGUAGES

**When possible, the GNWT endeavors to deliver news and important information in Indigenous Languages. In 2017-18, highlights included:**

- The Department of Lands visited select communities with the Department of Municipal and Community Affairs (MACA) and Finance regarding tenure and taxation; these meetings were difficult to schedule leaving little opportunity to do radio or poster ads in any language, including an Indigenous language. There was one exception; radio advertising ran in Fort Providence in the

Dene Zhatié language.

- The DHSS began planning a cannabis public education awareness campaign in the 2017/18 fiscal year. This awareness campaign included the development of radio ads/audio files which would be translated into all official languages and distributed/made public in the 2018/19 fiscal year. These audio files can be found at: [www.hss.gov.nt.ca/en/services/cannabis/resources](http://www.hss.gov.nt.ca/en/services/cannabis/resources)
- The WSCC continues to make a concerted effort to publish its news and media in at least one

Indigenous language (*Inuktitut*). This includes information on its website, media releases, monthly newsletter (*SafetyNet*) and resources for workers, such as codes of practice and weekly record books. The organization's Strategic and Corporate plan and Annual Report is available in Inuktitut and Inuinnaqtun.

## RADIO AND 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 2017-18, highlights included:**

- ITI was in ongoing contact with CKLB and solicited public service announcements in Indigenous languages from their language

announcers. A public engagement session on enhancements to North Arm Territorial Park was also promoted through posters that were done in English and Tłıchǵ.

- The Department of Infrastructure announced the official opening of the Inuvik Tuktoyaktuk Highway on November 15, 2017, which included pre-event advertising in

the Inuvik Drum on October 26th in Inuvialuktun and on Tuesday October 31st in Gwich'in. The purpose of the advertising was to invite local community members to participate in the official ribbon cutting and festivities. In addition to newspaper advertising, posters were created in local Indigenous languages and distributed prior

to the event, and banners featuring the Inuvialuktun and Gwich'in languages were set up on-stage in both Inuvik and Tuktoyaktuk.

- The WSCC continues to place newspaper ads and flyers in Inuktitut and Inuinnaqtun. Radio

ads were also placed in Dëne Sų́nė Yatı́ (Chipewyan) and Tłı́chų́ for its Mine Rescue Competition and in 9 Indigenous languages for an awareness campaign. The organization recently did a small pilot project to have a

major promotional poster for its Young Workers campaign translated into all official languages. The WSCC seeks to begin tailoring its advertising in Indigenous languages based on the communities it will be reaching.

## 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 2017-18, highlights included:**

- The Department of Executive and Indigenous Affairs (EIA) oversees the Government Service Offices, based in 21 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, if requested.
- The Department of Justice (DOJ) responded to 400 inquiries in Tłı́chų́ (phone calls/in person/written) last year. These inquiries were made in the Tłı́chų́ Court Worker Office and

the Circuit Court in the Tłı́chų́ region. Tłı́chų́ interpretation services were also used 27 times through Legal Aid. For example, a Legal Aid court worker assisted a Probation Officer with Interpretation skills to review the report.

- The DOJ also offered Inuktitut interpretation services once in Legal Services.
- The DOJ provided Indigenous language interpretation services in Territorial Court through contracted interpreter/translators in Tłı́chų́ (49 times), Sahtúqt'ı́ne Kede (North Slavey) (1 time), Dene Zhatı́ (South Slavey) (1 time) and Dëne Sų́nė Yatı́ (Chipewyan) (5 times). Tłı́chų́ interpretation services were also provided 5 times in the Supreme Court of the Northwest Territories.
- The Department of Environment and Natural Resources (ENR) translated the video *Boots on the Ground: Traditional Knowledge Monitoring of Caribou* in Tłı́chų́ Yatı́. You can check out the video here: [youtube.com/v=pZJ5BbkEkCU&feature=youtu.be](https://youtube.com/v=pZJ5BbkEkCU&feature=youtu.be)

- ENR also tabled the 2016-2020 NWT Water Stewardship Action Plan, and provided audio summaries available in each of the 11 official languages: <http://www.nwtwaterstewardship.ca/news/2016-2020-action-plan-audio-summaries-now-available-11-nwt-official-languages>.
- At the Department of Education, Culture and Employment (ECE), a multilingual kiosk was created for the RCMP Special Constables Exhibit at the Prince of Wales Northern Heritage Centre, offering visitors the opportunity to hear the Indigenous names for special constables. These terms were translated and recorded over summer 2017. The exhibit was fully translated into all 11 official languages. (2250 words x 11)
  - The contents for the iPad-based virtual gallery translation aid originally produced for French visitors, was translated into Wilı́ı́deh, Inuvialuktun, Gwich'in, and Nēhiyawēwin (Cree) (pending). Audio readings for Wilı́ı́deh and Inuvialuktun were also recorded. (7650 words x 4)

