



ANNUAL REPORT ON OFFICIAL LANGUAGES

Government of the Northwest Territories

2014-2015

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Message from the Minister

Language use strengthens cultural identity and, in turn, contributes to student success, healthy families and communities, and increased economic prosperity. The Government of the Northwest Territories (GNWT) is committed to the promotion, preservation and revitalization of these languages and to fostering healthy, educated people free from poverty.

The Northwest Territories (NWT) is home to many different languages and cultures, and recognizes 11 official languages: English, French and nine (9) Aboriginal languages: Gwich'in, Tłıchǫ, North Slavey, South Slavey, Chipewyan, Cree, Inuvialuktun, Inuinnaqtun and Inuktitut.

In 2014-2015, we implemented a new approach to the revitalization and strengthening of Aboriginal languages by recognizing the right for Aboriginal governments to manage their own language revitalization efforts. This approach meant offering increased funding to Aboriginal governments, working closely with Regional Language Consultants and implementing the first year of their five-year Regional Language Plans. All governments and language groups continue to work hard to implement their plans, and promote and revitalize their languages.

In 2014, all GNWT departments developed individual five-year Operating Plans to implement the *GNWT Strategic Plan on French Language Communications and Services*. These Operating Plans guide the implementation of improved services to the francophone community accessing GNWT services.

The *2014-2015 Annual Report on Official Languages* reviews the progress that we have made in the past year towards the promotion, development, enhancement and delivery of all official languages programs and services. This year's report offers significant changes to the French section by introducing a Summary of Activities organized by goals.

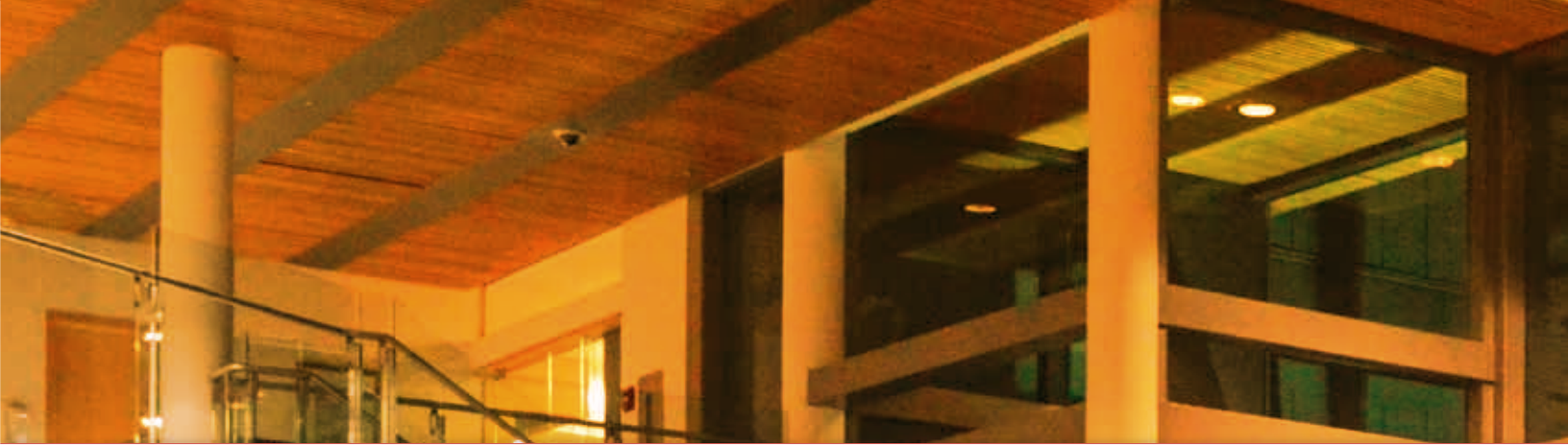
I want to acknowledge and thank the numerous organizations and individuals who have contributed to the success of programs and services that have enhanced and revitalized official languages in the NWT.

