



# ANNUAL REPORT ON OFFICIAL LANGUAGES

2024-2025

OCTOBER | 2025

Government of  
Northwest Territories

K'áhshó got'jne xədə k'é hederi Ɂedjhtl'é yeriniwé nídé dúle.

Dene kədá

Ɂerihtl'ís Dëne Sųliné yati t'a huts'elkér xa beyáyati the?q ɬat'e, nuwe ts'ën yólti.  
Dëne sųliné

Edı gondı dehgáh got'je zhatié k'éé edat'éh enahddhę níde naxets'é edahfí.  
Dene zhatié

Jii gwandak izhii ginjik vat'atr'ijahch'uu zhit yinohthan jí', diits'at ginohkhì.  
Dinjii zhuh ginjik

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.  
Inuvialuktun

Ćdłdł ɻnɻn'bΔc ɬɻLJΔRc Δ.ŁbɻnC-ŁyL.Łn, ɬŁc.Łn.Łc ɬŁb.Łn.Łc.Łn.

Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.  
Inuinnaqtun

kispin ki nitawihtin é níhíyawihk öma ácimówin, tipwásinān.  
nēhiyawēwin

Tł̄chq yati k'èè. Dı wegodi newq dè, gots'o gonede.  
Tł̄chq

**Indigenous languages:**

[Request\\_Indigenous\\_Languages@gov.nt.ca](mailto:Request_Indigenous_Languages@gov.nt.ca)

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## Message from the Minister

I am pleased to share the 2024-25 Annual Report on Official Languages. The report showcases the efforts of the Government of the Northwest Territories (GNWT) to protect, promote, and advance official languages in the Northwest Territories (NWT).

As Northerners, and as Canadians, we stand at a critical moment in history. The choices we make today about official languages — including the value we assign to them and the recognition of their connection to the NWT's identity, culture, and heritage—will determine their strength and sustainability for future generations.

In 2024-25, the GNWT lead several initiatives that aimed to protect, promote and advance official languages across the NWT.



In February 2025, Cabinet approved the Indigenous Languages Service Standards, marking an important step towards fulfilling our obligations under the *Official Languages Act* and providing guidance to public servants on how to assist individuals in exercising their language rights. These Service Standards will be implemented across government in Fall 2025, using a phased approach.

February was also Indigenous Languages Month, with the theme for 2025 being 'let us speak together'. This year's theme emphasized the collective responsibility in revitalizing Indigenous languages and encouraging residents to speak together in homes, classrooms and communities. This year, partnered with the NWT Literacy Council, residents were encouraged to build 'Talking Bags' packed with language learning and development resources for schools and communities.

Also, this year, the Mentor Apprentice Program celebrated its sixth year of operation, with 48 pairs of apprentices and mentors completing the training from seven language groups: Dene Kədé, Dëne Sųłiné, Dene Zhatié, Dinjii Zhuh Ginjik, Inuvialuktun, nēhiyawēwin and Tłı̨chǫ.

The Indigenous Language Revitalization Scholarship continues to see success with 36 applicants in the 2024-2025 year, and 10 scholarships awarded.

In 2024-2025, 39 out of 49 NWT schools offered Indigenous language programming as a second language. Four regions and eight schools participated in the continuing pilot of the Indigenous Language Instructor Employment Plan. This pilot is intended to create positions in which trainees work alongside a mentoring language instructor to improve language proficiency and instructor training.

The promotion of French language was also a focus over the last year. In August 2024, I co-chaired the Ministers' Council of the Canadian Francophonie (MCCF) meeting in Halifax, supporting the Council in discussing the development of public policies to strengthen the country's linguistic duality. As part of the co-chair role with the Federal Minister Responsible for Official Languages, I hosted a virtual meeting in February 2025 where federal, territorial and provincial ministers discussed the coordination of investments in the Canadian Francophonie.

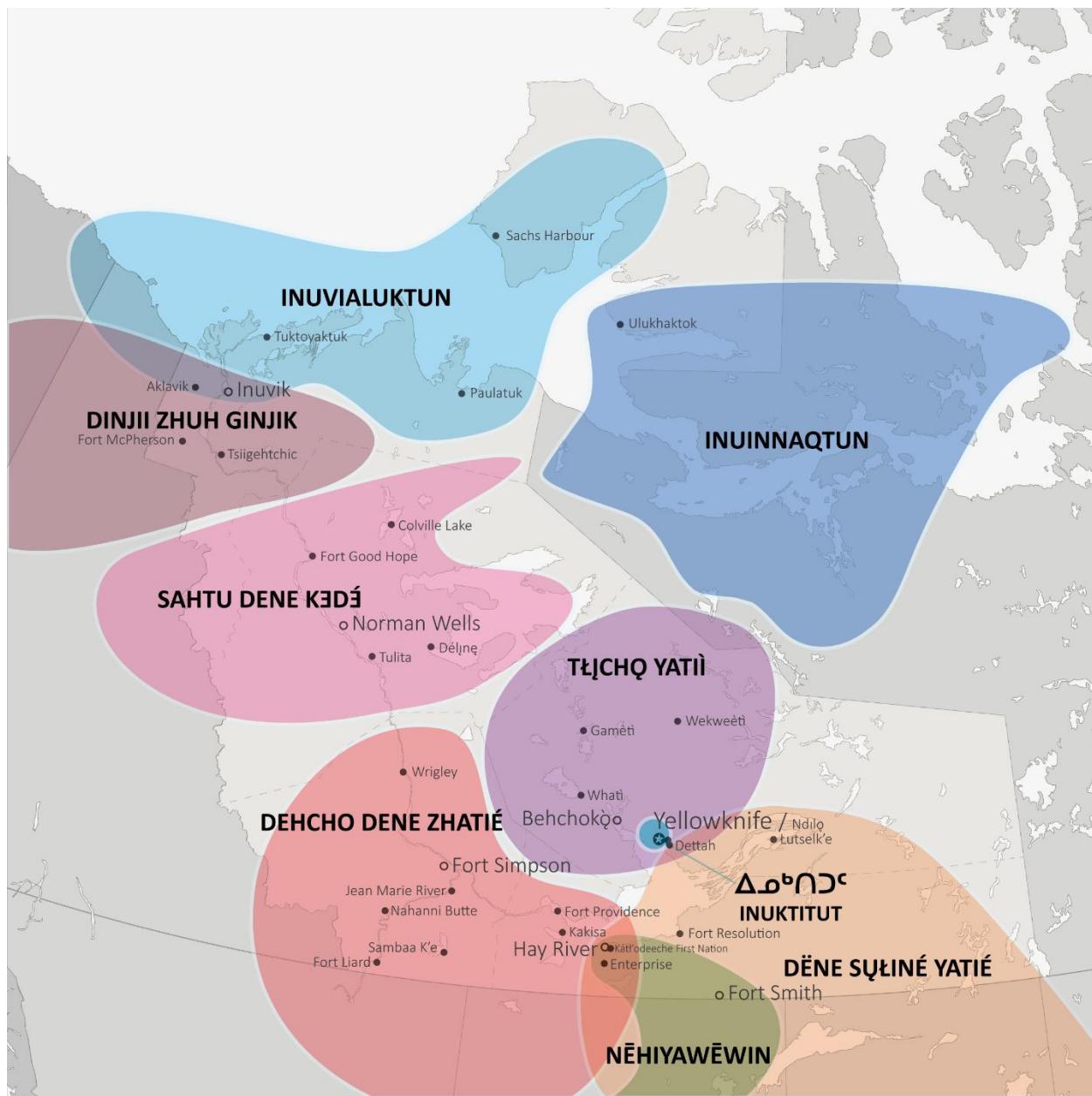
The GNWT continues to ensure that members of the Francophone community can be served in their primary language. In 2024-2025, the GNWT had 176 employees receiving the bilingual bonus for French, supporting the delivery of quality French Language Communications and Services, which is the second largest number of bilingual bonuses for French since the implementation of the Francophone Affairs Secretariat.

Across the GNWT, multilingual resources including signage, directories, booklets, emergency communications, translators, interpreters, social media, public awareness campaigns and advertising were developed in 2024-2025. This ensured residents had greater access and availability to resources and supports in the NWT's official languages.

As a government, we continue to work towards reaching language fluency, greater daily use of Indigenous languages and better support for NWT residents to express themselves in their chosen language now, and into the future.

I would like to recognize the dedication and hard work that residents do with their families, in their homes and communities, in their schools and in their places of employment, and online, to keep the NWT's official languages alive. We all have a responsibility to preserve and promote official languages.