- Wilhideh Yellowknives Dene exhibit catalogue, website, and videos were translated into Wilhideh and Inuvialuktun. (8700 words x 2)
- The Speaker of the Legislative Assembly speaks Tłıchǫ daily in the Chamber. There was a Tłıchǫ interpreter in the Chamber every day during Session during the 2017/2018 reporting period. On a rotational basis, interpretation in Dëne Sųłné Yatıé (Chipewyan), Sahtúqt'ıne Kede (North Slavey), Dene Zhatıé (South Slavey), Inuinnaqtun, Inuvialuktun, Inuktitut, and Gwich'in was also provided.
- The Department of Industry, Tourism and Investment (ITI) regularly engages with the public. Major projects for 2017-18 included engagement on the Mineral Resources Act, PRA/OGOA, and REDI (Resources and Energy Development Initiatives) open houses. Engagement was also held for the Oil and Gas Operations Act. ITI arranged 15 engagements which included Indigenous interpretation in the following languages: Dëne Sųłné Yatıé (Chipewyan), Gwich'in, Inuvialuktun, Sahtúqt'ıne Kede (North Slavey) and Dene Zhatıé (South Slavey).
- The Department of Infrastructure (INF) arranged to have a Tłıchǫ Elder deliver an opening prayer, and provided translation throughout the Bundle 3 Funding Announcement in Behchokǫ.
- In the Fort Smith Region, the Northwest Territories Health and Social Services Authority (NTHSSA) had the need for Dene Zhatıé (South Slavey) translation during an emergency. A translator from the GNWT Interpreter/Translator list was contacted and was able to provide immediate translation.
- A contract with CanTalk to provide interpretation services is in place at NTHSSA for all regions of Significant Demand, including Stanton Territorial Hospital.
- The Stanton Territorial Hospital hired a full time Tłıchǫ Cultural Liaison worker for the Indigenous Wellness Program, as a majority of patients speak Tłıchǫ. The Stanton Territorial Hospital also offers ongoing interpretation services in four other languages used most often by patients: Sahtúqt'ıne Kede (North Slavey), Dene Zhatıé (South Slavey), Dëne Sųłné Yatıé (Chipewyan), and Inuktitut.
- The Workers' Safety and Compensation Commission (WSCC) aims to have as much of its external-facing material translated into at least four languages: Inuktitut, Inuinnaqtun, English and French. The organization has recently undergone the implementation of a translation management system to be able to generate a larger number of translations while maintaining cost efficiency. The system supports all 11 official languages.
- The WSCC completed over 200 translations into Inuktitut and Inuinnaqtun. Eight of its codes of practice are now available in Inuktitut.

## GOVERNMENT SIGNAGE IN INDIGENOUS LANGUAGES

Communities and Government departments have been increasing their usage of Indigenous languages on public signage throughout the NWT. In 2017-18, highlights included:

- The Workers' Safety and Compensation Commission revised its vision, mission and values, and created all new signage in Inuktitut and Inuinnaqtun for its reception area and internal office. The organization added Inuktitut to its 2018 Mine Rescue Competition signage and advertising.
- All Department of Justice (DOJ) offices and correctional facilities have signage offering service in official Indigenous languages and in French and English. In Yellowknife, all main floor signs are in French and English and throughout the Courthouse,

Coroner's Office, and Legal Registries, and in Departmental offices at the Yellowknife Centre East building. For buildings outside of Yellowknife, the appropriate Indigenous language of the designated area is used with French and English.

- In 2017/2018, DOJ translated seven signs into Tłıchǫ for various buildings and facilities. An English, French, Inuvialuktun and Gwich'in sign was also created for the new Inuvik Probation Office.
- The Department of Environment and Natural Resources (ENR) is working to update the internal signage in the Scotia Centre Building for floors 3, 5, 6, and 7.
- The Department of Industry, Tourism and

Investment updated signage including:

- Internal signage at the Scotia Centre Building was translated into Tłıchǫ using the Wìllìlìh dialect.  
The Hay River office also had new signage installed with the relevant languages of the designated area.
- Two signs for the Prospector's Trail in the North Slave region were installed in Tłıchǫ, English and French.
- When the Department of Human Resources amalgamated with Department of Finance in May 2017, signage had to be updated to reflect amalgamation. Signs were translated into the appropriate Indigenous languages as per the designated areas.

- The Department of Infrastructure's (INF) communications team developed Language Guidelines for all 27 GNWT airport main entrances, with the expectation that all signs will be updated when due for replacement.
- INF also created highway signage in both Inuvialuktun and Gwich'in in Inuvik (at the start of the Inuvik Tuktoyaktuk Highway) and at the end of the Highway (in Tuktoyaktuk).
- Directory signage in the New Government Building was installed in the 2017-2018 fiscal year. This signage included English, French and Tłıchǫ. The new Stanton Territorial Hospital building has an exterior sign that includes all 11 official languages.

## INDIGENOUS BILINGUAL BONUS & LANGUAGE ALLOWANCES

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, i.e. when an employee occasionally provides assistance in another official language. Under both circumstances, the community or region the position serves determines the language used in the position.

In 2017-18, 168 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.

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 2017-18, 53 teachers received an Indigenous Language Allowance.