Masi,



Honourable Jackson Lafferty
Minister Responsible for Official Languages





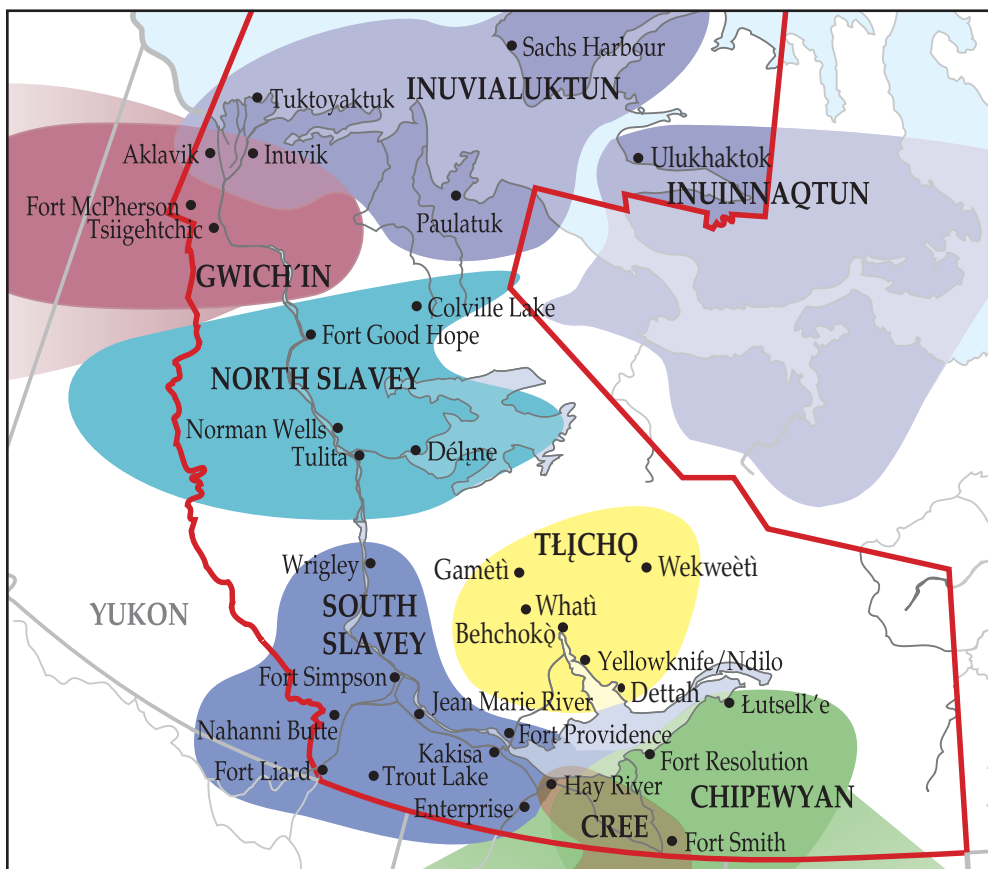
PART I: Aboriginal Languages



NWT Aboriginal Languages

The Northwest Territories is the only political region in Canada which recognizes 11 official languages. Of these, nine are Aboriginal and belong to three different language families: Dene, Inuit and Cree.

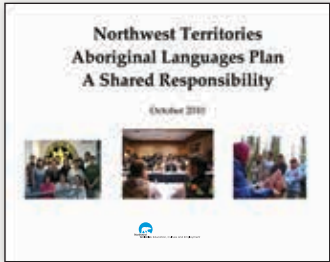
| Dene | Inuit | Cree |
|---|---|---|
| <p>The Dene languages, spoken in the majority of the NWT, are part of the Athapaskan family and include:</p> <ul style="list-style-type: none"> • Chipewyan • Tłı̨chǫ • Gwich'in • North Slavey • South Slavey | <p>The Inuit languages, spoken mostly in the far North of the NWT or Yellowknife, include:</p> <ul style="list-style-type: none"> • Inuvialuktun • Inuinnaqtun • Inuktitut | <p>Cree is spoken mostly in the Fort Smith and Hay River area, and belongs to the Algonquian language family.</p> |



FRENCH is mostly spoken in Hay River, Fort Smith, Inuvik and Yellowknife.

ENGLISH is spoken throughout the Northwest Territories.

INUKTITUT is mostly spoken in Yellowknife.



NWT Aboriginal Languages Plan – A Shared Responsibility

The *Northwest Territories Aboriginal Languages Plan – A Shared Responsibility* (2010) sets out a framework for strengthening Aboriginal languages over ten years. It describes a broad vision, goals and objectives as well as a series of strategies and actions to support increased use of Aboriginal languages by residents and the Government of the Northwest Territories.