Honourable Caitlin Cleveland  
Minister of Education, Culture and Employment  
Minister Responsible for Official Languages



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

# Official Languages

The NWT [Official Languages Act](#) (Act) recognizes 11 official languages: (Sahtu) Dene Kədá (previously referred to as North Slavey), Dëne Sųłnē (previously referred to as Chipewyan), (Dehcho) Dene Zhatié (previously referred to as South Slavey), Dinjii Zhuh Gnjik (previously referred to as Gwich'in), English, French, Inuinnaqtun, Inuktitut, Inuvialuktun, nēhiyawēwin (previously referred to as Cree) and Tłı̨chǫ. These official languages have equality of status and equal rights and privileges in all government institutions as provided in the Act. The Act also requires that a committee of the Legislative Assembly periodically review the provisions and operations of the Act.

As per the Act's [Government Institution Regulations](#), there are four "significant demand" communities for French language communications and services: Yellowknife, Hay River, Fort Smith and Inuvik. As for the Indigenous languages, they are spoken in communities across the territory.



## Roles and responsibilities

### Minister Responsible for Official Languages

The Minister Responsible for Official Languages directs and coordinates the language policies and programs offered by the Government of the Northwest Territories, including the promotion of language education, the use of official languages when delivering public services and the revitalization of Indigenous languages.

### Languages Commissioner of the NWT

The Office of the Languages Commissioner of the NWT is established under the Act; therefore, the Languages Commissioner is an officer of the Legislative Assembly. They are responsible for ensuring recognition of the rights, status and privileges of each of the territory's official languages and compliance with the provision of public services in official languages. The Languages Commissioner handles complaints regarding language rights and aims to protect, promote and preserve official languages.

### Official Languages Board

The Act also creates the [Official Languages Board](#). Official Languages Board members and alternates represent the NWT's language communities by providing advice to the Minister Responsible for Official Languages on the promotion of language rights, the use of language in public services and the

revitalization of Indigenous languages. Indigenous governments and community organizations of the NWT recommend Official Languages Board appointments to the Minister.

In the 2024-2025 reporting period, the Official Languages Board met virtually in October 2024 and held an in-person meeting in February 2025. The composition of the Official Languages Board as of March 2025 can be seen in the table below.

**Table 1: 2024-25 Composition of the Official Languages Board as of March 2025**

Representative	Official Language Delegation
<b>Mandy Bayha (Vice Chair)</b>	Dene Kədé Member
<b>Sharon Tutcho</b>	Dene Kədé Alternate
<b>Lena Drygeese</b>	Dëne Sųłiné Member
<b>No nomination submitted</b>	Dëne Sųłiné Alternate
<b>Cheryl Cli</b>	Dene Zhatié Member
<b>Mary Jane Cazon</b>	Dene Zhatié Alternate
<b>Robert Charlie-Tetlichi</b>	Dinjii Zhuh Ginjik Member
<b>No nomination submitted</b>	Dinjii Zhuh Ginjik Alternate
<b>Jean-François Pitre</b>	French Member
<b>Audrey Fournier</b>	French Alternate
<b>Beverly Siliuyaq Amos</b>	Inuvialuktun Member
<b>Susan Peffer</b>	Inuvialuktun Alternate
<b>Emily Kudlak</b>	Inuinnaqtun Member
<b>Joshua Oliktoak</b>	Inuinnaqtun Alternate
<b>Martha Porter</b>	Inuktitut Member
<b>Matilda Nakoolak</b>	Inuktitut Alternate
<b>Lloyd Cardinal</b>	nēhiyawēwin Member
<b>Arthur Beck</b>	nēhiyawēwin Alternate
<b>Tammy Steinwand-Deschambault (Chair)</b>	Tłchǫ Member
<b>Jacynthia Rabesca</b>	Tłchǫ Alternate

*Note: There is no nominating body for English at present.*

## Canada-NWT Languages Agreements

Since 1984, the Government of Canada has partnered with the Government of the Northwest Territories to fund Indigenous languages programs and services in the territory. In July 2024, the GNWT ratified the Canada-NWT Agreement on Indigenous Languages 2024-2027 (Canada-NWT Agreement) providing status quo federal funding of \$17.7M over three years to support the delivery of Indigenous language programs. In 2024-2025, this agreement continued to provide \$5.9 million per annum to NWT Indigenous language programs and initiatives under the *Canada-NWT Action Plan for Indigenous Languages*.

Under the original Agreement of 1984, the Government of Canada also agreed, on an ongoing basis, to bear all costs related to the provision of French language communications and services to the public. In March 2024, the Government of Canada and the Government of the Northwest Territories signed a new five-year agreement, the *Canada-NWT Agreement on French Language Services 2023-28*, to support the planning and delivery of French language communications and services in the NWT until March 31, 2028. Under the new agreement, \$5.9 million will be invested per fiscal year, for a total of \$29.5 million over five years. In July 2024, the Government of Canada and the Government of the Northwest Territories signed an agreement for a multi-year special project of \$250,000 for the provision of two compliance audits and the final evaluation of the Strategic Plan 2023-2028.

## INDIGENOUS LANGUAGES

# Indigenous Languages

## Indigenous Languages Secretariat

In 2014, the Indigenous Languages and Education Secretariat was established to enhance the protection, revitalization and strengthening of Indigenous languages. In 2024, the Education and Culture Branch of the Department of Education, Culture and Employment was restructured with the creation of a new Languages and Culture Branch alongside the Education Branch to raise the profile of Languages and Culture. At this time, the Indigenous Languages and Education Secretariat was renamed to the Indigenous Languages Secretariat, which saw the Indigenous language education-related initiatives transfer to the Junior Kindergarten to Grade 12 System Services Division.

The work of the Indigenous Languages Secretariat is guided by the [\*NWT Indigenous Languages Framework and Action Plan\*](#) — 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 quality public services in all official Indigenous languages.

### **NWT Indigenous Languages Action Plan progress**

The GNWT committed to the development of a comprehensive plan to address access to services in Indigenous languages and is implementing the [\*NWT Indigenous Languages Action Plan\*](#). Progress continued in the 2024-2025 fiscal year to complete the [remaining actions](#) of the Action Plan.

The Action Plan reaffirms the [\*Official Languages Policy\*](#) (Policy), which states that members of the public shall have reasonable access to programs and services in the NWT official languages, and outlines deliverables that will enable all people in the NWT to use and benefit from quality public services in all official Indigenous languages.

### **Enhancing Indigenous Languages Services**

The organizational structure for the provision of Indigenous languages services includes:

- The Indigenous Languages Secretariat has two and a half (2.5) dedicated staff who lead efforts to improve service delivery and support the GNWT in fulfilling its obligations under the [\*Act\*](#) and Policy. The Indigenous Languages Secretariat is responsible for creating guidelines under the Policy to coordinate communications in Indigenous languages and service delivery across government institutions.

- The Indigenous Languages Communication Guidelines were released in 2023. The Guidelines continued to be implemented across government. They are intended to assist government institutions in meeting their legal obligations under the Act, which recognizes that everyone has the right to communicate with and receive government programs and services in the official language of their choice.
- In February 2025, the Indigenous Languages Services Standards received Cabinet approval and will be implemented across government through a phased approach beginning in Fall 2025. These standards are designed to further support government institutions in fulfilling their obligations under the Act and offer guidance to public servants on assisting individuals in exercising their language rights by accessing services in the nine official Indigenous languages.
- Each department has assigned an Indigenous Languages Coordinator to sit on the Indigenous Languages Coordinator Committee to address matters related to Indigenous languages communications and services across GNWT departments and agencies.

GNWT staff resources:

- A section was developed on the Bear Net intranet to house Indigenous language resources that are accessible to all GNWT staff.
- The resources include information and forms for requesting Indigenous language translations, excel sheet of words, phrases and greetings in Indigenous languages, and more.
- Additional resources to support staff with the implementation of the Indigenous Languages Services Standards will be added to Bear Net in Fall 2025. These will include newly developed active offer materials and language posters for government offices throughout the territory.

Indigenous languages resources for public use:

The section for [Indigenous language resources](#) on [www.ece.gov.nt.ca](http://www.ece.gov.nt.ca) includes Indigenous languages words and phrases, a list of specialized words and accents, the NWT Indigenous languages keyboard and autocorrect and much more.

Greetings	
Dene Kadá / den-eh kuh-day	
ngha dágħi'e nay-għan dha-go-day	Hi / hello
nikkule nah-ik-uh-lah	Good Morning
— séred — say-reh-dee	My name is _____
maħu muh-see	Thank you



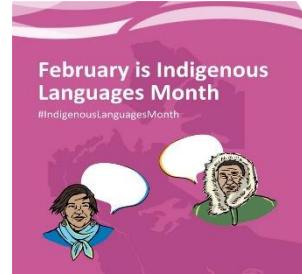
## Indigenous Language Revitalization Programs

### Indigenous Languages Month

The theme for Indigenous Languages Month in 2025 was “Let’s Speak together” and encouraged Indigenous languages use with one another by outlining how to say introductory phrases in all nine of the official Indigenous languages.