DEPARTMENT/ AGENCY/ BOARD	NUMBER OF EMPLOYEES
Education, Culture and Employment	7
Environment and Natural Resources	8
Executive and Indigenous Affairs	9
Industry, Tourism and Investment	7
Infrastructure	2
Justice	2
Municipal and Community Affairs	2
Beaufort Delta Divisional Education Council	2
Dehcho Divisional Education Council	6
Sahtu Divisional Education Council	3
South Slave Divisional Education Council	10
Tłıchq Community Services Agency - Education	21
Northwest Territories Health and Social Services Authority	34
Tłıchq Community Services Agency - HSS	53
NWT Housing Corporation	2
<b>TOTAL:</b>	<b>168</b>
<b>TOTAL INDIGENOUS LANGUAGE BILINGUAL BONUS PAID</b>	<b>\$154,109</b>

DEPARTMENT/ AGENCY/ BOARD	NUMBER OF EMPLOYEES
Beaufort Delta Divisional Education Council	11
Dehcho Divisional Education Council	8
Sahtu Divisional Education Council	10
South Slave Divisional Education Council	8
Tłıchq Community Services Agency - Education	16
<b>TOTAL:</b>	<b>53</b>
<b>TOTAL INDIGENOUS LANGUAGE ALLOWANCE PAID</b>	<b>274,339.60</b>

# GNWT LANGUAGE PROGRAM EXPENDITURES - INDIGENOUS LANGUAGES (2017 - 2018)

In 2017-2018, ECE spent \$10,943,000 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	\$6,058,000
Contributions to Indigenous Governments	\$4,885,000
<b>TOTAL:</b>	<b>\$10,943,000</b>