Aboriginal languages reflect the distinctive histories and cultures of this land; to speak one's own language provides a sense of identity, pride and supports social cohesion. The knowledge expressed through languages benefits not just the culture from which it comes, but also contributes to the sum total of all knowledge.

The NWT Aboriginal Languages Plan was developed based upon the comments and contributions of over 300 Northerners. The Plan recognizes and supports the concept that responsibility for language is shared between individuals, families, language communities, governments and the broader society. It suggests that all residents must be responsible for doing their part to support Aboriginal language use.

Overall Vision:

Aboriginal languages are used extensively, on a daily basis, to communicate in NWT homes and communities as well as within the organizations and agencies providing services to the public.

To achieve this vision, the 2010 NWT Aboriginal Languages Plan identified four goals, each with three objectives:

| Promote | Speak | Write | Provide Services |
|---|---|---|--|
| Increase public awareness and understanding of the importance of language | Encourage activities supporting conversation | Develop standards for writing | Set GNWT language service levels, focusing on services with high public importance |
| Recognize and celebrate language use | Increase opportunities to speak in formal and informal settings | Agreement on terminology and language use | Provide active offer services |
| Demonstrate leadership in promotion and use of language | Encourage use of language during cultural activities | Use writing to communicate stories, legends and other information | Require oral and written services to meet established standards |

* Summarized from the *NWT Aboriginal Languages Plan – A Shared Responsibility*

The Department of Education, Culture and Employment (ECE) will be updating the Plan and developing an accompanying Action Plan and Monitoring, Evaluation and Accountability (MEA) Plan to capture the final five years of this Plan, 2015-2020.

NWT Language Boards

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

Official Languages Board (OLB)

Members represent each of the 11 official languages and advise the Minister Responsible for Official Languages on matters related to the administration and delivery of GNWT official language services.

Aboriginal Language Revitalization Board (ALRB)

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

Appointments to the OLB and ALRB are made by the Commissioner on the Executive Council on the recommendation of the Minister and on the nomination of the prescribed representative of each of the language communities. Appointees must be residents of the NWT and serve at pleasure for a term of two years. As of August 2015, all memberships to both boards have been renewed; however, there still remains no active organization representing the Inuktitut language community in the NWT.

The Standing Committee on Government Operations (SCOGO), in its 2009 review of the *Official Languages Act*, recommended the amalgamation of the two languages boards. In April 2015, members of both boards agreed to move toward an amalgamation of boards, which will require a legislative proposal and amendments to the *Official Languages Act*. Changes of this significance will be the responsibility of the 18th Legislative Assembly to recommend and approve; until then, the two existing boards will remain as required under the *Act*.



Truth and Reconciliation Commission of Canada (TRC)

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the TRC made 94 Calls to Action in their recently released Final Report.

The TRC identified five Calls to Action specific to language and culture:

TRC Call to Action #13:

We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

TRC Call to Action #14:

We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

- i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
- ii. Aboriginal language rights are reinforced by the Treaties.
- iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.
- iv. The preservation, revitalization and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.
- v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.

TRC Call to Action #15:

We call upon the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.

TRC Call to Action #16:

We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.

TRC Call to Action #17:

We call upon all levels of government to enable residential school survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licences, health cards, status cards and social insurance numbers.

Although many of the Calls to Action are targeted specifically to the federal government, the GNWT feels it is important to acknowledge the importance of these recommendations and the relevance they have to successful language revitalization in the NWT.

The GNWT understands the value and necessity of officially recognizing Aboriginal languages and can proudly say that it has an *Official Languages Act* that includes nine official Aboriginal languages; as well, the NWT Legislative Assembly appoints a Languages Commissioner, and the GNWT also has taken steps to ensure Aboriginal governments have the right to manage their own language revitalization efforts.

The GNWT will continue to call on the federal government for funding to support Aboriginal language revitalization and enhancement.

Five-year Regional Aboriginal Languages Plans

In April 2014, the GNWT increased the funding and decision-making authority of regional Aboriginal governments, recognizing their right to manage their own language revitalization efforts, in consideration of self-government agreements, which recognize that Aboriginal governments have jurisdiction over language and culture.

As part of the renewed funding agreement, each regional Aboriginal government was requested to develop a five-year Regional Aboriginal Language Plan, which identified specific actions on how best to promote and revitalize Aboriginal languages in their unique regions, and to hire a Regional Language Coordinator to help implement their Plan.

