



2021-2022

Annual Report on Official Languages

Une version française de ce document est disponible.

October 2022

Government of
Northwest Territories



Table of Contents

Message from the Minister	1
Official Languages of the NWT	2
<i>Official Languages Act</i>	3
Roles and Responsibilities.....	3
Indigenous Languages	5
2021-2022 Highlights	6
2021-2022 Year in Review	7
Indigenous Languages and Education Secretariat Programs and Services	7
GNWT Communications and Services in Indigenous Languages.....	11
Human Resources.....	18
Funding and Expenditures.....	19
French	21
2021-2022 Highlights	22
2021-2022 Year in Review	23
Francophone Affairs Secretariat Programs and Services	23
GNWT Communications and Services in French	24
Human Resources.....	28
Funding and Expenditures.....	29
Looking Forward	30



Message from the Minister

I am pleased to release the 2021-2022 Annual Report on Official Languages, which showcases the efforts of the Government of the Northwest Territories (GNWT) to protect, promote, and advance our official languages.

I would like to express my appreciation to the Standing Committee on Government Operations for the important work it did throughout the Territory as it conducted its statutory five-year review of the *Official Languages Act*.

GNWT institutions reviewed where French services are offered, and where updated resources for the public and GNWT staff were created in collaboration with the Francophone community. These resources promote increased awareness about the French active offer and delivery.

Translation services enable GNWT 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. In 2021-2022, a total of 3,266,110 words were translated by the GNWT French Translation Services, the Department of Justice Legal Translation Services and the Workers' Safety and Compensation Commission (WSCC).

As a Territory, 42 out of 49 of our schools offer Indigenous language instruction, four schools offer full Indigenous language immersion in JK-K classrooms, and 12 schools offer full French immersion or French first language instruction.

In fall 2021, the Department of Education, Culture and Employment (ECE) held its second gathering of Indigenous Interpreter-Translators, as well as relaunched the Indigenous Languages Coordinators' Committee

In March 2022, the GNWT and the Government of Canada signed a three-year Indigenous Languages Agreement. The 2021-2024 Agreement provides \$17,700,000 over three years to support the Indigenous language programs and initiatives of the GNWT and our partners.

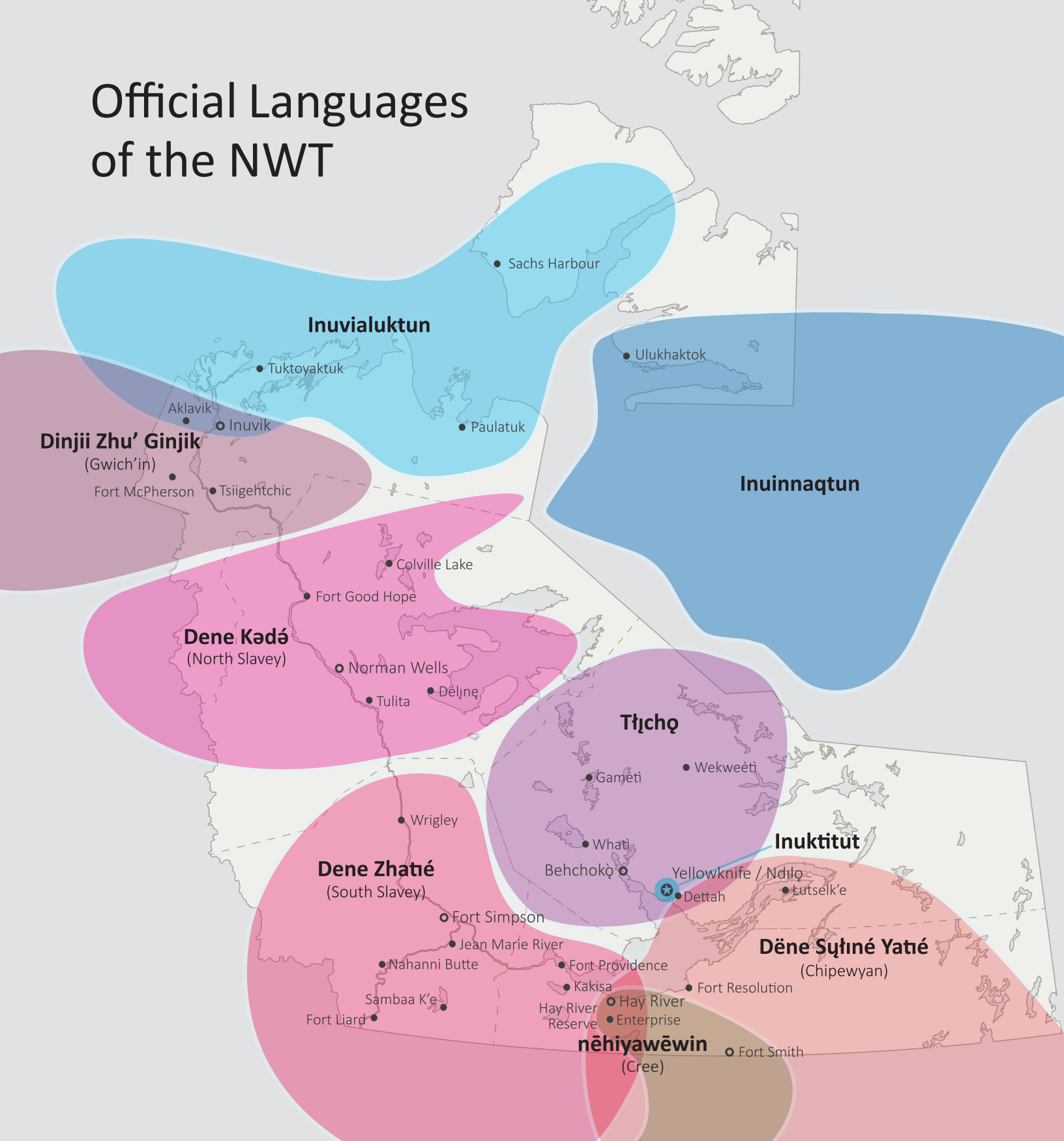
In addition to these initiatives, I want to acknowledge the commitment and hard work that NWT peoples do in their homes, with their families, in their communities, early childhood centres, schools and places of employment to keep our languages alive. I applaud their perseverance and strength.

Honourable R.J. Simpson

Minister of Education, Culture and Employment



Official Languages of the NWT



This map shows the approximate geographic areas where the NWT's various Indigenous languages have historically been spoken. Although the names of languages and dialects vary from community to community, the language regions outlined in the map represent widely used and agreed upon designations.

French is mostly spoken in Hay River, Fort Smith, Inuvik and Yellowknife. English is spoken throughout the NWT.

Official Languages Act

The Northwest Territories (NWT) *Official Languages Act* (Act) is the legislative basis for the recognition of the NWT's 11 official languages: English, French, Dëne Sų́łné Yatı́é (Chipewyan), nēhiyawēwin (Cree), Dinjii Zhu' Ginjik (Gwich'in), Inuinnaqtun, Inuktitut, Inuvialuktun, Dene Kəd́é (North Slavey), Dene Zhatı́é (South Slavey), and Tł́chq Yatı́ (Tł́chq).