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



NWT  
INDIGENOUS  
LANGUAGES  
ACTION PLAN

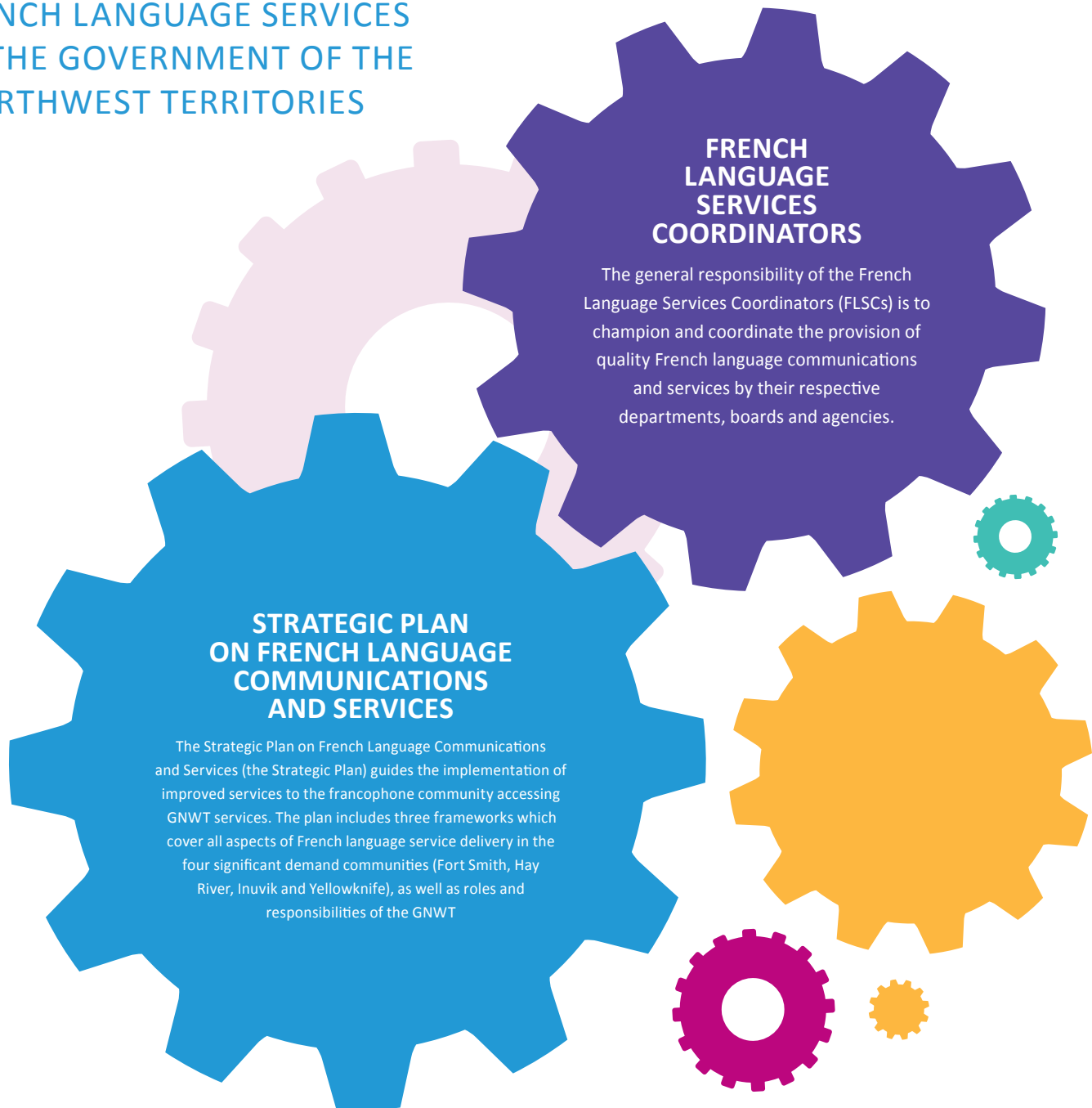
A Shared Responsibility

2018-2022

## PART II: FRENCH

# HOW WE APPROACH OUR WORK

### FRENCH LANGUAGE SERVICES AT THE GOVERNMENT OF THE NORTHWEST TERRITORIES







## FRANCOPHONE AFFAIRS SECRETARIAT

The Francophone Affairs Secretariat (the Secretariat) offers advice, tools and support to departments and agencies of the Government of the Northwest Territories (GNWT) for the purpose of developing plans on French Language Communications and Services. In addition, the Secretariat delivers French language translation services to government institutions such as GNWT departments, boards, agencies and the Legislative Assembly. The Secretariat manages Services TNO.

## GNWT STANDARDS FOR FRENCH LANGUAGE COMMUNICATIONS AND SERVICES

The GNWT Standards for French Language Communications and Services (the Standards) assist employees in the delivery of communications and services in French to the public. The Standards include information on voicemail, signage, publication format, advertisements and French translation.



# PROGRESS FOR FRENCH LANGUAGE SERVICES

Government institutions such as departments, boards, and agencies improved communications and services in French in various ways during the 2017-2018 fiscal year. The 2017-2018 Annual Report on Official Languages outlines many of these improvements for the GNWT. Progress is structured around the goals of the Operating Plans on French Language Communications and Services.

## GOAL 1: LEADERSHIP AND POLICY DIRECTION

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

### Public Feedback

A public feedback form was developed by the Francophone Affairs

Secretariat in collaboration with FLSCs, Access to Information and Protection of Privacy (ATIPP) and legal counsel. The form is used to record any formal complaint filed in person, in writing, by e-mail or by phone. Receiving and responding to public feedback in an important part of improving GNWT communication and service delivery in French to the

public. FSLC are working together with the Secretariat to ensure appropriate follow-up to public feedback is received. Working with the Department of Health and Social Services (DHSS) and the Department of Justice (DOJ), the Secretariat ensured that the form includes specific language to protect client health and social services and other information as required

by legislation. Promotional tools such as cards, stickers, web content and ads were created. Train the Trainer sessions were offered by the Secretariat to FLSCs.

### Audit and Evaluation

As required by the Strategic Plan, a contract was awarded to an independent third party to conduct systematic compliance audits and an evaluation of the GNWT's implementation of its Strategic Plan. The objective of the compliance audit was to determine if the requirements of the GNWT Standards for French Communications and Services were being met at targeted points of service of the GNWT.

The company, Grant Thornton, was the successful proponent for the evaluation and audit contract, and began work on this project in mid-November 2017. The scope of the audit was limited to the communities of Yellowknife, Hay River, Inuvik and Fort Smith, and was performed on points of service such as general medical assistance; information and support for taxation; emergency measures communications; legal assistance and access to court hearings.

Interviews and surveys were conducted among key personnel across GNWT departments, boards and agencies. The evaluation involved input from a number of stakeholders such as Deputy Ministers, FLSCs, staff from the Secretariat, and Corporate Communications.

Interviews with *L'Aiglon*, the Conseil de développement économique (CDÉTNO), the Fédération franco-ténoise (FFT), and the Collège nordique francophone were also held.

The findings and recommendations of the audit and evaluation will influence updates of the Standards and the Strategic Plan. The final reports of the audit and evaluation will be made public in 2018-2019.

### GNWT Training

Various training opportunities were provided by GNWT Departments. Topics included monitoring and reporting, orientation for new FLSCs, French Active Offer, inviting and responding to public feedback, and a module on the Standards as part of the Management Series offered by the Department of Finance (DOF), Human Resources branch. Evaluations of training completed by employees who received training showed a high level of satisfaction in bilingual employees from October to December and from January to March. Training sessions

were offered in Yellowknife to 14 employees and to six employees in Inuvik through remote teaching. A training module for new employees about official languages was developed by Human Resources and will be launched in 2018-2019. This training will be part of the onboarding training sessions available to all new GNWT employees with suggestions for improvement considered where appropriate.

The French Coordinating Committee of the Health and Social Services System met for two days of workshops, training and strategic planning. Staff from the Secretariat provided training on topics including active offer, public feedback, implementation of the Strategic Plan, as well as its audit and evaluation.



The Advisor, Human Resources and French Language Services provided five information / refresher training sessions on the French Active Offer to new employees, including regional offices in significant demand communities.

#### **Contribution agreements with NWT education bodies and Aurora College**

During the reporting period, assessments were conducted of communications and services related to administrative and

governance offered by Aurora College and education bodies of the NWT. Where required, contribution agreements were established to ensure that such communications and services will be offered in compliance with the Standards. Target activities of these institutions are compiled in the Operating Plan of the Department of Education, Culture and Employment (ECE).