The Indigenous Languages Secretariat partnered with the NWT Literacy Council to build “Talking Bags” full of language learning and development resources for schools and communities. Additionally, ECE shared language learning resources through social media posts on Facebook, directing the public to the [Indigenous Languages Resources](#) page on the ECE website.

During Indigenous Languages Month, an internal campaign on Bear Net showcased a variety of monthly tips and recommendations for [government institutions](#), including lists of common phrases in all official languages and good practices for including Indigenous languages in projects and communications.



### Mentor-Apprentice Program

In 2024-25, the sixth year of the Mentor-Apprentice Program was delivered in partnership with seven Indigenous governments: Inuvialuit Regional Corporation, Gwich'in Tribal Council, Sahtu Dene Council, Dehcho First Nations, Tł'chǫ Government, NWT Métis Nation and Akaitcho Territory Government.

The Mentor-Apprentice Program continues to provide the following program supports:

- Wellness check-ins as part of the Apprentice monthly one-on-one check-ins;
- A book club supported by a print and audiobook;
- Monthly program webinars;
- Monthly virtual networking lunches;
- Wellness Sharing Circles for both apprentices and mentors; and
- Access to one-on-one counselling sessions through the program Resolution Health Support Worker through the NT/NU Council of Friendship Centres and/or a Traditional Counsellor/Elder with the Arctic Indigenous Wellness Foundation for both apprentices and mentors.



## Highlights:

- 66 applications were received and reviewed by the selection committee, which consisted of Indigenous Languages Secretariat staff and representatives from each of the Indigenous governments that the Mentor-Apprentice Program partners with.
- 52 pairs were invited to participate in the program.
- 48 pairs of apprentices and mentors completed the required training from seven language groups: Dene Kədá, Dëne Sųłiné, Dene Zhatié, Dinjii Zhuh Gnjik, Inuvialuktun, nêhiyawêwin and Tłı̨chǫ.
- 36 pairs of apprentices and mentors completed 200 hours of language immersion in the program.
- The Mentor-Apprentice Program final gathering was held in Yellowknife on February 18-19, 2025, and included:
  - opening remarks by Minister Caitlin Cleveland;
  - welcome address from Assistant Deputy Minister of Languages and Culture, Fraser Lennie;
  - the Official Languages Board joined for the afternoon sessions (keynotes and panel);
  - Qulliq lighting ceremony by Hovak Johnston;
  - keynote speeches from Indigenous language champions Sabet Biscaye (mentor) and Hovak Johnston (apprentice);
  - Mentor-Apprentice participant panel: Lisa Zoe (apprentice), Betty Elias (apprentice), and Priscilla Canadien (former apprentice/current mentor);
  - evening banquet – opening remarks provided by Deputy Minister, Jamie Fulford and Official Languages Board Chair, Tammy Steinwand-Deschambault;
  - Mentor-Apprentice Program participant language demonstrations and participation certificate and award presentations;
  - closing drum dance by Yellowknives Dene First Nations Drummers and Inuit Dance demonstration.
- In November 2024, the **Premier's Award for Indigenous Partnership Excellence** was presented to the Mentor-Apprentice Program Team, which includes Indigenous Government partners and Indigenous Languages Secretariat staff, for their dedication to revitalizing Indigenous languages through mentor-apprentice pairings across seven Indigenous language groups.

The GNWT's annual Premier's Awards for Excellence recognize the outstanding achievements of employees and partners who strive for excellence and innovation in the public service.



## Partnerships

In 2024-2025, ECE met twice, in-person with Regional Indigenous Language Coordinators from Indigenous governments to share wise practices for language revitalization programming, to strengthen the school-community relationship, and to work on their Indigenous Language Plans. Additionally, in March 2025 Regional Indigenous Language Coordinators attended the Supporting Indigenous Languages Revitalization Gathering in Edmonton, Alberta, through their professional development fund, as part of the Canada-NWT Agreement. At the conference, ECE presented two sessions:

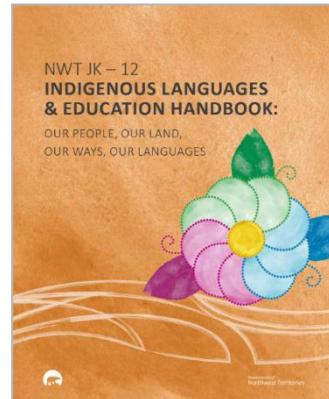
1. *NWT Mentor-Apprentice Program – A Partnership in Language Revitalization* in Partnership with Regional Indigenous Language Coordinators.
2. *Community Led Immersion Circles – An Introduction to a 4-part Community-Based Approach to Language Learning.*



## Indigenous Languages Education

[NWT Junior Kindergarten to Grade 12 - Indigenous Languages and Education Policy](#) guides culture and language-based education. It ensures that schools actively implement the foundational curricula of *Dene Kede* and *Inuuqatigiit* as well as the [Indigenous Languages and Education Handbook: Our People, Our Land, Our Ways, Our Languages](#).

The *Indigenous Languages and Education Handbook* provides administrators and classroom teachers with a user-friendly guide to implement the *NWT Junior Kindergarten to Grade 12 - Indigenous Languages and Education Policy* and ensures quality culture and language-based school programming. The final iteration was completed in fall 2023.



The Junior Kindergarten to Grade 12 System Services divisions and Indigenous Language Coordinators, alongside the Regional Indigenous Language and Education coordinators, continue to collaborate with each education body to determine Indigenous Languages and Education Handbook

implementation and training workshops for the school year. 39 of 49 schools<sup>1</sup> offered Indigenous language programming as a second language in the 2024-25 school year.

In the 2024-25 school year, four regions participated in the continuing pilot Indigenous Language Instructor Employment Plan. The Indigenous Language Instructor Employment Plan will create positions in which trainees will work alongside a mentoring language instructor to improve language proficiency and instructor training. Eight schools participated in the pilot from the Beaufort Delta, Dehcho, North Slave and Sahtu regions.

### Indigenous Language Revitalization Scholarships

There were 36 applicants for the 2024-2025 Indigenous Language Revitalization Scholarship intake in December 2024, of whom ten applicants were awarded scholarships.

Scholarships of \$5,000 each are awarded annually to ten NWT students to help offset the costs of completing a certificate, diploma, degree program or other training that supports Indigenous language revitalization.

There have been 71 Indigenous Language Revitalization Scholarships awarded from 2018 to 2024.

## Departmental Initiatives

### Programming

- The Department of Environment and Climate Change continues to run the [Respectful Harvest Campaign](#), developed in partnership with Indigenous governments, which outlines principles for a respectful harvest, information on harvest restrictions and links to where you can learn more. In addition:
  - The department signed a contribution agreement with the Sahtu Renewable Resources Board (SRRB) to support Boreal Caribou Range Planning in the Sahtu Region. As part of the agreement, funding was allocated for the SRRB to hire translators for regional working group meetings, community meetings, and pre-regional working group meetings, ensuring that Indigenous participants could speak and listen in their own language, Dene Kədé.



<sup>1</sup>The 10 schools not offering Indigenous language programs as a second language option include two schools that offer only English as a second language option, three schools which do not currently have an Indigenous language instructor and five schools which offer culture and language programs as part of a whole school approach but not as a second language option.

- Cumulative Impact Monitoring Program (CIMP) workshops focused on habitat classification workshops hosted by the department have explored how Inuvialuit land users classified habitats in their own language. The outcomes were used to develop a Traditional Knowledge-based habitat classification system and corresponding maps.
- The department is also collaborating with the Tłı̨chǫ Government and Wek'èezhì Renewable Resources Board on a final draft of a Wek'èezhì Forest Management Plan. This plan includes Tłı̨chǫ names for places, animals, trees and plants, with translations provided by the Tłı̨chǫ Government.
- The Department of Executive and Indigenous Affairs is working to finalize a Gender-Based Violence and Missing and Murdered Indigenous Women and Girls (MMIWG) Indigenous Languages Terminology Booklet. This is a multilingual resource featuring key terms related to gender-based violence and MMIWG.
  - While work was done on the project during the 2024-2025 fiscal year, it will be released in 2025 as part of the GNWT's ongoing work to support cultural awareness, accessibility, and reconciliation.
- The Legislative Assembly honoured its Sessional Interpreters through a series of initiatives to mark Indigenous Languages Month in February 2025:
  - Biographies of each Interpreter were collected and shared on the Assembly's Instagram and Facebook platforms, recognizing their important contributions to the preservation and promotion of Indigenous languages.
  - A special Valentine's Day event in the Great Hall, called For a Love of Our Languages, where Grade 1 students from Itł'ǫ School performed the song "I Love You All" in Willıdeh for the Interpreters. The [performance](#) was a heartfelt moment that celebrated language and connected generations—young learners honouring the language keepers who have carried these words through time.
  - A group photo of the interpreters in the Chamber including a message of appreciation was [shared](#) on the Assembly's Instagram and Facebook platforms. A formal Thank you Letter from the Speaker was sent to each Interpreter to acknowledge their contributions.
- The Legislative Assembly also facilitated several programming activities to support Indigenous Interpreters:
  - The Speaker of the Legislative Assembly committed to hosting a luncheon with the Assembly's Sessional Interpreters and the Minister Responsible for Official Languages during each sitting, to build relationships and show appreciation for their essential work.