The Act commits the GNWT to providing territorial services in the official languages and establishes the Office of the NWT Languages Commissioner to investigate complaints under the Act. The Act further establishes the Aboriginal Languages Revitalization Board and the Official Languages Board to assist in the goals of service delivery and language revitalization. It also requires that the GNWT submit an *Annual Report on Official Languages* to the Legislative Assembly.

As per the Act's Regulations, four NWT communities are considered to represent 'significant demand' for French language communications and services: Yellowknife, Hay River, Fort Smith, and Inuvik. Indigenous languages are spoken in communities of all sizes.

In fall 2020, the Standing Committee on Government Operations began its mandatory five-year review of the Act. ECE assisted in the review by providing detailed background information and exploring areas of potential collaboration. Unfortunately, intermittent COVID-19 public health restrictions significantly impeded the work of the Committee through 2021. In early 2022, the Committee was able to submit a preliminary set of recommendations so that ECE could bring forward minor legislative updates before the end of the 19th Legislative Assembly in 2023.

Roles and Responsibilities

Minister Responsible for Official Languages

The Honourable Minister R.J. Simpson currently serves as the Minister Responsible for Official Languages. The Minister directs and coordinates the language policies and programs offered by the GNWT, including promotion of language education, use of languages in public services, and revitalization of Indigenous languages.

Languages Commissioner

Brenda Gauthier was appointed in 2021 to a four-year term as the Languages Commissioner of the NWT. The Languages Commissioner is an officer of the Legislative Assembly and is responsible for ensuring recognition of the rights, status and privileges of each of the territory's official languages, and compliance in the provision of territorial public services in official languages.

Official Languages Board and Aboriginal Languages Revitalization Board

The Official Languages Board and Aboriginal Languages Revitalization Board members and alternates represent the NWT's language communities on two-year terms by providing advice to the Minister on the promotion of language rights, use of language in public services, and revitalization of Indigenous languages. Indigenous governments and community organizations of the NWT recommend language board appointments to the Minister.

Table 1: Composition of NWT language boards

Official Language	Representative
Dëne Sų́łné	Mary Rose Sundberg (Member)
Dëne Sų́łné	VACANT
nēhiyawēwin	Vance Sanderson (Member and Vice Chair)*
nēhiyawēwin	Mary Cardinal (Alternate)
French	Richard Létourneau (Member, OLB only)
French	Linda Bussey (Alternate, OLB only)
Dinjii Zhu’ Ginjik	Renie Koe (Member)
Dinjii Zhu’ Ginjik	Jacey Firth-Hagen (Alternate)
Inuinnaqtun	Emily Kudlak (Member)
Inuinnaqtun	Joshua Oliktoak (Alternate)
Inuktitut	Alice Chambers (Member)
Inuktitut	VACANT
Inuvialuktun	Betty Elias (Member)
Inuvialuktun	Holly Carpenter (Alternate)
Dene Kádó	Cathy Mackeinzo (Member)
Dene Kádó	Betty Grandjambe (Alternate)
Dene Zhaté	Andy Norwegian (Member)
Dene Zhaté	Violet Jumbo (Alternate)
Tłıchq	Tammy Steinwand-Deschambeault (Member and Chair)
Tłıchq	Julia Naedzo (Alternate)

*Vance Sanderson left the NWT in 2021. Mary Cardinal assumed his position as nēhiyawēwin representative.

Canada-NWT Cooperation Language Agreements

Under the original Agreement signed in 1984, the Government of Canada agreed, on an ongoing basis, to bear all costs associated with the provision of French communications and services to the public. In February 2021, the GNWT and the federal government (Department of Canadian Heritage) signed a three-year French Language Services Agreement.

Since 1984, the Government of Canada has also partnered with the GNWT to fund Indigenous languages programming and services in the territory through the *Canada-NWT Cooperation Agreement for French and Aboriginal Languages in the Northwest Territories*. In March 2022, the GNWT and the federal government signed the three-year *Canada-NWT Agreement on Indigenous Languages for 2021-2024*. This Agreement marks no significant change from the previous 2016-2020 and 2020-2021 Agreements, which provided \$5.9 million per annum to NWT Indigenous language programs and initiatives under the *Canada-NWT Action Plan for Indigenous Languages Support 2022-2024*.

The Agreement was reached after extensive debriefing by Canadian Heritage on the financial contours of the new federal *Indigenous Languages Act*. This federal legislation will leave territorial language agreements untouched, while providing new funds on a nation-to-nation basis for Indigenous language revitalization. The GNWT has been encouraging Indigenous governments to pursue First Nations, Métis and Inuit federal funding streams once their funding models have been established. For First Nations, the Assembly of First Nations is expected to complete and approve their funding model by fall 2022.



Indigenous Languages

In 2014, the Indigenous Languages and Education Secretariat (ILES) was established within ECE to enhance the protection, revitalization and strengthening of Indigenous languages.

The recent work of ILES is guided by the *NWT Indigenous Languages Action Plan (2018-2022)* — an overarching blueprint for revitalizing the NWT’s threatened languages and enhancing the territory’s public services.

The goals of the action plan are to ensure:

- all people in the NWT maintain the strength of Indigenous languages as a means of communication and as a connection to culture, and
- all people in the NWT can use and benefit from high-quality public services in all official Indigenous languages.

The major responsibilities of ILES include administering the *Canada-NWT Cooperation Agreement on Indigenous Languages*, funding Indigenous government-led language programs, implementing the *Indigenous Languages and Education Policy*, and facilitating regular meetings of the Official Languages Board and Aboriginal Languages Revitalization Board.



2021-2022 Highlights



The Mentor Apprentice Program had **33** pairs in **6** language groups.



9 scholarships of **\$5,000** were awarded to NWT student completing education or training that supports Indigenous language revitalization.



The theme for Indigenous Languages Month in 2022 was **“Let’s Go Fishing”**.



ECE launched the ***Learn, Speak, Live Our Languages*** promotional campaign.



2021-2022 Year in Review

ILES Programs and Services

- The theme for Indigenous Languages Month (ILM) in 2022 was “Let’s Go Fishing” and celebrated how fishing has been integral to the identity and cultural traditions of Indigenous peoples in the NWT.

ILES assembled a resource package for regional language coordinators and superintendents that included a list of suggested activities, an assortment of fish-related promotional materials, copies of “Fishing in Summertime” wordless book (Inuvialuit), copies of “Fish for You & Fish for Me!” translated book (Dene), fish chowder recipe cards (in all NWT official languages), “Checking the Fishnet Yoga” activity instructions, and “Let’s Go Fishing” bingo cards.

Links to foundational curricula such as *Dene Kede*, *Inuuqatigiit*, and *Our Languages* were also highlighted to coordinate the ILM theme with classroom activities.