## GOAL 2: AVAILABILITY AND ACCESSIBILITY

Government institutions have increased capacity to offer and provide communications and services in French.

Increase the prevalence and awareness of French language services through active offer, communications, printed and electronic materials, and by increasing the capacity of the public service to offer services in French.

### 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 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.

### Government news delivered in French

Government institutions issue news releases (Media Advisories, Statements and Ministerial Activities Advisories) in both English and French to keep the francophone community informed about a range of issues and government programs and services.

DEPARTMENT/ AGENCY/ BOARD	NUMBER OF EMPLOYEES
Aurora College	1
Beaufort Delta District Education Authority	1
Business Development and Investment Corporation	1
Commission scolaire francophone	5
Education, Culture and Employment (ECE)	15
Environment and Natural Resources (ENR)	9
Executive and Indigenous Affairs (EIA)	3
Finance (FIN)	7
Hay River Health and Social Services Authority	15
Health and Social Services (HSS)	6
Industry, Tourism and Investment (ITI)	4
Infrastructure (INF)	12
Justice (JUS)	25
Lands	3
Legislative Assembly	1
Municipal and Community Affairs (MACA)	1
Northwest Territories Health and Social Services Authority	27
NWT Housing Corporation (NWT HC)	1
Workers' Safety and Compensation Commission (WSCC)	4
<b>TOTAL:</b>	<b>141</b>
<b>TOTAL EXPENDITURE (BILINGUAL BONUS)</b>	<b>\$144,109.49</b>

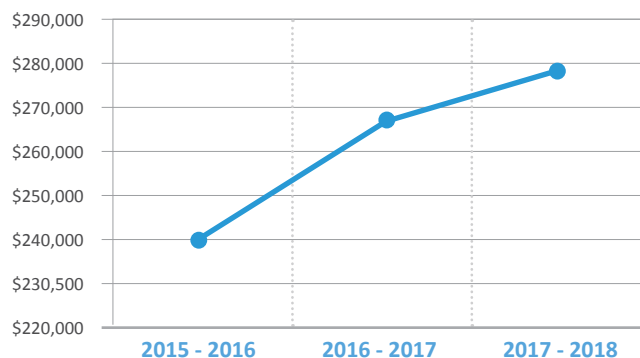
## Radio and print advertising in French

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

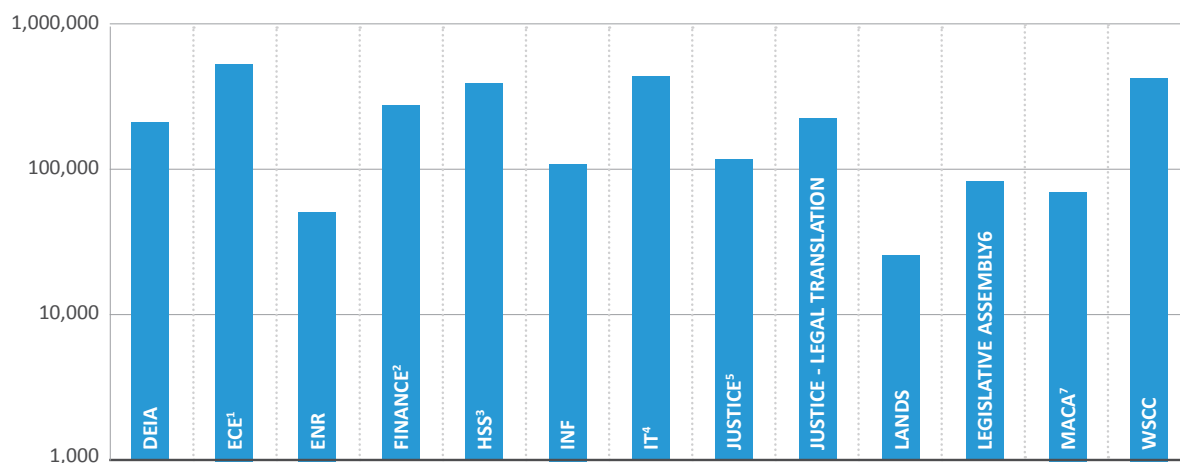
### Examples of 2017-2018 French language advertising and promotional campaigns:

- “N’ayez pas la langue dans votre poche” advertisements for “Votre avis GTNO”
- Promotion of the Business Development and Investment Corporation’s (BDIC) activities during Small Business Week
- eWaste drop-off banner
- Water Stewardship Strategy Photo Contest
- FireSmart Preparedness Day
- Is Your Campfire Out?
- The launch of new guidelines for Visual Identity Program branded and bilingual vehicle decals
- The GNWT 50 Bilingual/Multimedia Commemorative Project
- National Aboriginal Day
- Cabinet Open House in Yellowknife

## ADVERTISING DOLLARS IN FRENCH LANGUAGE MEDIA



## 2017-2018 GNWT TRANSLATION SERVICES WORD COUNTS, BY DEPARTMENT



<sup>1</sup>includes Aurora College, Commission scolaire francophone and YK1 <sup>2</sup>includes Liquor Licensing Board <sup>3</sup>includes Health Authorities <sup>4</sup>includes BDIC <sup>5</sup>includes Rental Officer