- Sessional Interpreter Professional Development Day: a new annual initiative launched by the Legislative Assembly to provide Interpreters with a space to discuss what is working, identify challenges, share best practices, and participate in training as needed. This gathering also serves to introduce new interpreters and foster a stronger professional network.
- The Legislative Assembly Sessional Interpreters Prayer or Reflection: During sittings, one Interpreter now delivers a daily prayer or reflection. These moments often include personal stories, cultural teachings, or songs—bringing Indigenous knowledge and language to the forefront of Assembly proceedings.
- The Workers' Safety and Compensation Commission has a contingent of Inuktitut-speaking staff to better serve Inuit shareholders. Additionally, the Commission has completed project approval and planning phase of a new public awareness campaign focused on Workers' Rights that will be available in all official languages.

## News and media

- An [Indigenous Languages Month news release](#) issued in January 2025 celebrated the diverse Indigenous languages of the territory and encouraged residents to keep them alive by speaking them together, using the catchphrase “Let’s Speak together”.
- A Minister’s Statement delivered during session by Minister Cleveland on Indigenous Languages Month in February 2025 was translated and delivered in Inuvialuktun:



English	Inuvialuktun
<p>Mr. Speaker, “let’s speak together.” That is the theme of this year’s Indigenous Languages Month, which we celebrate every February. This month, we encourage residents to speak together – in homes, in classrooms and in communities. Indigenous Languages Month is a time to honour and celebrate Indigenous languages. This year’s theme emphasizes the collective responsibility in revitalizing our Indigenous languages. Every conversation in an Indigenous language strengthens its future.</p> <p>Mr. Speaker, for generations, colonial policies sought to erase Indigenous languages. That legacy remains, but Indigenous governments, language advocates, and communities continue their work to preserve and promote their languages. The Government of the Northwest Territories stands with them,</p>	<p>Uqaqtuq, “Uqaqtigluta.” Tatqiqsiunmi Februarymi taimanna atchigaat quviasugvígigamitjung uqausivut.</p> <p>Uvani tatqiqsiunmi, uqaqtigingniatqublusi – aimavingni, ilisarvingni inuuniarvingnilu.</p> <p>Tanngungittuat Uqausingit Tatqiqsiungani uqarniaqsaqtusi quviagilugu uqavut.</p> <p>Uvani ukiumi itqaumayavut tamapta pimayaksavut uqauchivut Tanngungittuanni.</p> <p>Ulapilaittuq uqarniarupta ublurniq tamaan.</p> <p>Uqaqtuq, taimangaaniin qanga, tanaaluit maqairniaqsimayaat uqauchivut.</p> <p>Taimanittuq suli, aglaan Tanngungittuat kavamangit, uqausiliqiyitlu, inuuniarviitlu suli savaksimayut puiguqtailitqublugu uqausingit.</p> <p>Kavamatkut Nunatchiami ikayurniaqsimayuatlu, ukpiriblutiik uvagut pimayaksavut nutim piniarivut ikayuqtigikkuta.</p>

recognizing that real Reconciliation demands action.

- Below is a list of the various Indigenous language related advertising campaigns and initiatives undertaken by the Department of Education, Culture and Employment.
- For Indigenous Languages Month, promotion included: print advertising (NNSL, l'Aquilon, NWT Teachers' Association newsletter), radio advertising, digital ads on Facebook, CKLB and l'Aquilon, social media content and promotional items such as Talking bags for Regional Indigenous Language Coordinators. The campaign this year was expanded to include social media posts/cover images and website sliders on all GNWT department websites.
- Promotion for the Indigenous Languages Revitalization Scholarship included a Public Service Announcement, a website banner, print advertising in News North and l'Aquilon, digital advertising on Cabin Radio, CKLB and Médias ténois, social media content (including posts in all the official Indigenous languages) and an email to Student Financial Assistance recipients.
- A congratulatory message *Congratulations NWT high school graduates* was issued at the end of the school year and *Welcome back to school* were celebrated through social media messaging in all 11 official languages.



- Radio advertising with CKLB was arranged for Student Financial Assistance to communicate the full-time student application deadline for October 31 in five Indigenous languages: Dene Kədá, Dëne Sųłné, Dene Zhatié, Dinjii Zhuh Ginjik and Tł̄chq̄.
- A call for applications for the Mentor-Apprentice Program was made through CKLB radio advertising in Dene Kədá, Dëne Sųłné, Dene Zhatié, Dinjii Zhuh Ginjik and Tł̄chq̄.
- The Income Assistance for Seniors and Persons with Disabilities [webpage](#) was translated into Dene Kədá, Dëne Sųłné, Dene Zhatié, Dinjii Zhuh Ginjik, Inuinnaqtun, Inuktitut (syllabics), Inuktitut (roman orthography), and Inuvialuktun.
- The Student Financial Assistance Program Form D – Application for funding for full time students was translated into Tł̄chq̄.
- Radio ads ran on CKLB in all available Indigenous languages, advertising the Senior Home Heating Subsidy and minimum wage adjustment.
- Social media posts were created in official Indigenous languages for the following :
  - Supporting Child Inclusion and Participation funding through early learning and child care
  - Early Learning and Child Care Scholarship
  - Promoting the Minimum wage increase on September 1, 2024
  - Indigenous Language Revitalization Scholarship
  - Senior Home Heating Subsidy
  - Small and Medium Arts Project Grant
  - NWT Arts Selection Committee
  - Pink Shirt Day
  - Happy National Indigenous People's Day
  - National Day for Truth and Reconciliation
  - NWT Literacy Awards
  - A "Happy Valentine's Day" message
- The Department of Environment and Climate Change coordinated digital ads for their Respectful Harvest Campaign from February 14 to April 30, 2025, on Cabin Radio in three Indigenous languages. The department also ran numerous CKLB radio and digital ads in various Indigenous languages. Campaigns that included ads in Indigenous Languages included:
  - Youth Water Grant Advertisements
  - Waste Reduction & Recycling Campaigns



- Bear Awareness Campaign
- *Take a Family on the Land* Program
- Wildfire Prevention Advertising
- Surface Rights Board Appointment Notices
- Iron Bacteria Sampling Awareness
- Trapper Mentorship Program
- *Take a Kid Trapping* Program
- Climate Change: Hear Your Story (HYS)
- Ts'udé Niljné Tuyeta (TNT) Board Appointment Announcements
- Boards Campaign (December–January)
- Bison Exclusion Zone Public Awareness
- *The Future: Harvesting Caribou* Series
- WRRI (Water and Resource Research Initiatives)
- Climate Change Youth Council Recruitment
- *Take a Kid Trapping* (Repeat Campaign)
- The Department of Health and Social Services translated their 811 posters into Tł'chǫ, Dene Zhatié and Dene Kədó. Radio Ads were also produced for the Elder Abuse Awareness Day Campaign and Accessibility and Inclusion Award. The department also translated departmental words and phrases into Dene Zhatié and Dinjii Zhuh Ginjik.
- The Legislative Assembly ran a targeted Meta awareness campaign as part of Indigenous Languages Month, highlighting a video of the It'q School Grade 1 [Choir singing](#) to the Assembly's Sessional Interpreters in Wìlììdeh. The campaign promoted the celebration of Indigenous languages and helped increase visibility of interpreter contributions.
- The Legislative Assembly also honoured the memory of Evelyne Parry of Fort McPherson, a Sessional Gwich'in Interpreter who passed away in 2024, with a tribute post. The post recognized her vital role in preserving and sharing the Gwich'in language in the Chamber and with CKLB Radio. The Legislative Assembly similarly honoured the memory of previous interpreter, Tom Unka, with a tribute post. The post recognized Mr. Unka's continuous effort to preserve the Dëne Sųłiné language his great cultural pride for his Indigenous heritage and way of life.
- The Legislative Assembly broadcasted radio advertisements for the Order of the Northwest Territories (ONWT) with Tł'chǫ translation to encourage nominations and promote awareness in the communities.



- Housing NWT conducted program-related radio ads in various official Indigenous Languages for the Canada NWT Housing Benefit (CNHB).
- Prosper NWT (formerly the Business Development and Investment Corporation) coordinated digital and radio ads on CKLB to promote Digital Support Programs ([Canada Digital Adoption Program](#) and [Accelerate Digital Adoption Projects for Tomorrow Fund](#)).
- All Workers' Safety and Compensation Commission advertising (radio, print and digital) in Nunavut is done in Inuktitut and English. Advertising in the NWT is done through CKLB for translation and radio broadcast.