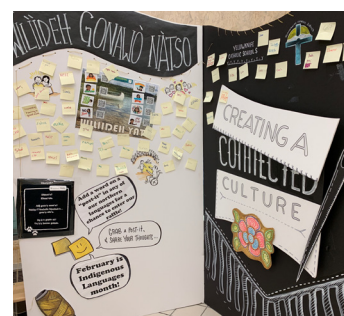
ILM was advertised in local newspapers (News/North, L’Aquila), radio stations (Radio Taiga, True North, CKLB, CBC North), websites (ECE, Cabin Radio, Native Communications Society), and social media.

- ECE developed and launched *Learn, Speak, Live Our Languages*, a campaign to promote its Indigenous language revitalization initiatives. Materials were translated into all the official Indigenous languages for advertisement on radio, social media, and print.

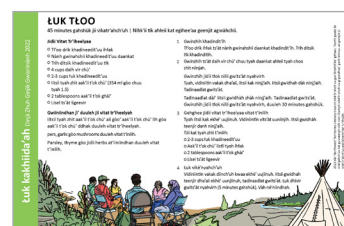
Promotional items, including wooden buttons, toques, stickers, masks, buffs, pop-up banners, and posters, were distributed to Indigenous governments, Government Service Officers, band offices, local Aurora College learning centres, schools, not-for-profit organizations, and the public. The campaign’s look and feel were applied to all Mentor-Apprentice Program (MAP) recruitment and outreach materials.

- ILES continued to partner with six Indigenous governments to deliver the second year of MAP training for 33 ‘teacher-learner’ pairs in Dëne Sųłíné, Dinjii Zhu’ Ginjik, Inuvialuktun, Dene Kədə, Dene Zhaté and Tłı̄chq.

Partner governments included the Inuvialuit Regional Corporation, Gwich’in Tribal Council, Sahtú Dene Council, Dehcho First Nations, Tłı̄chq Government and Akaitcho Territory Government. Twenty-eight of the pairs, or 85%, completed the program by finishing more than 100 hours of immersion training, despite the challenges COVID-19 placed on their ability to meet in person.



Indigenous Languages Month display at Yellowknife Catholic Schools.



Fish chowder recipe card in Dinjii Zhu’ Ginjik.



Tłı̄chq MAP participants at the March 2022 Languages Gathering.



Jacey Firth-Hagen showcasing here efforts to gain fluency in Dinjii Zhu' Ginjik.



CKLB announcer on the air.



The 2021-2022 double issue of Tusaayaksat.

Throughout their immersion experience, the MAP pairs were supported by ILES staff through regular coaching in virtual one-on-one and regional group meetings. All apprentices achieved increases in their Oral Proficiency Assessment scores from their first assessment in July to their final assessment in March.

- ECE researched the potential of academic programs to increase the Indigenous language proficiency levels of post-secondary students.
- In March, ILES partnered with the NWT Literacy Council to invite MAP participants, coordinators, knowledge keepers, and youth to Yellowknife for an NWT Indigenous Languages Revitalization Gathering for three days of final assessments, program evaluation sharing circles, resource sharing, panel discussions and workshops.

The role of technology in Indigenous language revitalization was a particular focus of the gathering, with workshops in dubbing, podcasting, radio broadcasting, digital literacy, video games, social media, keyboards, and language apps. Employment opportunities in the field of Indigenous language communications, translation, and education were also highlighted through a panel presentation of Indigenous language experts in their fields.

The gathering was broadcast over Zoom for those unable to attend in person. During the gathering, apprentices showcased their emergent language skills as part of their completion ceremony. Awards were presented to mentors and apprentices who demonstrated outstanding dedication and commitment to their language learning journey.

- Nine of the ten available annual Indigenous Language Revitalization (ILR) scholarships of \$5,000 were awarded to applicants pursuing post-secondary education in Indigenous language programs, including interpreter-translator training.
 - The Native Communications Society continued to broadcast in all five Dene languages to 27 communities and one mine site. The Inuvialuit Communications Society focused on programming for Uvagut TV and producing the biannual *Tusaayaksat* magazine, and six community radio stations received funding to produce radio, online, video, and print content in Indigenous languages.
- Notably, the Native Communications Society received additional funding to procure equipment to establish three community radio stations in Enterprise, Sachs Harbour and Paulatuk.
- The Indigenous Languages Coordinators' Committee was reconvened after its Terms of Reference were approved in July. ILES and the committee began holding regular bimonthly meetings. Composed of representatives from the GNWT's departments and affiliated agencies,

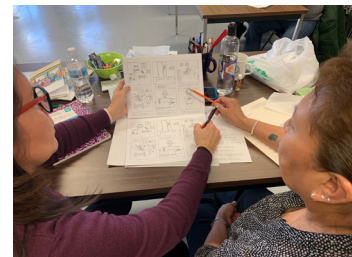
the Committee meets to exchange information and discuss common issues and responses with respect to communications and services in Indigenous languages.

ILES tasked committee members to complete a translations survey to document the challenges faced by departments in fulfilling their language obligations and set up a Microsoft Teams group to facilitate further information sharing.

- In October, ILES hosted a second virtual gathering of Indigenous language interpreter-translators with 25 participants representing eight of the nine official Indigenous languages. In response to questions raised in the first gathering in March, ECE staff briefed the participants on current NWT JK-12 Indigenous language education initiatives and MAP.

Interpreter-translators shared valuable feedback on their occupational experiences and expressed the need to address and clarify issues such as communications, coordination, client expectations, scheduling and pay scales. Specific requests included paid training opportunities, computer technology training and equipment, terminology workshops, an Indigenous language resource centre to meet training and technology needs, and a professional forum for collaboration and support.

- Work to develop an Indigenous Language Instructor Employment Plan started and will address the issue of an aging workforce and the need for a new generation of trained language professionals ready and able to carry on Indigenous language instruction in schools.
- Informed by the 2016 South Slave Divisional Education Council's (SSDEC) Aboriginal Language Trainee Program, the plan consists of three main components:
 - in-servicing in the structure and content of the *Our Languages* curriculum,
 - on-the-job training that would provide daily interaction with students in the language class, and
 - participation in the MAP.
- ECE has engaged with NWT Indigenous language instructors and the regional Indigenous language coordinators of both the Indigenous governments and education bodies in preparation to implement the plan. The requested data included the current number of instructors, attrition projections, and the identification of potential new instructors in the community. A draft plan has been presented to regional coordinators.



Instructor in-servicing in the Dehcho.



Barrier language game in Gamètì.



The whole school approach to the Our Languages Curriculum in the Beaufort-Delta.