The transition has been well received and all regional Aboriginal governments and their respective language communities are working hard to implement their language plans. The vision, goals and 2014-2015 highlights from each plan are shared below.



Inuvialuktun/Inuinnaqtun – Inuvialuit Regional Corporation (IRC)

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

Goals:

- ✓ Ensure adequate and dedicated resources to encourage language revitalization
- ✓ Revitalize the language and encourage broader community involvement
- ✓ Incorporate technology
- ✓ Strengthen professional language training and education
- ✓ Maintain administration, finances and reporting

Highlights from 2014-2015:

The IRC established a Master Apprentice Program in the communities of Aklavik, Tuktoyaktuk and Inuvik, with a total of seven apprentices studying the language. Paulatuk and Inuvik also held adult language classes.

Many resources for learning the language were developed and made available this year, including a variety of children's books, which were illustrated and distributed to schools and Aboriginal Headstart programs across the region. An Inuvialuktun language learning app was also created.

Tłıchq – Tłıchq Government (TG)

Vision: Tłıchq will be spoken, listened to, preserved, respected and understood so that the Tłıchq people can be “strong like two people”.

Goals:

- ✓ Strengthen Tłıchq Identity
- ✓ Promote Healing
- ✓ Preserve the Language
- ✓ Revitalize the Language

Highlights from 2014-2015:

The Tłıchq government hosted numerous cultural activities promoting traditional language throughout the year. The first Tłıchq Traditional Knowledge and Language Symposium was held in Yellowknife, with Elders, youth and language activists invited to participate. In addition, Tłıchq Culture, Language and Heritage week activities included Elders going on the land with youth to share traditional hunting lessons as well as traditional games ceremonies.

Gwich'in – Gwich'in Tribal Council (GTC)

Vision: In five years, the Gwich'in language will be revitalized and no longer 'critically endangered'. Gwich'in citizens will live, breathe and speak Gwich'in.

Goals:

- ✓ Preservation and Transfer of the Language: *To ensure traditional language is passed on*
- ✓ Immersion in the Language: *To provide opportunities for community members to participate in our language*
- ✓ Community Involvement and Support: *To allow participation in regional language activities and to encourage widespread coordination and support for language activities*
- ✓ Program and Policy Development: *To ensure language programs are based on current evidence-based research*

Highlights from 2014-2015:

The Gwich'in Social and Cultural Institute was instrumental in establishing a number of opportunities for language learning, including a Mentor-Apprentice pilot program; adult language classes in the communities of Fort McPherson, Tsiigehtchic and Yellowknife; and Language Nest programs. In addition, educational materials were distributed to language programs at schools across the region.

“I feel positive about the fact our language can now be taught at its level within the community and, yet, we see clearly the fact still remains that we have been so colonized into believing we cannot save our language.” William Firth, Regional Language Coordinator

North Slavey – Sahtu Dene Council (SDC)

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

Goals:

- ✓ Language Revitalization: *To preserve the traditional pronunciation and use of our languages*
- ✓ Immersion in Our Language: *To support use of the languages in workplaces*
- ✓ Community Involvement and Support: *To allow all participation in regional languages activities and to encourage widespread coordination and support for languages activities*
- ✓ Human Resources: *To support use of the languages in workplaces*
- ✓ Recognition of Our Languages: *To acknowledge that our languages are fundamental and complex*

Highlights from 2014-2015:

The Sahtu Dene Council organized numerous cultural and on-the-land programs, such as seasonal hunts, spiritual gatherings and culture camps. All of these provide opportunities for youth to learn from Elders about traditional knowledge and customs as well as learn their language. Dene Literacy Classes were conducted, as were regular language classes at all four schools in the region. The SDC also recorded and distributed 200 USB Drives (memory sticks) with Elders' stories.

South Slavey – Dehcho First Nation (DFN)

Vision: The Dene language of the Dehcho will be maintained as an important part of all social, cultural and political activities, and will be the main language use for Dehcho Dene culture and values. The Dehcho Elders will assist in the planning, preserving and developing the Dene language through traditional community consultations, in the context of healthy lifestyles.