<sup>6</sup>includes Human Rights Commission, Human Rights Adjudication Panel, ATIPP Commissioner, Elections NWT, Conflict of Interest Commissioner and Languages Commissioner

<sup>7</sup>includes Surface Right Board \*The NWTHC did not submit any translation requests in 2017-2018



758

Number of translation requests of job posters

102

Number of news releases translation requests



4484

Number of translation requests by GNWT French Translation Services

22,967

Number of words translated for social media



141

Employees who received bilingual bonus.

a 4.4 % increase from 2016-2017

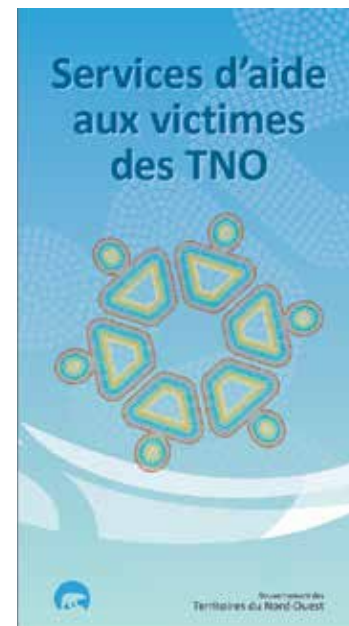
- Opioid Awareness Campaign: promoted through posters, videos, radio, TV ads, questionnaires
- Bilingual Parks Poster templates were created and distributed to the regions
- All NWT Parks signage was reviewed and translated when and where necessary
- New signage at the renovated Inuvik Probation Office and at the adult unit of the North Slave Correctional Complex.
- DOJ's Family Information Liaison Unit created an office sign, a banner, a pamphlet and an advertisement in French this year to promote their services.
- The Community Justice division contracts Victims Services programs through appropriate organizations in the NWT. Community Justice provided family violence information by reprinting French materials such as a Staying Safe fact sheet, a Sexual Assault help book for teens in the NWT, a Court Orders for Safety fact sheet, Staying Safe booklet, NWT Victims Services pamphlet, and a Victim Impact Statement Forms.

#### Translation and Interpretation Services

Translation services enable government institutions to increase the quantity of public information and content available in French as well as to understand correspondence and documents they receive in French from the francophone community.

During the 2017-2018 fiscal year, 2,503,816 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 translated 1,988,827 words for 35 government institutions.

**Interpretation is offered by government institutions according to the Standards. Here are some examples for the 2017-2018 fiscal year where French interpretation was provided:**



- GNWT / FFT Consultation and Cooperation Committee meeting
- A hearing was conducted by the NWT Rental Officer

### New Initiatives

#### Examples of government institutions introducing new French language initiatives in 2017-2018:

- Books distributed to public libraries in Hay River, Inuvik, Fort Smith and Yellowknife are also available to all residents through the NWT Interlibrary Loan Program.
- Testing for bilingual required positions and employees with bilingual preferred status was completed. French Language Proficiency Testing is now part of regular hiring process for bilingual required positions.
- Bilingual Designation Policy for GNWT employees was drafted.
- French Language Refresher Training for employees aiming at improving their language skills.
- A training module for new employees about Official Languages was developed by Strategic Human Resources.
- Training sessions on the Public Feedback Form were provided to employees of public point of service located in Yellowknife, Hay River, Fort Smith and Inuvik.
- Number of bilingual highway signs was increased.
- Many signs, advertising, and other public communication were provided in French for the opening of the Inuvik Tuktoyaktuk Highway.
- TAMI (Talking about Mental Illness) was offered in French.
- During Les Rendez-Vous de la Francophonie (March 2018), the Northwest Territories Health and Social Services Authority (NTHSSA) - Beaufort Delta Region celebrated by organizing various activities such as a lunch Franco-Santé, a French spelling bee and a “cabane à sucre”.
- The NTHSSA - Fort Smith Region offered French Coffee Breaks, had a booth to promote availability of services in French at the Health Fair, and offered activities for the Semaine nationale de la francophonie.
- A French telephone mediation session was organized through the Family Law Mediation program. The program is a voluntary free service which offers a cooperative approach to solving legal problems, and is now available in French by telephone.
- The Parenting After Separation program released updated French materials (brochure, poster, advertising and website information) about its services to the public. The workshops are open to any adult who wishes to learn more about parenting after a separation or divorce.
- The Northwest Territories Housing Corporation (NWT HC) has a new primary point of contact for individuals seeking service in French.

GNWT French Translation Services Notable Translation Projects		
RANK	TITLE	NOMBRE DE MOTS
1	Job Posters and Job Descriptions	161,123
2	NWT Arts Website Content and Forms	65,168
3	MACA Website content	48,015
4	GNWT Mandate and Website Content	41,699
5	News Releases	41,535
6	Votes and Proceedings of the Legislative Assembly	37,094
7	Family Law Guide	35,714
8	2016 and 2017 Public Accounts	25,938
9	PWNHC – RCMP Special Constable Exhibit	25,016
10	Parenting after Separation Guide	23,192
11	GNWT 50 Website and related materials	22,508
12	ITI – Northernmost Host Training Materials	20,866
13	Health Fact Sheets	20,677
14	ITI – REDI Campaign Materials	19,743
15	Let's Talk About Mental Illness Training	19,434



- NWTHC contracts issued for work in Fort Smith, Hay River, Inuvik, and Yellowknife are now issued in both English and French.
- Workers' Safety & Compensation Commission (WSCC) has implemented an internal translation management system to increase productivity, cost efficiency and ensure compliance.
- WSCC released two new online services in French and in English on its e-Business platform, WSCC Connect. Employers are now able to set up preauthorized payments and manage their accounts at their convenience.