## Interpretation and translation

- NWT Fire Information Officers with the Department of Environment and Climate Change have local language interpreters available when on an incident. They also liaise with local radio to ensure messaging is available in the appropriate languages.
- The Department of Environment and Climate Change utilized a Dene Kədá interpreter for Regional Working Group Meetings, Community Meetings, and Pre-Regional Working Group Meetings for their Boreal Caribou Range Planning.
  - Interpreters were also contracted for Habitat classification workshops in Inuvik, Paulatuk, Tuktoyaktuk, and Aklavik during the 2024-2025 fiscal year.
- The Department of Education, Culture and Employment translated Income Assistance emergency benefit information which was used to developed information sheets and social media content. Translations in eight Indigenous languages were received.
- The Department of Finance's Long Service Awards and Retirement Certificates are available to employees in the official language of their preference. A retirement certificate and a resignation certificate were translated in 2024-2025 into Dene Kədá.
- The Department of Health and Social Services' "North Star" was translated in all Indigenous languages related to a project for Primary Health Care Reform. The Department of Health and Social Services Elder Abuse Awareness factsheet was also translated into eight of the nine official languages.
- The Department of Infrastructure used Interpretation services in Tłı̨chǫ for engagement sessions on the Dehk'è Frank Chanel Bridge Replacement Project in Behchokǫ, held on February 11 and 12, 2025. Interpretation services were also used in Dëne Sųłiné for full day Taltson Steering Committee Meeting in Dettah, held on November 5, 2024.

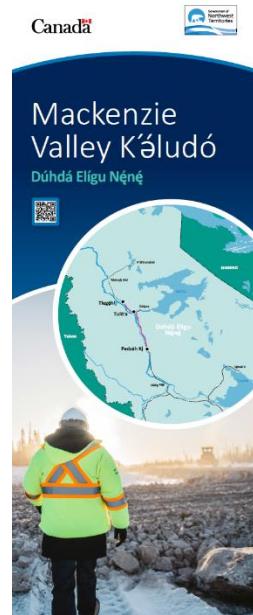


- The Department of Industry, Tourism and Investment (ITI) completed translations in all 9 official Indigenous languages for information at the 60th Parallel Visitor's Information Centre on the Alberta/NWT border. Further ITI translations included the Tłı̨chǫ for a banner celebrating the grand opening of the North Arm Park campground; a Dene Kədá translation for the Canol Trail, Tłı̨chǫ for Selling Artwork, and Tłı̨chǫ and Dëne Sųłiné versions of the Support for Entrepreneurs and Economic Development (SEED) Brochure.
- The Department of Justice's NWT Rental Office used Dene Kədá (North Slavey) interpretation services twice in 2024-2025.
  - Legal Aid used Dene Kədá interpretation services three times and Tłı̨chǫ one time.
  - In addition, Legal Aid court workers translated numerous documents and assisted clients in the communities of Behchokǫ and Whatì, where many residents do not speak English as a first language. No costs are associated with these services as they are provided in-house. Court services used interpreter services one time in Dene Zhatié, 43 times in Tłı̨chǫ, nine times in Dene Kədá, one time in Dëne Sųłiné, three times in Dene Zhatié, five times in Inuktitut. Tłı̨chǫ translation services were used twice.
  - The Hay River Court Registry used interpreter services three times and translation services one time in Dene Zhatié.
  - The NWT Court Registries used translation service twice.
- The Legislative Assembly regularly interprets Session days and Committee meetings. Sessional proceedings were interpreted live into the nine official Indigenous languages of the Northwest Territories, ensuring that residents across the territory could follow debates and discussions in their own language.
- The Department of Municipal and Community Affairs' CanTalk interpretation services are contracted by NWT 911 for over 200 languages, including Dene Kədá, Dëne Sųłiné, Dene Zhatié, Inuktitut, nēhiyawēwin and Tłı̨chǫ. Service provides live interpretation upon request. The department also had Emergency Alert messaging translated into all nine official Indigenous languages, as well as translations prepared for a Community Government meeting and programming related to National Volunteer Day.
- Housing NWT's mission, values and vision statement were translated into the remaining Indigenous languages that were not captured in 2023-2024.
- Housing NWT's Tenant Handbook was translated into Tłı̨chǫ and Dene Zhatié. A list of common phrases was also translated into some Indigenous languages for the Minister's Office.



## Signage

- Signage was translated for use by the Department of Environment and Climate for some contaminated sites.
- The Department of Infrastructure organized pop-up banners for the Mackenzie Valley Highway project in both Dene Kədá (North Slavey) and Dene Zhatié.
- The Department of Industry, Tourism and Investment developed a North Arm Park Highway and campground signs, as well as Fred Henne Prospector Trail Signs that included Indigenous languages translations.
- The Department of Justice updated their building directory sign located at the entrance of the Yellowknife courthouse in 2024-2025 to include Inuktitut, in addition to English, French and Tłı̨chǫ. The Tłı̨chǫ wording was also proofread and revised.
- The Department of Justice obtained translations for RCMP signage into Inuinnaqtun.
- The Legislative Assembly updated and printed its Rules of the Gallery posters to include the name of the language on each version, enhancing recognition and respect for all official Indigenous languages.
- Housing NWT updated their signage for their North Slave District Office and Sahtu District Office following the name change.
- The Department of Infrastructure produced an airport improvements project poster in Dinjii Zhuh Gnjik for the Inuvik airport, along with a Whatì Access Road Improvement project sign in Tłı̨chǫ. Additionally, RCMP detachment signage was produced for several communities in Dene Kədá and Dene Zhatié. A Tatsqot'íné Building directional sign was also produced for the Yellowknife area in Tłı̨chǫ.
- The Workers' Safety and Compensation Commission has permanent signage in its offices in both Inuinnaqtun and Inuktitut. The lobby signage/directory for the Yellowknife office is also in all official Indigenous languages.



## Human resources

In 2024–2025, a total of 151 employees received the bilingual bonus for Indigenous languages, amounting to \$159,398.89. Of these, 25 were employed by GNWT departments, while the remaining 126 worked for other government institutions. This is a decrease from 169 employees in fiscal 2023-2024.

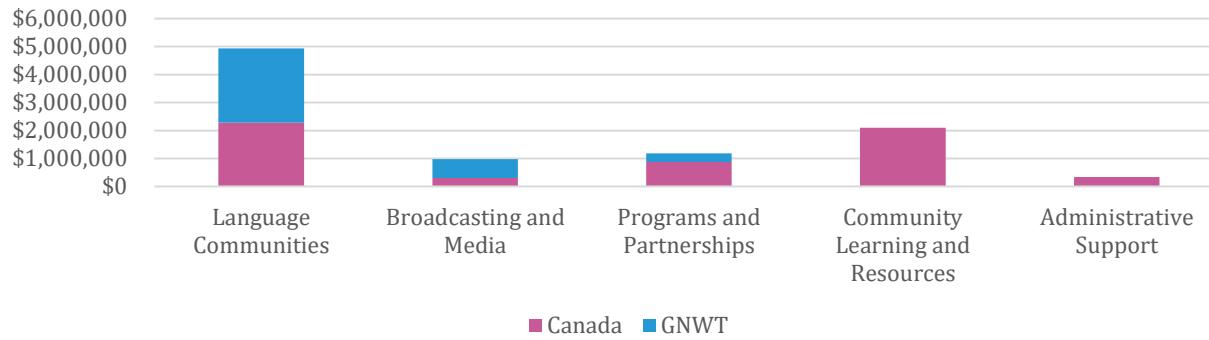
51 employees of the NWT Teachers' Association received an Indigenous language allowance, totalling \$286,091.33 in Indigenous language employee allowances.

## Funding and expenditures

The GNWT spent \$9,191,097 to support Indigenous language revitalization, community partnerships and public services in 2024-2025.

Description	Actual Expenditures
<b>Language communities (Indigenous governments)</b>	\$4,898,324
<b>Broadcasting and media</b>	\$976,000
<b>Programs and partnerships</b>	\$962,386
<b>Community learning and resources</b>	\$2,100,000
<b>Administration and services</b>	\$254,387
<b>TOTAL</b>	<b>\$9,191,097</b>

### Distribution of funds under Canada-NWT Agreement on Indigenous Languages (2024-2027)



The GNWT spent \$2,100,000 of the *Canada-NWT Agreement on Indigenous Languages* funds for “Community learning and resources,” plus an additional \$10,544,555 of Junior Kindergarten to Grade 12 funds for education bodies to provide a combined total of \$12,644,555 toward Indigenous language and culture education in 2024-2025.