Goals:

- ✓ Taking Back Our Language: *To preserve the traditional pronunciation and use of our language*
- ✓ Immersion in our language: *To encourage the use of our language in day-to-day life*
- ✓ Community Involvement and Support: *To allow participation in regional language activities and encourage widespread coordination and support for language activities*
- ✓ Guidelines: *To ensure that all language activities meet minimum standards*
- ✓ Training: *To ensure access to all required training and certifications*

Highlights from 2014-2015:

The DFN promoted the use of Dene Zhatié at the workplace by offering language bonuses to employees who spoke their local language at work. In addition, interpretation services were offered at community meetings and workshops to increase accessibility for Elders and provide additional opportunities for learning for the community.

Cree – NWT Métis Nation

Vision: Cree will be the main means of communication that connects us with our past; strengthens our social, emotional and spiritual well-being; and reinforces the importance of our traditions, culture and modern way of life.

Goals:

- ✓ Revitalize the language and encourage community involvement
- ✓ Develop language resources and incorporate technology
- ✓ Provide Cree language education and training programs
- ✓ Maintain administration, finances and reporting

Highlights from 2014-2015:

The NWT Métis Nation developed numerous publications, including bilingual calendars, graphic novels and children's books, for distribution around the communities. In addition, they are producing a cook book, with traditional recipes that will be printed in English and Cree, and this year they filmed two episodes in Cree for a cooking show, using recipes from the book. They also supported the production of a Cree music compilation album.

"[There is] a stronger presence of language in the community and local media due to our enhanced projects and programming. We are now able to offer workshops and services to the community that would be most appropriate for our idiosyncratic situations. We are also able to engage our young people more, as the projects we're developing now have a stronger appeal to the younger generation, as language leaders. We are also now able to fund larger Cree classes in multiple communities." Kyle Napier, Regional Language Coordinator

Chipewyan – Akaitcho Territory Government (ATG)

Vision: The Chipewyan language is recognized, respected and spoken in homes and the community. Opportunities for learning Chipewyan exist for young children, school students and adults. Our language is used in public meetings and by leadership.

Goals:

- ✓ Development of a centre to develop curriculum, train educators, interpreter translators, and deliver language and culture programs
- ✓ Trained and certified language teachers in communities supported by resource people
- ✓ Improved language education in schools
- ✓ Establishment of an on-the-land program to celebrate culture, history and language
- ✓ Use technology to teach and distribute language materials

Highlights from 2014-2015:

Elders in Smith's Landing, Fort Resolution, Łutselk'e, Dettah and Ndilq shared traditional stories with youth, and were asked to speak in Chipewyan at community gatherings. As well, 27 Elders' stories were recorded. An on-the-land camp was held at Reliance where most people spoke Chipewyan and the Regional Language Coordinator developed children's songs in Chipewyan, which were written out and distributed to communities.

ECE's Aboriginal Languages Secretariat (ALS)

The GNWT has established an Aboriginal Languages Secretariat (ALS) within the Department of Education, Culture and Employment to enhance the revitalization and protection of Aboriginal languages throughout the NWT. The ALS provides support to regional language communities, Teaching and Learning Centres (TLCs), Language Nest programs, and Aboriginal Language and Culture-based Education (ALCBE) programs. The ALS also has a corporate leadership role when it comes to the promotion and revitalization of the nine official Aboriginal languages and works closely with all GNWT departments.

The ALS offers support to regional Aboriginal governments in the development and implementation of their five-year Regional Aboriginal Language Plans. At this time, seven Regional Language Coordinators have been hired by their respective regional Aboriginal governments to help coordinate and implement these Plans; Inuinnaqtun and Inuvialuktun share one Coordinator and there is no current NWT representation for the Inuktitut Language.

The primary responsibility of the ALS is to:

- Provide *Official Languages Act and Regulations* oversight and accountability for Aboriginal languages;
- Manage, negotiate and administer the Canada/NWT Cooperation Agreement on Aboriginal Languages and GNWT Aboriginal language investments;
- Provide support for the implementation of five-year Regional Aboriginal Language Plans, working closely with Regional Language Coordinators;
- Provide monitoring, evaluation and accountability planning and reporting for Regional Aboriginal Language Plans;
- Advance the development of Aboriginal language terminology and standardization in partnership with Aboriginal language communities;
- Support the delivery of early childhood, K-12 and post-secondary Aboriginal language programming;
- Provide coordination of Aboriginal language interpreter/translator services;
- Build community capacity to deliver government services in Aboriginal languages; and
- Facilitate relationships between Aboriginal governments, Aboriginal language communities, education bodies, TLCs and NWT schools.