### New publications

**The 2017-2018 fiscal year saw a number of new government publications made available in French, a selection of which are presented here:**

- Publication of the BDIC's quarterly Program Activity Reports in French and two bilingual newsletters were published
- The Apprenticeship, Trades and Occupational Certification Strategy was drafted and released in French
- The Immigration Strategy was drafted and released in French
- NWT Sports Fishing Guide 2018-19
- Climate Change Strategic Framework – Draft for Discussion
- Field Guide to Bumble Bees of the Northwest Territories
- Wildfire Impacts on the North Slave Region Ecosystem – video
- Caribou identification – if you're not sure, DON'T SHOOT – postcard
- The Mackenzie Valley Highway booklet was translated and made available publicly

## BY THE NUMBERS



- 4 applications to the NWT Nominee Program
- 6 people were served by Employment Standards
- Since 2012, 2.04% of approved nominees identified themselves as francophone
- foreign nationals
- More than 700 communications in French were handled by Teacher Certification
- 16 clients served in French at Hay River ECE Service Centre
- 1135 books purchased by the NWT Public Library system
- 750 students served in French by Heritage Education and Public Programming, Prince of Wales Northern Heritage Centre
- Approximately 20 educators of French language/immersion attended NWT JK/K Play-based Training and In-service sessions.
- 289 GNWT employees self-identified as French speakers
- 42 NTHSSA employees received Active Offer training in the Yellowknife Region
- 3 students spoke in French during the 2018 Youth Parliament
- 1 request for a land lease contract in French
- 677 number of social media posts



- The Services for Persons with Disabilities Unit released the executive summary of the NWT Disability Strategic Framework: 2017 to 2027 in French
- Disability Matters: A companion to the NWT Disability Strategic Framework and the GNWT Programs and Services for Persons with Disabilities Inventory were released in bilingual format English-French
  - Two Fact Sheets – TLA/CLA Two Lands Act and Changes to Lease Rents
  - What we Heard Report – Two Lands Act
  - Office of the Fire Marshall's report
  - Written exams and instructions for the 2018 Mine Rescue Competition were made available in 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 their Operating Plans for French.

**A number of activities related to website renewal and web content development took place during the reporting period:**

- BDIC French services are now fully integrated. Clients can now get information about programs and services in French, on the web, over the phone or in person.
- BDIC's guide to starting a business in the NWT was launched as a mobile web application, in both French and English.
- NWT Nominee Program guidelines and forms as well as the [www.immigratenwt.ca](http://www.immigratenwt.ca) website were translated into French.
- The launch of the Open Government site, located on Executive and Indigenous Affairs' website, is available in French and English. The GNWT is committed to the principles of Open Government, demonstrated through efforts to increase openness, transparency and accountability.

- A number of digital projects were undertaken to celebrate the 50th anniversary of the Government of the Northwest Territories: the GNWT 50 webpage; GNWT 50 bilingual storyboard at the PWNHC and the Digital Commemorative project – "GNWT 50 years of Public Service".
- The Let's Talk About Cancer website was redesigned.
- Translation of the NWT Arts website is complete.
- The NWT Parks website and reservation system are now available in French and are mobile friendly.
- NWT Film is completely bilingual with the exception of the user created content.
- MACA launched its new website enabling it to offer a mirrored version in French.



- WSCC launched its free Occupational Health and Safety app for mobile devices, which provides workers and employers with safety legislation, information, and resources in French and English.

#### Services TNO

From April 1, 2017 to March 31, 2018, Services TNO processed a total of 824 requests, an increase of 37% from the previous year. This is largely due to the move to new offices now located next to the Department of Motor

Vehicles which often requires the use of a Notary Public, a service offered by Services TNO. Of the 824 requests, 408 were made in French (49.5%), 413 in English (50.1%) and 3 in other languages.

Justice : notary public, etc.	360
HSS : health insurance, marriage certificates, misc.	128
ENR : hunting permits & tags, fishing permits, etc.	109
ECE : Student Financial Assistance, general information	108
NWT Liquor Licensing Board : liquor license	24
Legislative Assembly: general information	17
ITI : general information	17
INF : general information	6

## GOAL 3: COMMUNITY ENGAGEMENT

**Government institutions inform and consult with the francophone community about communications and services in French.**

**They encourage the participation of the francophone community in the development of government policies with a view to improving the delivery of services in French.**

**The government works with the francophone community to build relationships, gather input, and work towards common goals.**

#### Community Engagement and Consultations

Government institutions consulted with the French speaking public in various ways in 2017–2018, including through online surveys, telephone

consultations, focus groups, and face-to-face meetings.