Description	Actual Expenditures
<b>Community learning and resources (Canada-NWT Agreement on Indigenous Languages funding)</b>	\$2,100,000
<b>JK-12 Language and Culture Education (Department of Education, Culture and Employment funding)</b>	\$10,544,555
<b>TOTAL</b>	<b>\$12,644,555</b>

# FRENCH

# French

## Francophone Affairs Secretariat

The Francophone Affairs Secretariat serves as a central support agency for government institutions with regards to French language communications and services. It provides advice on the interpretation and implementation of both the GNWT's Strategic Plan on French Language Communications and Services 2023-2028 (Strategic Plan) and Standards for French Language Communications and Services (Standards) and offers tools and support for monitoring and reporting matters. The Francophone Affairs Secretariat negotiates, manages and administers the Canada-NWT Agreement on French Language Services, coordinates the GNWT French Translation Services and manages Services TNO.

### **Strategic Plan on French Language Communications and Services 2023-2028**

The Strategic Plan facilitates the application of the Northwest Territories *Official Languages Act* and guides government institutions in the development, implementation, offer and delivery of French language communications and services to the Francophone community. This third Strategic Plan builds on the significant work that was done to date; its strategic priorities are services, monitoring and evaluation, and Francophone community input.

### **Standards for French Language Communications and Services**

The Standards were created to guide government institutions' communications and contain advice for the offer and delivery of French language communications and services to the public. The document includes examples on nuanced questions related to the implementation of the Strategic Plan. The Standards are updated regularly, and they complement and work in tandem with the Government of the Northwest Territories' Visual Identity Program Standards and communications directives.

### **Monitoring, Evaluation and Accountability Plan 2025**

The Monitoring, Evaluation and Accountability Plan 2025 (MEA Plan) is aligned with the Strategic Plan 2023-2028 and with the Action Plan of the Canada-NWT Agreement on French Language services 2023-2028. The MEA Plan establishes an accountability structure between Canadian Heritage, the funding agency, and the government of the Northwest Territories, the recipient. The document provides the Francophone Affairs Secretariat and government institutions with guidance for tracking and assessing the implementation of the Strategic Plan 2023-2028 and Action Plan 2023-2028.

The MEA Plan was updated in May 2025.

### **French Language Services Coordinators**

French Language Services Coordinators play a key role in the implementation of the Strategic Plan. They coordinate and champion the provision of quality French language communications and services in and by their respective government institution. French Language Services Coordinators

work with the Francophone Affairs Secretariat to develop plans for the active offer and effective delivery of French language communications and services to the public.

## **Operating Plans on French Language Communications and Services 2024-2025**

The Operating Plans for French Language Communications and Services (Operating plan) reflect the core elements of the Strategic Plan at the level of individual GNWT institutions. Each government institution is responsible for developing its own Operating Plan, tailored to its specific context, to guide the implementation of the Strategic Plan. Operating Plans are updated on an annual basis.

French Language Services Coordinators, along with respective Deputy Heads and Ministers, are responsible for the development and implementation of their government institution's Operating Plan.

## **Operating Plan Monitoring Grids 2024-2025**

As much as each government institution is responsible for developing its own Operating Plan, they are also accountable in monitoring and reporting on those plans. For the first time, mid-year reviews on Operating Plans were requested to GNWT institutions and submitted in the fall 2024. The final reporting was completed at the end of the fiscal year.

French Language Services Coordinators, along with respective Deputy Heads and Ministers, and with the support of the Francophone Affairs Secretariat, are responsible for monitoring and reporting on their government institution's Operating Plan.

## Ministers' Council on the Canadian Francophonie

The Minister's Council on the Canadian Francophonie is an intergovernmental organization created in 1994; it is made up of federal, provincial and territorial ministers responsible for the Canadian Francophonie. The Minister's Council on the Canadian Francophonie works on various issues related to the Canadian Francophonie, provides direction for intergovernmental cooperation and plays a unifying role in support of the country's Francophonie.

In August 2024 the GNWT participated in the Council meeting in Halifax. The NWT then took over as territorial and provincial co-chair of the Ministers' Council on the Canadian Francophonie for the 2024-2025 cycle. The August 2024 meeting was followed by the Francophone Economy Agora event under the theme *Leveraging the Francophonie for Economic Development: The Role of Governments*. The event's purpose was to define avenues to explore to better support the Francophonie's contribution to Canada's prosperity. As co-chair of the Ministers' Council on the Canadian Francophonie, Minister Cleveland worked with the Canadian Heritage Minister to host the virtual Ministerial meeting in February 2025.



February 2025, Ministers' Council on the Canadian Francophonie virtual meeting, co-chaired by Minister Cleveland.

## Votre avis GTNO

The public feedback process “Votre avis GTNO” is accessible to members of the public and offers two options to provide feedback in writing to the Government of the Northwest Territories. It can be accessed online, or a printed version can be requested from Services TNO.

### **Option 1: no formal response**

Feedback is anonymous. The GNWT will act in response to the feedback, but the member of the public will not receive a response.

### **Option 2: formal response**

The individual providing the feedback can request that their identity remain confidential. A formal response from the GNWT will be provided.

In 2024-2025, the Francophone Affairs Secretariat received 11 public feedback forms through “Votre avis GTNO”. Five were compliments, three were complaints, two were neutral (ideas, suggestions) and one included a compliment and a complaint.

“Votre avis GTNO – Option 1” was updated in March 2025 to include prompts for more detail on what occurred. This update will help government institutions better understand the issue and take adequate steps to act on the feedback provided.

## Communications

### Translation services

- A total of 2,615,150 words were translated by the GNWT French Translation Services, the Workers' Safety and Compensation Commission and the Department of Justice – Legislation division.
- 131,188 words were translated by the GNWT French Translation Services for Human Resources purposes; this represents 631 job posters and 14 job descriptions.
- 86,930 words were translated by the GNWT French Translation Services for news releases, totaling 171 publications.
- 54,554 words were translated by the GNWT French Translation Services for public advisories and public service announcements, for a total of 171 publications.

### Government institutions

- The Department of Education, Culture and Employment ran various bilingual French/English advertising and promotional campaigns including feature gallery closures and call for art exhibitions posts at the Prince of Wales Northern Heritage Centre, supporting child inclusion and participation funding, and promotion of the early learning and child care scholarship.

The department also promoted important programs including the NWT Student Financial Assistance program, the Northwest Territories Nominee Program, changes to the minimum wage, and congratulatory posts for graduates, award winners and special recognition in multi-language formats.

- The Department of Environment and Climate Change ran various bilingual French/English advertising or promotional campaigns: the *Waste Reduction and Recycling Initiative*, the *Bear Awareness* campaign, the *Take a Family on the Land* program, and the *Trapper Mentorship Program* were all promoted bilingually (French/English).

The department published an average of two social media posts per day and all English content is mirrored in French. Throughout 2024-2025, information and updates on wildfire danger, conditions and response were made on the NWT Fire/Feux TNO pages.



- The Department of Executive and Indigenous Affairs ran several bilingual French/English advertising or promotional campaigns, such as the *Gender Equity Grant*, the *Women's Initiative Grant*, the *Funding for the National Day for Truth and Reconciliation* and information regarding the Mandate for the 20<sup>th</sup> Assembly.

The department also updated the content of its webpages in both French and English and released the *Healthcare System Sustainability* webpage.



- The Department of Finance ran different advertising and promotional campaigns in French, such as the *Come Work for Us* to recruit employees, the *Summer Student Employment Program* and the *Internship Program*.

The department also made new website and web content in French available to the public. Over 140 posts were made on the GNWT Careers Facebook page, and other social media publications included posts on the *Budget*, the *Emergency Evacuation Relief Program*, the *Northwest Territories Liquor and Cannabis Commission* and *Procurement Training*.



- The Department of Health and Social Services also ran several bilingual French/English advertising and promotional campaigns. Among the examples are the *811 Helpline*, the *Mental Health Week*, the *GNWT Accessibility and Inclusion Award*, the *Elder Abuse Awareness* campaign and the *Respiratory Syncytial Virus* campaign.

The department published new materials in French for the public, such as the *Medical Travel Exception Request Form*, the *Caribou, Moose and Muskox Meat Chart Posters*, and *Mental Wellness and Addictions Recovery* information.



- The Department of Infrastructure revamped its project webpages to better highlight infrastructure initiatives. New bilingual content was added on the *Frank Channel Bridge Replacement*, the *Deh Cho Bridge Maintenance Project* and the *Mackenzie Valley Highway* pages.
- The Department of Justice advertised on social media a call for Expressions of Interest in both French and English for its *Judicial Appointments Advisory Committee* to recruit a member, and Corporate Registries posted on the importance of registering businesses and non-profit organizations.
- The Department of Municipal and Community Affairs ran various bilingual French/English advertising or promotional campaigns, such as the *Outstanding Volunteer Awards*, the *Fire Prevention Week*, the *Be Ready 2024* and the *Youth Ambassadors Program*.