Education

- In the 2021-2022 school year, almost all schools in the NWT (42 of 49) offered Indigenous language programming as a second language. The seven schools not offering Indigenous language programs included five schools that offered only French or English as a second language option and two schools that did not have an Indigenous language instructor. Four schools also offered Indigenous immersion programming in the primary grades, with a fifth set to launch in 2022-2023.
- The *Our Languages* curriculum was officially launched and is now the mandatory curriculum for Indigenous language classes in all NWT communities. ILES staff continued to offer virtual training as well as a small number of in-person sessions across the NWT. Monthly check-ins were held to support Indigenous language instructors, which included the introduction of new resources and how they may be used in the classroom.
- While COVID-19 significantly impacted Indigenous language programming, many schools creatively approached language revitalization by sending language games and packages home and offering virtual and extramural education and experiences through community radio programs, online language classes, and outdoor community events. The Our Languages website continues to evolve to share useable tools for teachers and wise practices between communities, languages and schools.
- Indigenous language instructors were provided training to implement *Our Languages* curriculum 10, 20, and 30. The high school courses were developed with assessment tools that are recognized by post-secondary institutions to help ensure quality programming.
- ILES staff continued to collaborate with Wise People committees to develop the *NWT JK-12 Indigenous Languages & Education (ILE) Handbook: Our People, Our Land, Our Ways, Our Languages*. ILES periodically assembled Elders, knowledge keepers, Indigenous educators, and advocates for Indigenous education to ensure the ILE Handbook reflects the voices and lived experiences of the Dene, Métis, Inuvialuit, and nēhiyaw.

GNWT Communications and Services in Indigenous Languages

Aurora College Transformation (ACT)

- The ACT office produced a fact sheet in all official languages touting the benefits of a polytechnic university and now has entry signs in Tłıchq and a full wall “Welcome” sign in all official languages.

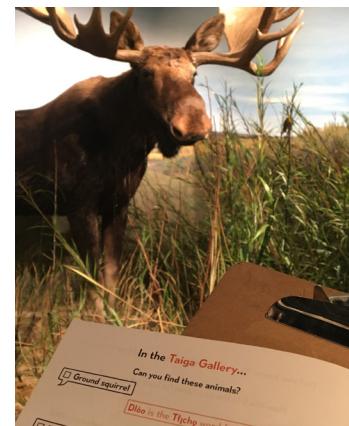
Education, Culture and Employment (ECE)

Beyond the core activities of ILES, other divisions of ECE led or contributed to a number of initiatives:

- In celebration of Indigenous Languages Month (ILM), the Prince of Wales Northern Heritage Centre (PWNHC) created an Indigenous languages scavenger hunt. The public was invited to explore the PWNHC and learn about languages spoken across the NWT.
- The 100th Anniversary of Treaty 11 exhibit was fully translated into Tłıchq. Small tabletop versions were also fully translated and sent to all four Tłıchq communities.
- The title for the new permanent exhibit, Our History is Written Everywhere, was translated into all 11 official languages. For the exhibit, a short video was produced featuring a Tłıchq speaker teaching visitors how to pronounce the word “Tłıchq” properly.
- All interpretation and labels of Piujut Arnaqsuitit, an exhibit of prints by Germaine Arnaktauyok, were displayed in English and Inuktitut.
- The Culture and Heritage division funded a cultural team of two Elders and one community liaison for the annual Tundra Science and Culture camp. The team taught students a Tłıchq word every morning and told stories in Tłıchq, with simultaneous translation provided by the liaison. In a new program, Grandchild for a Day, participants were assigned to an Elder and encouraged to speak in Tłıchq. Two participants at the camp based their final project on the Tłıchq language.
- ECE continued to support projects exploring Indigenous language and culture. Lawrence Nayally was awarded \$6,000 to produce his music EP *Gondé Nahtsé*, dedicated to the Dene language and performed in Dene Zhaté. Heather Heinrichs was awarded \$10,000 for the production of *nih̄tāwīkīhew / σ"ĈΔ·P"∇◊/ She Gives Birth*, a short film about a midwife who only speaks nēhiyawēwin and Michif.



Welcome sign at the Aurora College Transformation Office.



Museum scavenger hunt for Indigenous Languages Month.



The Treaty 11 Anniversary Exhibit.

- Through its Regional Service Centres, ECE funded community literacy development programs, three of which focused on Indigenous language literacy:
 - The Délı̨ne Got'ı̨ne Government emphasized improving digital literacy amongst adults through the Digital Literacy for a Digital Age program. For both young adults and the elderly, the expanded availability of Dene Kədá on digital platforms further allowed adults to increase their literacy in their traditional language for ages 25 to 59. Audio translations and transcribed pages helped keep Elders up to date with current community events and connect with the digital literacy.
 - The Hamlet of Tulita developed the Multi-Project Work Plan literacy program with its approach to developing much needed work experience, training and literacy. The project targeted seniors and adults through employment and the Tulita Elders Council. The Elders council contributed translators and materials in English and Slavey. The Hamlet helped people of all ages with their taxes, résumés, medical information and provided assistance with written and verbal information. Three language teachers (2 Dene Kədá, 1 English) supported these efforts, while the Hamlet focused on developing a Dene Kədá/English Dictionary.
 - The Beaufort-Delta ECE Regional Service Centre funded the Gwich'in Tribal Council's language revitalization program through the Community Literacy Development Fund to run a language camp. Due to COVID-19 it did not run as expected, however they were able to reinvest in language apprentices.
 - Radio ads on CKLB in Tłı̨chq, Dinjii Zhu' Ginjik, Dëne Sų́ı̨né, Dene Kədá, and Dene Zhatı̨é announced that the NWT would be partnering with British Columbia to develop a new Junior Kindergarten to Grade 12 (JK-12) curriculum.
 - The NWT Senior Citizen Supplementary Benefit was advertised on CKLB in Dene Zhatı̨é, Dene Kədá, Tłı̨chq, and Dëne Sų́ı̨né.
 - The NWT Indigenous Languages and Education Facebook account continued to be used to promote Indigenous languages.
 - The engagement process for modernizing the Education Act was advertised in Dene Kədá, Dene Zhatı̨é, Tłı̨chq, Dëne Sų́ı̨né, and Dinjii Zhu' Ginjik on CKLB.
 - In February 2022, the ECE Minister delivered a portion of his Minister's Statement in nēhiyawēwin.

Environment and Natural Resources (ENR)

- ENR shared fire messages over the radio in an Indigenous language when possible.
- In cooperation with the Yellowknives Dene First Nation, ENR produced and distributed an arsenic brochure for the Yellowknife region in the Wilìideh dialect.
- ENR guaranteed the presence of interpreters at public meetings.
- The Wildlife Division produced a brochure in all official languages on Boreal Caribou Range Planning.
- External signage for the ENR Whatì office is now in Tìlchq.
- Fire Prevention signs were translated into local Indigenous languages where possible.