They also worked with francophone community organizations and schools to support a number of initiatives in French.

**Below are a few examples of consultations which sought input from the francophone community as well as a few samples of initiatives, presentations or participation by ministers and/or GNWT staff in French:**

- DOJ conducted a cannabis public engagement from mid-July to late September 2017. That process comprised of an online survey available to all residents and public meetings held in all

seven regional centres, including Yellowknife, and two representative smaller communities. DOJ prepared newspaper ads, posters, website content, and the survey and hand-out materials in French for all these engagements. They also had interpreters on hand in the significant demand communities to provide simultaneous translations. Following that engagement, DOJ also produced two reports, What We Heard and The Way Forward which were also translated in French and posted to their website.

- WSCC carried out a public consultation on proposed changes to the Workers' Compensation Acts of the Northwest Territories and



(left to right) **Front row:** Marie-Ève Duperré, Human Resource Officer, Finance; Tara Hunter, Deputy Secretary of Human Resources, Finance; Nicole Bonnell, Planning Facilitator, Francophone Affairs Secretariat; Sylvia Haener, Deputy Minister, Education, Culture and Employment; Julie Lacroix, Manager of Official Languages, Health and Social Services; Catherine Barlow, President, Fédération franco-ténoise **Back row:** Bruce Cooper, Deputy Minister, Health and Social Services; Jean François Pitre, Trésorier, Fédération franco-ténoise; Lorne Gushue, Planning Facilitator, Francophone Affairs Secretariat; Jean de Dieu Tuyishime, Executive Director, Fédération franco-ténoise; Benoît Boutin, Executive Director, Francophone Affairs Secretariat

Nunavut, and on the proposal to introduce a safety ticketing system and fines for non-compliance with some of the Occupational Health and Safety Regulations. All background information, documentation, questionnaires and advertising were available in French. The public meeting consultations were conducted in a bilingual manner, as the organization specifically engaged the services of a bilingual facilitator for its proceedings.

- Attendance by GNWT staff at the Ministerial Conference on the Canadian Francophonie in June 2017 in Gatineau, Québec.
- Services TNO staff participated as judges in three French speaking contests in Yellowknife schools.
- DOJ worked extensively on the Special Constables in the NWT Exhibit in conjunction with the Prince of Wales Northern Heritage Centre and the RCMP G Division. DOJ paid for the exhibit panels and printing of all communications materials related to this project.
- Resources and Energy Development Information tradeshow in Hay River.
- Active offer through general public engagement for Climate Change Strategic Framework.
- The GNWT/ FFT Consultation and Cooperating Committee met in January 2018 to discuss progress and updates. DOF made a presentation on ongoing projects, as well as on statistics related to the Francophone community of the NWT.
- The Manager of Official Languages of the DHSS, and the FLSCs from the Yellowknife and Stanton Territorial Health Authorities sit on the coordinating committee of the Réseau TNO santé (RTS). The DHSS



has regular informal meetings with the coordinator of the RTS.

- ECE met with the Executive Director of CDÉTNO to seek advice regarding priorities to translate trades-based resources for apprentices.
- The Schools North Apprenticeships Program (SNAP) provided support for ECE's participation in an immigration event in French; specifically a webcast to the Canadian embassy in France (web, language facilitation, translation). Hundreds of participants in France participated in the event.
- The Secretariat engaged key representatives of the francophone community to contribute to the evaluation of the Strategic Plan.
- Presentation of BDIC's programs and services to the Francophone community during CDÉTNO's AGM.
- BDIC has an ongoing partnership with CDÉTNO. CDÉTNO's Economic Development Officer frequently uses the BDIC's business services centre to support their clients.
- The Northwest Territories Nominee Program (NTNP) is a

member of the RIF (Francophone Immigration Network) and works closely with CDÉTNO on all areas of immigration.

- A bilingual facilitator was available as part of the Small Communities Employment Strategy engagement sessions held in various communities.
- Labour Development and Standards provided a presentation in French Destination Canada on the Northwest Territories Nominee Program
- The Bureau of Statistics developed the NWT Drugs and Addictions Survey, which was translated to French and distributed to targeted NWT homes.
- DOF bilingual staff participated in 2 Café Emploi, attended the Skills Canada Territorial Competition and the GNWT Summer Student Open House. Communications at all events were available in both French and English.
- The Services for Persons with Disabilities Unit conducted the NWT Disability Program Review and Renewal project Public Engagement Questionnaire.

## Education and French

Under 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, ECE signed a five-year agreement 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 Canada-NWT Agreement offers 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 Postsecondary Education

# GNWT LANGUAGE PROGRAM EXPENDITURES — French (2017-2018)

In 2017-2018, ECE spent \$5,668,618 million for French Language Services. In the same fiscal year, ECE spent an additional \$2,906,039 million for French Language Education programming.

DESCRIPTION	ACTUAL EXPENDITURES
French Language Services	\$5,668,618
French Language Education I (note 1)	\$2,906,039
<b>TOTAL:</b>	<b>\$8,574,657</b>

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