- The Hay River Health and Social Services Authority published new kindergarten screening and public health brochures in French, and made significant updates and improvements to their website, increasing French content accessibility.
- Housing NWT ran the *Canada-NWT Housing Benefit* program and the *Housing NWT Scholarships* promotional campaigns in French. Promotional materials such as posters were developed with bilingual messaging.
- The Northwest Territories Legislative Assembly created a French language Instagram page to promote engagement with the Francophone community members.
- Prosper NWT executed a 4-week digital support campaign for the *Accelerate Digital Adoption Projects for Tomorrow* (ADAPT) Fund. The March 2025 promotional campaign was advertised through Médias ténois.

Prosper NWT also released several new publications in French to support programs awareness. Among these are the *Guide to start a Business* in the Northwest Territories and the *Give Your Business a Digital Edge* brochures.



- The Workers' Safety and Compensation Commission promoted various of their annual initiatives, such as the events for *Day of Mourning* and the *Safe Workplace Program*. The Workers' Safety and Compensation Commission also finalized and published its new Official Languages Policy.

## French Language Broadcasting Grant

The GNWT provided funding to help pay for the operation and equipment costs of the Yellowknife community radio station, Radio Taïga. The maximum grant is set at \$10,000 per year.



## Services

- The Department of Education, Culture and Employment – Curriculum Development and Student Assessment division updated the Curriculum Renewal *ConnectEd NWT/Éducathèque TNO* bilingual (French/English) website. This online platform plays a pivotal role in assisting community members and teachers in the smooth transition to the British Columbia curriculum.
- The Department of Finance made new services in French available to the public, for example the *GNWT Environmental Liabilities Dashboard*.

- The Department of Health and Social Services released the *Extended Health Benefits Calculator*, a tool that can help you understand your eligibility for benefits and calculate your potential contribution based on your income.

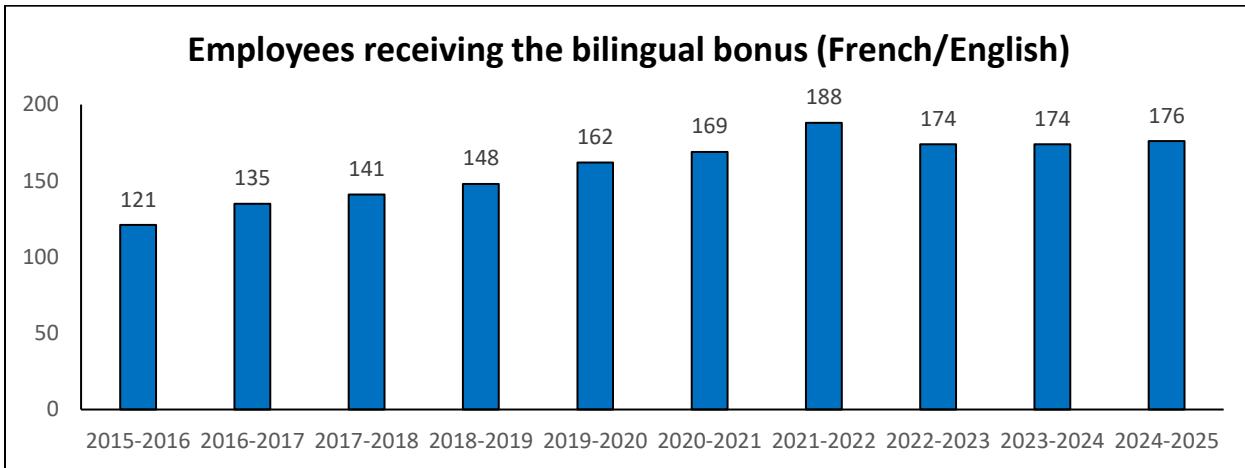
The department also launched the *Wastewater Monitoring Dashboard*, updated weekly. The Government of the Northwest Territories Wastewater Monitoring program is a partnership between the department, Taiga Environmental lab, the Department of Municipal and Community Affairs and NWT communities. Weekly wastewater samples are collected from participating communities to test for respiratory viruses.

- The Department of Industry, Tourism and Investment completed the new NWT Parks website, now fully bilingual. The platform allows visitors to book campsites, find information about NWT parks and learn about park regulations and fees.
- The Department of Justice Corporate Registries provided services in French on 27 occasions at their points of public service.
- The Department of Municipal and Community Affairs launched the new *Business Licence* e-service. This new service allows business owners across the NWT, particularly those in smaller communities without local licensing bylaws, to easily apply for and renew business licences online.
- The Hay River Health and Social Services Authority hired a bilingual front desk clerk and a bilingual community counsellor. The Authority also increased its availability of French-speaking nurses.
- The NWT Legislative Assembly provided French interpretation for each sessional sittings and broadcasted simultaneous interpretation in French for the public gallery and its YouTube Channel.
- Services TNO processed a total of 2,457 requests in 2024-2025. This represents a 20 percent increase from 2023-2024.
- The Workers' Safety and Compensation Commission released the *High Hazard Work Notifications*, a new Connect e-service available in French. This online service constitutes a more efficient process for employers, with email alerts and reminders, and eases updates on active projects.



## Human resources

- In 2024-2025, 176 employees received the bilingual bonus for French.



- On March 31, 2025, a total of 120 positions were bilingual required (French/English). The Commission scolaire francophone des Territoires du Nord-Ouest holds 59 of those positions, of which 29 are NWT Teachers' Association positions. Of the remaining 61 bilingual required positions left, over 80% were filled.
- 36 employees in bilingual required positions or having the bilingual preferred status for French completed the French Language Proficiency Test, and 30 of them were successful. Done through a partnership between the GNWT and Collège Nordique, this test evaluates French language skills to ensure the employee has an adequate level of French to accomplish the position duties.
- 15 employees in bilingual required positions or having the bilingual preferred status enrolled in the French Language Refresher Course. In partnership with Collège Nordique, the GNWT provides its bilingual French/English employees with the opportunity to improve their spoken and written French.
- 60 bilingual (French/English) job competitions were held, and the GNWT participated in two bilingual job fairs.
- A total of 209 employees completed the GNWT's Onboarding Training for Employees' module on Official Languages.

## Funding

### Education and French

In 2024-2025, the GNWT and Canadian Heritage signed a new four-year (2024-2028) bilateral agreement, focused on French Minority-Language Education and French Second-Language Instruction. Canadian Heritage increased the funding, which supports educational partners in the NWT.

In addition, Canadian Heritage provided complementary funding for 2024-2025 in support of *French Minority-Language Education* and *French Second-Language Instruction*. The Collège Nordique received financial support to enhance and consolidate its institutional capacity. As a valued partner in post-secondary education, the Department of Education, Culture and Employment regularly engaged with the Collège Nordique to discuss its plans for continued growth and development.

Furthermore, a complementary project received federal funding for the revitalization of school libraries in both *French Minority-Language Education* and *French Second-Language Instruction*.

### **Government of the Northwest Territories Language Program Expenditures**

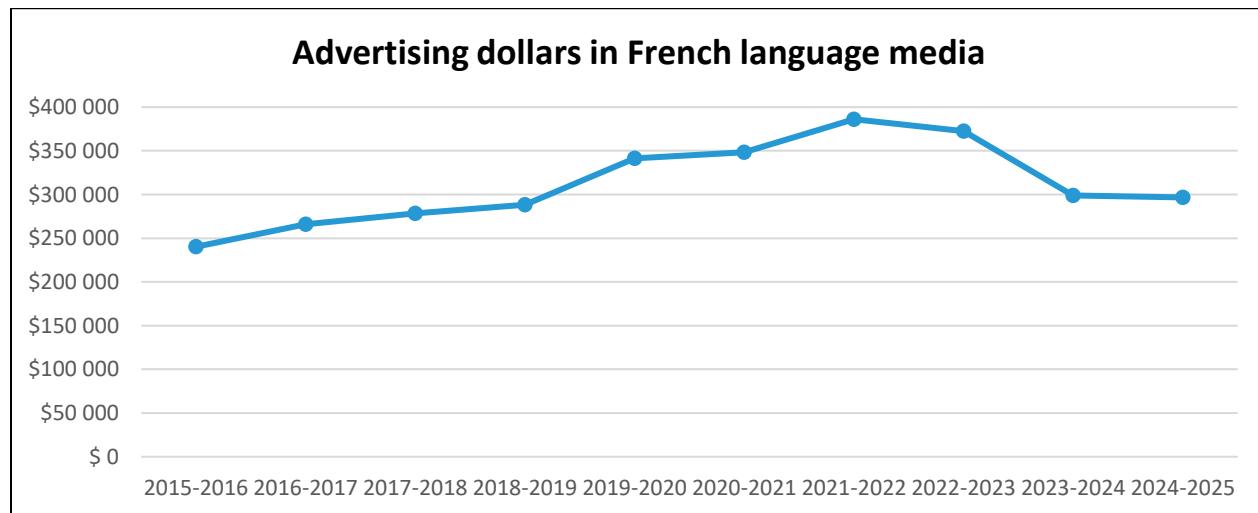
In 2024-2025, the GNWT spent \$5,804,450 for French Language Services. In the same fiscal year, it disbursed an additional \$6,912,222 for French Language Education and instruction programming.