Aboriginal Languages Month

In the NWT, March is Aboriginal Languages Month and is dedicated to celebrating the richness of language and culture. It is a great opportunity to encourage people to learn about and use the nine Aboriginal languages with pride and honour.

This year, ECE celebrated Aboriginal Languages Month by:

- ✓ Supporting an NWT Literacy Council workshop with regional language coordinators;
- ✓ Language trivia in the GNWT Bear Facts publication;
- ✓ NWT-wide 'Language Challenge' throughout schools and communities;
- ✓ Language app awareness and workshops in communities; and
- ✓ Supporting and promoting a number of regional events, feasts and activities.

Aboriginal Language Broadcasting

Contributions are provided to Aboriginal broadcasting organizations to ensure production and distribution of radio and television programming and news releases in the NWT Aboriginal languages. Funding is based on the demonstrated need of the organization and the availability of resources as approved by the Legislative Assembly. The maximum amounts for the contribution are based on the amounts secured through the Canada-NWT Cooperation Agreement for French and Aboriginal Languages in the NWT.

The Native Communications Society of the NWT (NCS) and the Inuvialuit Communication Society (ICS) receive annual funding.

Community Broadcasting Grant Program

This program is designed to provide grant money to help pay for the operation costs of community radio stations in the NWT. The maximum grant to a community broadcasting organization is \$6,000 in any one year. Many of these community radio stations broadcast wholly or partly in Aboriginal languages.

This year the following communities received Community Broadcasting Grants to operate community radio stations:

- Déłjne (Fort Franklin Radio Society);
- Aklavik (Hamlet of Aklavik);
- Fort McPherson (Fort McPherson Radio Society);
- Behchokò (Rae Edzo Friendship Centre); and
- Yellowknife (*Radio Taiga*).

ECE's Culture and Heritage Division

Geographic Place Names Program

The 2014-2015 fiscal year was an active one for the Geographic Place Names Program. The Minister approved five Aboriginal geographical names for the Mackenzie River under the NWT Geographical and Community Names Policy 71.09. The river now has seven official names, including:

- Dehcho (South Slavey)
- Deho (North Slavey)
- Nagwichoonyjik (Gwich'in)
- Kuupak (Inuvialuit)
- Grand Rivière (Michif)
- Mackenzie River (English); and
- Fleuve Mackenzie (French).



Sambaaliah Tlah and Samba K'e
(Trout Lake). S. Bannon/GNWT 2014.

The Minister also approved 38 Slavey place names for the traditional land-use area of the Samba K'e Dene Band around the community of Trout Lake.

ECE began working with the Tłıchǫ Government, advising on best practices for preparing their traditional names for approval as official names. Under their Self-Government Agreement, the Tłıchǫ Government has the ability to approve official names on their lands and wants to move forward with their vast collection of geographical names.

As well, assessment work is continuing for 483 traditional Denesǫline geographic names submitted by the Łutselk'e Dene First Nations.

Les Noms officiels des collectivités des Territoires du Nord-Ouest, the French version of the NWT gazetteer, was updated and a revised copy was added to the Cultural Places Program web page, part of the Prince of Wales Northern Heritage Centre's website.

Community Cultural Contribution Programs

The Cultural Projects Contributions funding and Aboriginal Language Contributions funding supported the following organizations offering culture and language projects in 2014-2015:

- Dehcho First Nations – to develop an interactive map and cultural resource tool, including community Elders' biographies, stories, photographs, audio recordings of Elders.
- Gwich'in Social and Cultural Institute – to produce a land-based community history book for Fort McPherson and an online photo exhibit as a companion to the book.
- Inuvialuit Regional Corporation – to transcribe, edit and translate recordings of Inuvialuit Elders' stories, which demonstrate the importance of traditional knowledge of the land, ice and weather.
- Soaring Eagle Friendship Centre Summer Culture Program – to provide a learning experience for local youth (13-18) to strengthen their own identity, enhance their Aboriginal culture and learn about their traditional values and beliefs.
- K'asho Got'ine Charter Community Council – to document and preserve the oral traditions of the Sahtu Dene in Fort Good Hope by conducting workshops on traditional roles, focused through discussions around the Bebia Swing.
- Ulukhaktok Community Corporation – to host Summer Family Culture Camps to preserve Inuvialuit cultural identity by teaching traditional skills such as hunting, fishing, meat preparation, Inuinnaqtun language classes and sewing.