Housing NWT

- Marking its 50th Anniversary, the NWT Housing Corporation rebranded as Housing NWT and translated its logo into all official languages. As part of its new image, Housing NWT pledged to ensure the availability of Indigenous language services so NWT residents could access all services and programs.
- As per past practice, Housing NWT provided translation services at the annual general meeting in Ulukhaktok.
- In other Beaufort Delta communities, translation services have rarely been requested, but Housing NWT ensured that Dinjii Zhu' Ginjik and Inuvialuktun translators would be made available if the need arose.
- In the Sahtú, fluent employees provided translation services in Fort Good Hope and Déljñę, while translators were hired in Colville Lake and Tulita. Board members of the local housing organization provided interpretation support, while staff in Fort Providence could also speak Dene Kədə and Dene Zhaté.
- All Housing NWT district offices now have signs in the appropriate local Indigenous language.

Health and Social Services (HSS)

- The Indigenous Wellness Program continued to lead HSS efforts to enhance the patient experience for Indigenous peoples by providing interpretation services between Indigenous peoples and health-care providers.
- HSS launched the Speak the Tooth Oral Health Campaign in all official languages. Ads were placed on Facebook, YouTube, Instagram, TikTok, and Spotify. The campaign profiled 14 NWT youth and published print ads in the *Tussayaksat* magazine, posters, tooth tip cards, as well as radio ads.



Trilingual signage for the ENR office in Whatì.



Trilingual signage for the Housing NWT visual identity in Dene Kədə.

- Court Services used interpreter services two times in Dëne Sų́łné, 14 times in Inuktitut, nine times in Dene Kədə́ and 13 times in Tų́chq. The services of Tų́chq interpreters were also retained for seven court circuits in Behchokq and six court circuits in Whatı.
- The Fort McPherson Probation Office placed a sign in Dinjii Zhu' Ginjik on their front door.

Lands

- Lands continued with its Unauthorized Occupancy Campaign with a second phase of radio ads to advise residents of posted notices on unauthorized structures. The ads were broadcast on CKLB in Dëne Sų́łné, Dinjii Zhu' Ginjik, Dene Kədə́, Dene Zhatı́, and Tų́chq. The department also published executive summaries of its Land Use Planning Annual Reports in the official languages.

Legislative Assembly

- The Office of the Clerk presented the *Report and Action Plan on Official Language Use in the Northwest Territories* to the Assembly's Board of Management in November. This document was approved and will guide the Office of the Clerk's efforts to advance and enhance official language services at the Assembly.
- With high COVID-19 vaccination rates in the NWT, the Assembly was able to reinstate their Interpreter program with some limitations. To respect physical distancing, only four interpreters could operate in-person at any given time.
- The Legislative Assembly's Active Offer has been updated to guarantee that any Legislative Assembly-produced document would be translated upon request and that interpreters in any official language would be made available for committee meetings.
- A letter was sent to all Indigenous governments, bands, towns, and hamlets seeking their assistance in expanding the Assembly's interpreter/translator list, as well as requesting feedback on how to better communicate with communities. This outreach succeeded in expanding the list and the Office of the Clerk made important contacts.
- Tracking for interpretation and translation services was instituted to provide for ongoing service improvements and reporting.
- When the Standing Committee on Economic Development and Environment went to Norman Wells to consult with the public on the *Species at Risk Act* and the *Wildlife Act*, a one-page document translated into Dene Kədə́ was shared, detailing reviews of the Acts and the questions the committee would be exploring during the meetings.

- The Legislative Assembly continued to share a satellite channel with the Nunavut legislature and broadcast live and recorded proceedings in most official languages.
- In January, a radio ad in Dene Kэдó, Dene Zhatié and Tłıchq was broadcast on CKLB to advertise the virtual public meeting of the Standing Committee on Government Operations on its review of the *Official Languages Act*.
- As the Legislative Assembly enacted its *Action Plan on Official Languages Use*, it continued building its interpreter-translators services and resources. A standard contract was drafted and approved to retain interpreters, ensure equality in payment, and provide an opportunity for consistent work.
- The Orders of the Day were translated into Dinjii Zhu' Ginjik. The Orders of the Day were also read in Tłıchq by the Committee Clerk in the Assembly House multiple times.
- The daily House Prayer was translated into nēhiyawēwin.
- In June, the Standing Committee on Government Operations held a public meeting regarding the *Official Languages Act* in Inuvik where a Dinjii Zhu' Ginjik and Inuvialuktun interpreter were present, interpreted, and shared their thoughts on the official languages.
- The Board of Management has tasked Assembly staff with bringing forward a proposal to rename designated areas around the Assembly building. Each area name will be translated into one of the official languages.

Municipal and Community Affairs (MACA)

- Dechinta Bush University Centre for Research and Learning received \$50,000 in funding to provide its curriculum for the NWT Youth Corps Program, which includes traditional knowledge, Indigenous languages and cultural teachings.
- MACA employed two regional employees in Behchokq and Norman Wells who speak an Indigenous language. These staff work in positions that do not have assigned duties for translation or interpretation but are paid a bilingual bonus for their ability to communicate and provide service to the public in their Indigenous language.

Workers' Safety and Compensation Commission (WSCC)

- The creation of a new Cultural Safety Officer position allowed for input on cultural matters, including languages, which improved communications with Indigenous stakeholders. A Cultural Safety Review was also performed on WSCC's reception and frontline language services to clarify how Indigenous and non-English speaking

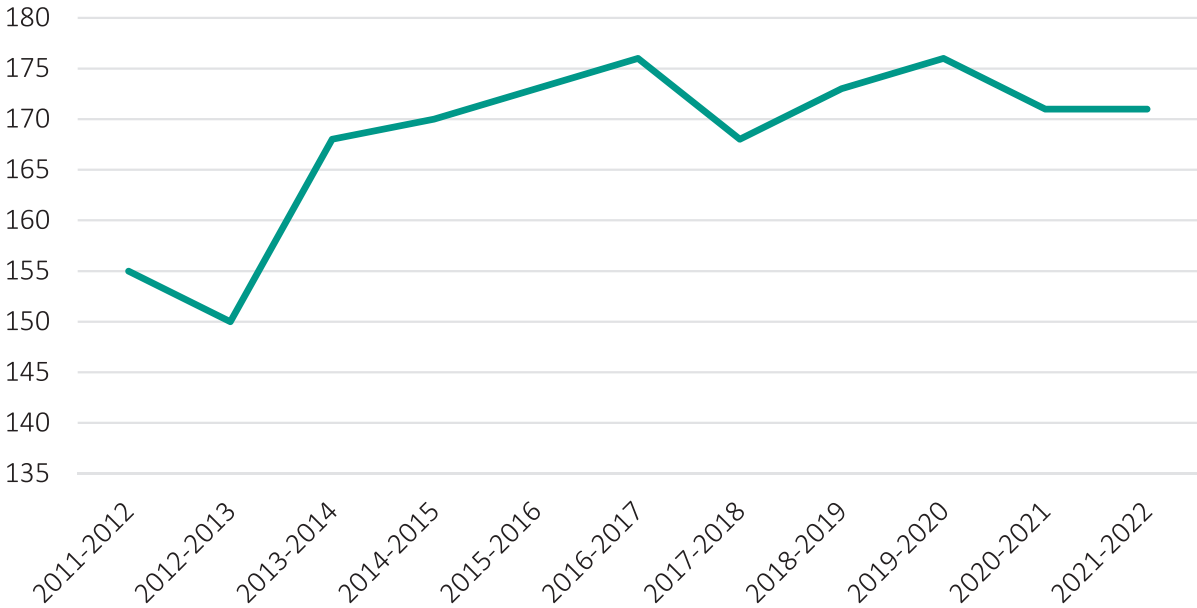
stakeholders accessed WSCC services and/or resources by phone and in person. Areas for growth, improvement, and further evaluation were identified for action in the next reporting period.