Description	Actual Expenditures
<b>French Language Services</b>	\$5,804,450
<b>French Language Education and instruction*</b>	\$6,912,222
<b>TOTAL</b>	<b>\$12,716,672</b>

*\*Note: This amount does not include the expenditures incurred by education bodies to deliver French Language Education and instruction programming.*

### **Advertisement Expenditures**

The GNWT advertising expenditures for French was \$296,817 in 2024-2025.



## Collaboration and Engagement

- The Minister Responsible for Official Languages met with the Chair of the Board and the Executive Director of the Fédération franco-ténoise to discuss the Francophone community's priorities.
- The GNWT conducted the fourth Francophone Community Satisfaction Survey on French Language Communications and Services. The survey ran in May and June 2024, and covered the period of April 1, 2023, to March 31, 2024. Results of the survey contribute to the ongoing evaluation of the GNWT French language communications and services.
- The Francophone Affairs Secretariat celebrated the *Rendez-vous de la Francophonie* in March 2025, under the theme 'Cultivate Your Roots'.
- The Francophone Affairs Secretariat, in partnership with the Fédération franco-ténoise, determined the scope of the first compliance audit to take place under the Strategic Plan 2023-2028. The audit will be conducted by a third-party contractor in early 2025-2026.
- The Department of Education, Culture and Employment – Labour Development and Standards division continued to be an involved observer member of the *Réseau en Immigration Francophone des Territoires du Nord-Ouest* (RIFTNO), which includes the Fédération franco-ténoise, the Conseil de développement économique des Territoires du Nord-Ouest and the Collège Nordique.



The departments' Labour Development and Standards division is an active member of the *Yellowknife Immigration Partnership* (YIP), a consultative body that works collaboratively with stakeholders and partners to improve coordination of services that facilitate immigrant integration and access to the labour market.

- The Department of Environment and Climate Change engaged with partners, stakeholders and the public, both in French and English, to discuss its approach to the *2025-2029 Climate Change Action Plan* to support the implementation of the *2030 NWT Climate Change Strategic Framework*, the GNWT's long-term plan to address climate change.
- The Department of Executive and Indigenous Affairs sought public feedback to improve GNWT website for residents. The public was invited to complete a survey and participate in focus groups to share their thoughts on the subject, in French or in English. Feedback collected through this engagement was summarized in the *Government Website Usability – What We Heard report*.
- The Department of Finance sought public feedback through various surveys, for example via the *Budget Dialogues 2024: Planning Towards Budget 2025-2026*, available during Fall 2024. This engagement was available in French on the "Have Your Say" portal.

- The Department of Health and Social Services conducted public engagements in French via the “Have Your Say” portal, such as the *Mental Wellness and Addictions Recovery Survey*, that closed in April 2024, and the *Proposed Amendments to Dental Hygienist Profession Regulations* engagement, that ended in October 2024.
- The Department of Industry, Tourism and Investment conducted in-person engagement sessions for the *Tourism 2030 Strategy*. French copies of the PowerPoint presentations were available, and interpretation from CanTalk and language facilitation from Services TNO were offered. Bilingual French/English engagement on the *Tourism 2030 Strategy* was also done via the “Have Your Say” portal between February and March 2025.

The department also made a *Support for Entrepreneurs and Economic Development* (SEED) contribution to the Conseil de développement économique des Territoires du Nord-Ouest, primarily for immigration support.

- The Department of Infrastructure engaged in French via the “Have Your Say” portal on the *Proposed Elevators and Lifts Regulations* and on the *Proposed Amendments to the Summary Conviction Procedures Regulations*. The proposed amendments to the Summary Conviction Procedures Regulations included implementation of ticketable offences, increases to set fines and changes to administrative fees.
- The Department of Justice continued its collaboration with the Fédération franco-ténoise, working together to complete a national survey on *Access to the Justice System in French in Canada*. The department provided information related to its services in French and on access to the Justice System and Court services in French in the Northwest Territories.

The department also met with representatives of the Conseil de développement économique des Territoires du Nord-Ouest to discuss concerns observed among Francophone newcomers in the Northwest Territories and legal resources in French that could help individuals upon their arrival.

- The Hay River Health and Social Services Authority collaborated with the Association franco-ténoise du Sud et de l’Ouest and École Boréale to offer French language classes and a series of cultural and educational activities in French.
- The NWT Legislative Assembly joined forces with Francophone community organizations to promote and deliver a special French guided tour and event in the Great Hall for the *International Day of La Francophonie* in March 2025.



- The Deputy Head of Prosper NWT participated in a discussion panel at the Conseil de développement économique des Territoires du Nord-Ouest's event on the future of the Northwest Territories market and attended the Francophone organization's gala to celebrate their 20<sup>th</sup> anniversary, demonstrating support and collaboration on economic development initiatives.



The Honourable Caitlin Cleveland, minister responsible for Official Languages, meeting leaders of the NWT Francophone community in April 2024.

## Milestones

- In September 2024, the GNWT delivered the official accreditation to Collège Nordique to become a post-secondary institution. The Premier and the Minister of Education, Culture and Employment supported the Collège Nordique through that transformative milestone.
- Prosper NWT launched its new websites, [prospernwt.ca](https://prospernwt.ca) and [prospéritétno.ca](https://prospéritétno.ca) in April 2024, with some additional features introduced in May 2024.
- The Department of Education, Culture and Employment – Early Learning and Child Care division developed and released the *NWT Early Childhood Essentials Course*, a free online training for childhood educators working in licensed early learning and childcare programs who want to expand their knowledge in early childhood development. The training is fully available in both French and English.

The department announced in June 2024 that high school diplomas were to be issued in every official language of the NWT. The trilingual format includes English, French, and the Indigenous language chosen by the graduating student. The NWT seal is in all 11 official languages.

- The Hay River Health and Social Services Authority identified its bilingual staff with branded promotional clothing.
- The Department of Industry, Tourism and Investment launched the Resources and Energy Development Information (REDI) website in French and English.

The department replaced and updated the welcome signage at the borders with Yukon and Alberta, where French is now included.

- The Department of Infrastructure launched DriveNWT, the new NWT highway conditions map, available in French and English.
- The Department of Justice completed the translation and creation of 12 bilingual French/English public-facing signs, previously displayed in English only. Those signs are now displayed at the Yellowknife Court Registries and in the Probation Services offices.
- The Department of Municipal and Community Affairs updated its active offer signage in Yellowknife offices.



## Looking Forward

- Prosper NWT will finalize and publish its *Strategic Plan 2025-2029*, and its *Corporate Plan 2025-2026*, both of which will be available in French.
- The Department of Environment and Climate Change is working on the translation of the videos for the Cumulative Impact Monitoring Program (NWT CIMP), which will be posted online.
- The Department of Health and Social Services will implement *Our HealthBox* project. Access to essential health resources can be challenging for residents in the Northwest Territories, especially in small and remote communities. To help bridge these gaps, *Our HealthBox* initiative offers free and secure access to critical health and wellness supplies. Each box is stocked with a wide range of free and essential health supplies, including harm reduction tools (i.e.: naloxone kits and fentanyl test strips), sexual health resources (i.e.: pregnancy tests, HIV self-tests and condoms), hygiene and wellness items (i.e.: oral health kits), and a service directory to connect individuals with local health and social services in their community. In 2025-2026, four new *Our HealthBox* will be introduced at key community hubs across the territory: Behchokǫ (English), Hay River (French/English), Inuvik (French/English) and Yellowknife (French/English).
- The Department of Health and Social Services, Northwest Territories Health and Social Services Authority, Hay River Health and Social Services Authority and the Fédération franco-ténoise will finalize the Terms of Reference to identify roles and responsibilities and to guide the work of their working committee. This working committee aims to develop and implement strategies to address the Francophone community priorities related to promoting and improving French language communications and services within the Health and Social Services System.
- Initially planned for 2024-2025, the Department of Infrastructure's will launch a new fully bilingual website for the Yellowknife Airport in 2025-2026.
- The Department of Justice will conduct several public consultations in both French and English where French-speaking residents and Francophone community organizations will be invited to share their views on the *Trespass Act*, the *Public Forfeiture Act*, the *Missing Persons Act* regulations, and more.
- The Workers' Safety and Compensation Commission is working towards replacing its translation management system. The new system is intended to be rolled out at the end of 2025.