Exhibits at the Prince of Wales Northern Heritage Centre (PWNHC)

In June 2015, the PWNHC opened the *Ice Age Bison Discovery: Our Frozen Past and Thawing Future* exhibit that highlights ice age fossils and the changing landscape of the North. The exhibit features audio content in Gwich'in as well as an accompanying French guide book.

In October 2015, the PWNHC will open *This Land Is Our Home: The Willideh Yellowknives Dene* exhibit, which features the history, culture and language of the Yellowknives Dene. The Willideh language is featured throughout the exhibit in traditional place names, object names and in an animation legend.

A traveling exhibit, *Thunder In Our Voices*, featured a video with original testimonials from Elders at the Berger Inquiry. The testimonials were in several Aboriginal languages.

Over the past year, the PWNHC has renewed several exhibit panels with Aboriginal language content in the appropriate regional language. For instance, the moose skin boat panels now feature Shúhtagot'ine, the language of the Sahtu Dene.



Alestine Andre, Gwich'in Social and Cultural Heritage Institute Researcher, with Eliza Mitchell, June 24, 2015 at the Tsiigehtchic opening event of Ice Age Bison exhibit.



Charlene Blake and her baby boy, Keaton, exploring a version of the Ice Age Bison exhibit created for the community of Tsiigehtchic, where the bison skull was found.



Yellowknives Dene community curation team work with PWNHC staff member Dot VanVliet to go over photos and place names for the Yellowknives Dene exhibit.

NWT Archives

The NWT Archives digitized and preserved a further 160 audio recordings collected by ethnomusicologist Dr. Nicole Beaudry. The recordings were collected in the Dene communities of Délı̄ne, Tulı̄ta and Fort Good Hope in the 1980s. The recordings are an invaluable resource containing traditional songs, stories and interviews with many of the Elders from Sahtu communities.

Additionally, the NWT Archives digitized audio and video from the Salt River First Nation as well as videos on topics such as aspects of drumming, birch bark baskets and spruce canoes.

The NWT Archives produced a photo calendar spotlighting different northern food and recipes and promoting each of the NWT official languages. A different official language was featured each month.

Museum Public Outreach and School Programs

The PWNHC delivered school and public education programs to nearly 5,000 participants in 2014-2015. In particular, approximately 290 students benefitted from Tłı̄chų language and culture instruction through the PWNHC's k'i ti (birch syrup) camp, near Dettah.

Tłı̄chų language and culture instruction was an integral part of the GNWT's Daring Lake Tundra Science and Culture Camp held in July, 2015.



Tłı̄chų Elder Dora Nitsiza on the all-day hike at the Tundra Science and Culture Camp.



Yellowknives Dene First Nation member George Tatsiechele offered traditional plant tours in Tłı̄chų as part of the PWNHC's Traditional Artist in Residence Program, July 2014.



Rosalie Causa of Fort Providence makes bannock.
NWT Archives/Dept. of Public Works/G-1995-001: 5371

Aboriginal Languages in Education

Early Childhood Programs

Early childhood programs provide learning environments that meet young children's developmental needs. Early childhood programs can be full or part-time programs and are available for children prior to entering the formal school system.

Aboriginal Language Nests

The Aboriginal Language Nest program provides young children with the opportunity to be immersed in their heritage language. The GNWT recognizes the importance of early language acquisition to help protect and promote Aboriginal languages. ECE provides early childhood programs with funding to support the development of Aboriginal languages through Aboriginal Language Nests.

The approach to language acquisition used in these early childhood programs varies from immersion to second-language learning. The level of immersion is dependent on the language ability of the Early Childhood Program staff, which can be a challenge in communities where the Aboriginal language has very few speakers. In April 2014, regional Aboriginal governments took over the responsibility for funding and managing regional Aboriginal Language Nest programs.

Kindergarten to Grade 12 Education Programs

The NWT education system provides formal educational programming to NWT students from kindergarten to grade 12.

ECE has the responsibility to ensure that Aboriginal language and culture are being taught in all NWT schools. In the Aboriginal worldview, culture and language are inseparable; culture is language, and language is culture. To respect this worldview and to assist educators, ECE has created two overarching curricula: *Dene Kede* and *Inuuqatigiit*. School staffs are expected to infuse this Aboriginal worldview in all of their teachings, using the curriculum appropriate to their school and community.