- WSCC continued to publish all its media releases, website content, e-newsletters and resources in Inuktitut, English and French. The Strategic and Corporate plan, and Annual Report were also all translated into both Inuktitut and Inuinnaqtun.
- WSCC ran advertising spots on community radio stations that were translated by announcers. Radio and cable television promotional spots (live and pre-recorded) were regularly delivered in Dëne Sų́łné, Dinjii Zhu' Gijjik, Dene Kədə́, Dene Zhaté and Tł́chq on CKLB. WSCC also aired public service announcements in English and Inuit languages on CBC North and translated social media posts into Inuktitut and French.
- WSCC makes interpretation and translation services available in all official languages by client request. WSCC usually employs a contracted external provider for interpretation services, but most Inuktitut services are provided by bilingual staff.

Human Resources

- 171 employees received the bilingual bonus for Indigenous languages in 2021-2022, totalling \$174,398.
- 37 employees of the NWT Teachers' Association (NWTTA) received an Indigenous language allowance, totalling \$226,294 in Indigenous language employee allowances.
- 4,016 GNWT employees enrolled, and 3,388 successfully completed, the new Living Well Together: Indigenous Cultural Awareness and Sensitivity Training eight-module course, which touched on Indigenous languages, by March 31, 2022.
- 19 applicants received employment through the Department of Human Resources Indigenous Career Gateway Program.

Number of GNWT positions receiving a Bilingual Bonus for Indigenous languages

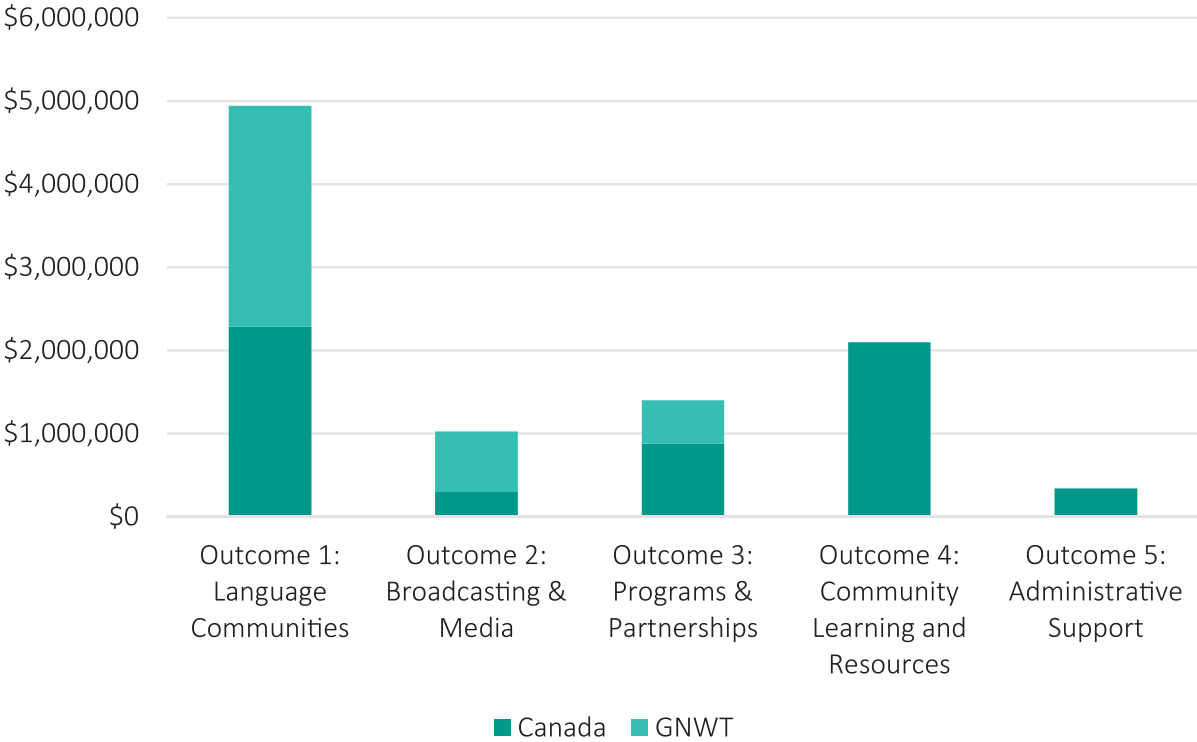


Funding and Expenditures

The GNWT spent \$9,306,074 to support Indigenous language revitalization, community partnerships and public services in 2021-2022.

Description	Actual Expenditures
Language Communities (Indigenous Governments)	\$4,908,678
Broadcasting and Media	\$1,028,000
Programs and Partnerships	\$1,065,673
Community Learning and Resources	\$2,100,000
Administration and Services	\$203,723
TOTAL	\$9,306,074

Distribution of funds under Canada-NWT Cooperation Agreement for Indigenous Languages (2021-2024)



The GNWT spent \$2,100,000 of the Canada-NWT Cooperation Agreement for Indigenous Languages funds for 'Community Learning and Resources,' plus an additional \$9,957,488 of JK-12 funds for education bodies to provide a combined total of \$12,057,488 toward Indigenous language and culture education in 2021-2022.

Description	Actual Expenditures
Community Learning and Resources (Canada-NWT Cooperation Agreement funding)	\$2,100,000
JK-12 Language and Culture Education (ECE funding)	\$9,957,488
TOTAL	\$12,057,488

Since 1997, GNWT departments and agencies have been responsible for funding their own public services in Indigenous official languages. As such, figures are not readily available for departmental expenditures.



French

The Francophone Affairs Secretariat (Secretariat) offers advice, tools and support to government institutions for the purpose of developing plans on French language communications and services, adopting or providing programs, policies and services that reflect the needs of the Francophone community.

In addition, the Secretariat coordinates the provision of French Translation Services government-wide and manages Services TNO, the French languages service centre for the GNWT.

The *GNWT Strategic Plan on French Language Communications and Services 2018-2023* guides government institutions in the development, offer and delivery of French language communications and services to the Francophone community. The plan includes four parts, which cover all aspects of French language communications and services offered and delivery, as well as roles and responsibilities of the GNWT.

The main responsibilities of the Secretariat include assisting government institutions in offering and delivering French language communications and services to the public. The Secretariat works with departmental French language service coordinators to develop plans for delivering French language communications and services, provide guidance on how to implement the Strategic Plan, represent the GNWT on the Ministerial Council on the Canadian Francophonie (MCCF), an intergovernmental organization made up of federal, provincial and territorial ministers responsible for the Canadian Francophonie, and provides funding to help pay for the operation and equipment costs of the Yellowknife community radio station Société Radio Taïga.



2021-2022 Highlights



A total of **3,266,110** words were translated.



76.8% of respondents were either **satisfied or very satisfied** with the quality of the service they received from the GNWT French language service.



170,502 words were translated for social media, which represents **3,312** posts.



Services TNO processed a total of **794** requests.



2021-2022 Year in Review

Secretariat Programs and Services

- The Secretariat received 15 public feedback forms through the *Votre Avis GTNO* public feedback process.
- Services TNO processed a total of 794 requests – an important increase from 2020-21, where a total of 287 requests were made (Services TNO office was closed to the public for a total of 6 months in 2020-21 due to the pandemic – only telephone and email services were maintained). Considering a total of 864 requests were processed in 2019-20, data for 2021-22 indicates that operations are getting back to pre-pandemic numbers.
- The third edition of the Francophone Community Satisfaction Survey was launched in February 2022 – 76.8% of the respondents who used a GNWT French language service indicated being either satisfied or very satisfied with the quality of the service received.
- The executive director of the Secretariat participated at the Annual General Meeting of Association franco-ténoise du Sud et de l'Ouest in Hay River, in February 2022.
- An extensive review and update of all GNWT Points of Public Service (PPS) in French was conducted in February 2022. This will help GNWT institutions monitor all PPS in French and ensure their capacity in offering and delivering communications and services in French complies with the Standards.
- The GNWT has released new instructional videos to help the public and GNWT employees better understand the French active offer, and how to access French language services.
- The results of a *Compliance Audit on GNWT French Communications in the Health Sector* have been published, and the GNWT provided its responses to the recommendations.

GNWT Communications and Services in French

Education, Culture and Employment (ECE)

Beyond the core activities of the Secretariat, other divisions of ECE led or contributed to a number of initiatives:



- The Prince of Wales Northern Heritage Centre (PWNHC) presented various fully bilingual exhibits, such as Our History is Written Everywhere, Breathe, Indigenous Futures and Treaty 11.
- Labour Market Programs delivered a presentation in French about the Nominee Program at Destination Canada Job Fair during Francophone Immigration week. A second event was done in collaboration with Fédération Franco-Ténoise (FFT) and Conseil de développement économique des TNO (CDÉTNO), and the presentation was followed by a panel discussion in French about immigration in the NWT.
- ECE launched the Achievement in Business Competencies (Blue Seal) Program in August 2021, complying with the Standards.
- ECE, on behalf of Collège Nordique Francophone (CNF), successfully applied for multi-year funding from the federal department of Canadian Heritage. This funding will be used to increase the institutional capacity of the CNF. ECE regularly engages with CNF to discuss its plans for continued growth and development and considers CNF to be a valued post-secondary education partner in the NWT.
- In a similar fashion to the additional money provided for French first language programming for fiscal years 2019 to 2023, Canadian Heritage increased the funding for French second-language (FSL) programs over the next three years. ECE met with FSL education bodies to discuss the distribution of the additional funding of \$368,000 in 2021-2022 and \$575,000 in 2022-2023 and 2023-2024. A portion of this additional money will be used to extend the existing Teacher Induction and Mentorship Program for a second year for French second-language educators, in the hopes of improving teacher retention.



Environment and Natural Resources (ENR)

- ENR produced a variety of resources in French, including an information document on arsenic.

Executive and Indigenous Affairs (EIA)

- The first edition of the *GNWT Social Media Guidelines* complements the Standards.
- The GNWT launched a new bilingual eServices portal to provide NWT residents with an additional point of access for government programs and services.

Finance

- Finance held a public engagement in French regarding the budget dialogues.
- Finance launched Liquor Server Training: The SafeServe Certification Program, bilingual online training available to anyone working in the liquor service industry or those seeking employment as a liquor server.

Health and Social Services (HSS)

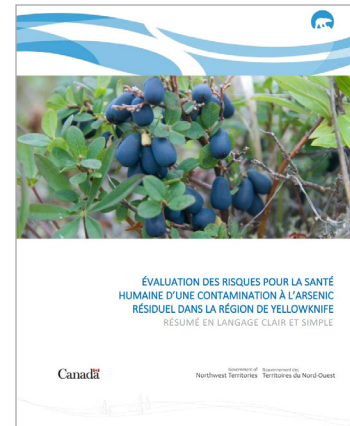
- HSS maintained its partnership with the Réseau TNO Santé to better understand the needs of the Francophone community and inform projects that could enhance and improve their services.

Industry, Tourism and Investment (ITI)

- ITI sponsored Radio Taiga and L'Aquilon's "Le Nord en Affaires" campaign, which profiled companies as they pivoted and/or recovered from COVID-19 restrictions.
- The Business Development and Investment Corporation (BDIC) launched a survey among entrepreneurs and businesses to gather information on needs and feedback on its programs and services. The survey was available in French. The BDIC reached out to the FFT and CDÉTNO to make them aware of the survey and to encourage them to promote the survey to their members and the Francophone business community.

Infrastructure (INF)

- INF launched an online booking system for in-person appointments at the Yellowknife Driver and Vehicles Services office.
- INF provided bilingual monthly construction update and advertisement on the Tł̨chq̨ Highway.





Justice

- The Legal Aid Commission and Coroner’s Office responded respectively to 70 and 15 inquiries in French.
- The Investigations and Standards Office is an independent body of Justice; its responsibilities include investigating complaints made by inmates at NWT correctional centres and people on probation being supervised in the community. Bilingual and mirrored format materials were developed for this new office (logo, brochure, letterhead, poster, forms). The office also uses a bilingual voicemail recording and email signature.
- Justice continued its partnership with the FFT for the Access to Justice in French Project.
- A bilingual campaign advertising the Community Justice Division’s Men’s Healing Fund was launched in April and May 2021, with digital ads and social media ads in both French and English.

Lands

- Lands conducted a public engagement for the *Public Land Act*. French and English mirrored versions were available to allow participants to engage in the language of their choice.
- As part of their Unauthorized Occupancy campaign on public land across the NWT, the Department of Lands created bilingual videos and notices that were affixed to all structures that do not have tenure.

Legislative Assembly

- The Legislative Assembly’s active offer has been updated and standardized. Interpretation or translation can be requested for any public meeting or public information published by the Assembly.
- The Legislative Assembly launched two educational videos in French that are available in French, with or without subtitles.

Municipal and Community Affairs (MACA)

- During the GNWT’s response to community flooding in the Dehcho and Beaufort Delta regions, MACA provided daily flood updates in French and English.
- MACA’s ‘Be Ready’ for emergencies campaign was translated in French and English.
- MACA saw their number of words translated increase by 370% due largely in part to the translation of websites and flood updates.

Workers' Safety and Compensation Commission (WSCC)

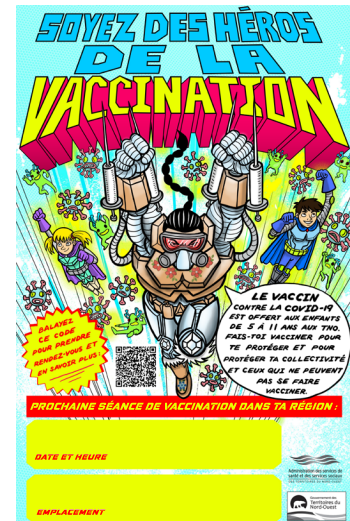
- The WSCC ran the Safety Spotlight campaign, in which a safety theme appropriate to the season was highlighted every quarter. This campaign was run in both French and English simultaneously.



COVID-19

The 2021-22 fiscal year was marked by the second year of COVID-19 impacts. Government institutions developed various materials in French to keep the public informed as the NWT navigated the pandemic.

- French Translation Services were available 24 hours/7 days a week during periods of peak urgency to ensure critical information was available to the public in a timely manner.
- 548,749 words were translated for COVID-19-related documents and website content.
- The Department of Health and Social Services launched a COVID-19 Vaccine Campaign for kids between 5 and 11: the Vaccine Hero Campaign Poster, a Comic Book and a Colouring Contest were all available in French.
- BDIC Business Development Program Fund Aftercare Relief initiative was introduced in September 2021 to provide relief to businesses dealing with the restrictions put in place by the Office of the Chief Public Health Officer during the COVID-19 pandemic. All program information was available in French, and it was advertised and promoted in both English and French. Clients could also apply for funding in French.
- ITI ensured that COVID-19-specific programming for relief and recovery was made available in accordance with the Standards.
- ECE published ads and website content throughout 2021-2022 that provided guidance on COVID-19 in school settings. These campaigns included information for students returning to classes in September 2021. As public health guidance evolved, as did ECE's communications to keep students and their families informed. Ads included print, radio, digital and social.



Human Resources

- 188 employees received the bilingual bonus for French in 2021-2022. This is an 11.2% increase from 2020-21, and a 55.4% increase from 2015-16.
- The GNWT Bilingual Employee Survey was conducted in February. The survey showed that 96% of respondents feel they have a clear understanding of their role in providing French language communications and services.
- 50 employees in bilingual-required or bilingual-preferred positions took the French Language Proficiency Test.
- ECE launched NWT Early Childhood Essentials, a 50-hour online course for staff working in early learning and childcare programming, in both French and English.
- The Northwest Territories Health and Social Services Authority (NTHSSA) coordinated with the CNF to offer French language courses at a variety of competency levels for health staff. The courses focused on conversational French, health-specific terminology, etc. A total of 22 employees participated in the courses, which were held at off-hours so all employees could attend.
- The WSCC hired a French-speaking Safety Officer, which improved their capacity to provide direct service in workplaces.
- A total of 614 employees (GNWT, Hay River Health and Social Services Authority, WSCC) completed the GNWT Onboarding Training for Employees module on Official Languages.

Number of GNWT positions receiving a Bilingual Bonus for French



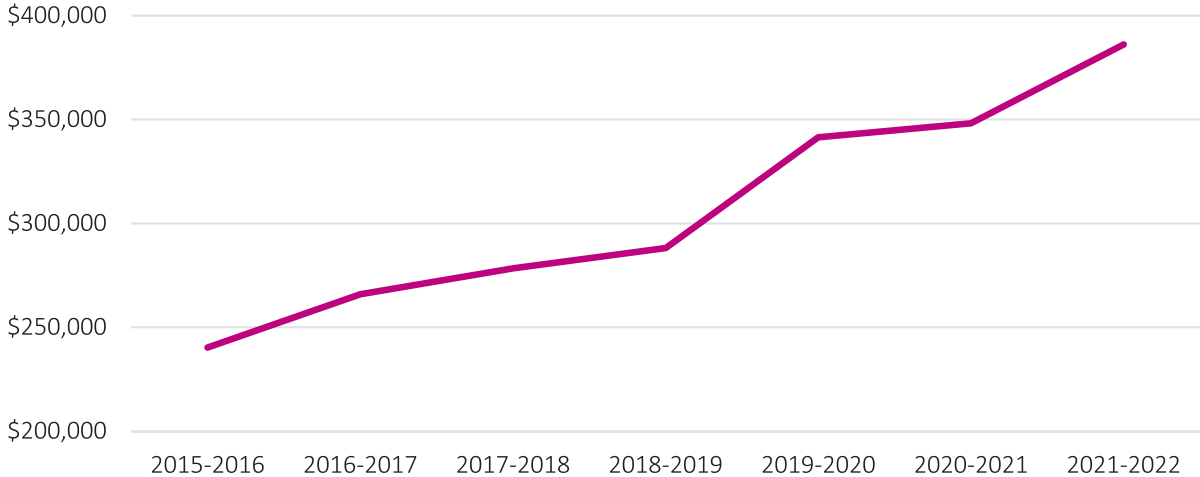
Funding and Expenditures

The GNWT spent \$5,506,963 for French language services in 2021-2022. In the same fiscal year, ECE disbursed an additional \$4,058,195 for French language education programming.

Description	Actual Expenditures
French Language Services	\$5,506,963
French Language Education*	\$4,058,195
TOTAL	\$9,565,158

**Note: This amount does not include the expenditures incurred by education bodies to deliver French language education programming.*

Funding for French language services and education



Looking Forward

- Driver's manuals are expected to be made available to the public in French by the end of 2022.
- The BDIC will undertake a public engagement process to examine and review the *Northwest Territories Business Development and Investment Corporation Act* and regulations. This will involve providing materials in English and French to support engagement, including a discussion paper and sessions.
- ECE will be launching a bilingual online JK-12 educator certification portal, *Certified NWT*, where educators will be able to apply for their certification in French and English. Educators will also be able to access training and professional development materials in French. This portal will provide online training and support for educators in French and English.
- NTHSSA expects to move forward with the development of a software tool that will be used to track a number of datapoints to better understand service volume, capacity, and demand within their system.
- The Legislative Assembly will implement self-guided audio tours of the Legislative building, which will be available in French.
- An evaluation of the *GNWT Strategic Plan of French Language Communications and Services 2018-2023* will start during summer 2022. Conducted by a third-party contractor, the purpose of this evaluation is to determine its overall success and value and to inform the redevelopment of the next five-year *GNWT Strategic Plan on French Language Communications and Services for 2023-2028*.

Government of the Northwest Territories
Department of Education, Culture and Employment
Indigenous languages: indigenous_languages@gov.nt.ca
French language: 867-767-9343/1-866-561-1664 (toll free)
www.gov.nt.ca