Aboriginal Language and Culture-based Education

In September 2004, the Minister of ECE issued a directive on Aboriginal Language and Culture-based Education (ALCBE). Aboriginal language and culture-based education is defined as education that reflects, validates and promotes the cultures and languages of the First Peoples of the NWT. It is education that honours all forms of traditional knowledge, ways of knowing and worldviews.

Aboriginal language and culture-based activities explore the languages, cultures, histories, activities, skills, knowledge, traditions and values of Aboriginal peoples of the NWT, and contain an Aboriginal language acquisition component.

ECE initiated a review of the 2004 ALCBE directive in 2013 as part of its ongoing support of Aboriginal Language and Culture-based School Programs. To focus on issues most relevant to each region in the NWT, ECE drew on senior management staff, Aboriginal coordinators, district education superintendents, school principals and Aboriginal language teachers from across the NWT for information and feedback. This review led to a decision to renew the ALCBE Directive as one of the actions identified within the Education Renewal (ER) Action Plan and is currently under development.

Aboriginal Language Learning

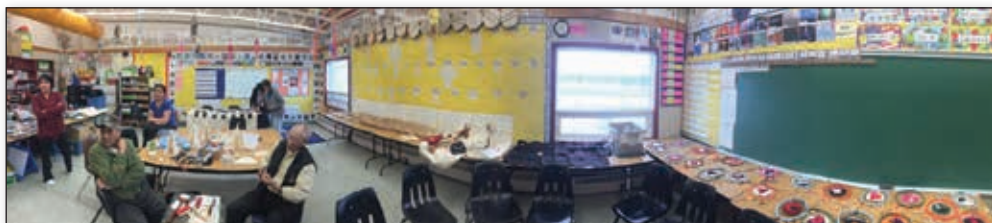
The *NWT Education Act* provides for the ability to provide Aboriginal language learning through first language instruction, immersion and second-language instruction. The level of language programming is largely dependent on sufficient demand, availability of qualified teachers who are fluent speakers, and availability of sufficient and suitable program materials. If English is the language of instruction, another NWT official language must also be taught as part of the education program.

Currently, there are no NWT schools offering first-language instruction in an Aboriginal language. In most NWT schools, English is the main language of instruction and an Aboriginal language or French is taught as a second-language through either a second-language, 'core language,' approach or immersion.

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

In an immersion language approach, all regular instruction is taught in an Aboriginal language. Aboriginal language immersion classes are in place in three NWT communities: Behchokò, Inuvik and Fort Providence.

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



Teaching and Learning Centres

Regional Teaching and Learning Centres (TLCs) provide support to NWT schools for their Aboriginal language and cultural programs, including:

- Developing materials and kits for *Dene Kede* and *Inuuqatigiit* units;
- Coordinating training for Aboriginal language instructors and Early Childhood educators;
- Coordinating on-the-land language and culture camps;
- Collaborating with language instructors to ensure language accuracy;
- Planning for regional education conferences;
- Conducting training for the infusion of *Dene Kede* and *Inuuqatigiit* into all core subject areas; and
- Providing direction to the NWT Teacher Education Program (TEP) and the Aboriginal Language and Cultural Instructor Program (ALCIP) through participation in committees and working groups.

Aboriginal Language Instructor Training

Aboriginal Language and Cultural Instructor Program

The overall goal of the Aboriginal Language and Cultural Instructor Program (ALCIP) program is to prepare individuals with the skills required to become qualified teachers of Aboriginal Language and Culture courses in K-12 schools.

The ALCIP is delivered on a part-time basis throughout the NWT to provide both ongoing professional development and skills development to Aboriginal language teachers who are currently employed as well as to interested community members.

Aurora College School of Education staff work with the regional school boards to make sure that courses delivered in each region meet the professional development needs of the participants.

Full-time delivery of ALCIP prepares new Aboriginal language teachers to begin their careers in the K-12 system. Community-based, full-time delivery of ALCIP has been offered on a rotational basis in Behchokò (2009), Inuvik (2012) and K'at'odeeche First Nation (2013).

ECE recognizes the value of community-based delivery and continues to support this initiative. Future delivery locations will be determined by ECE in consultation with Aurora College, Divisional Education Councils (DECs) and District Education Authorities (DEAs).

Government Services in Aboriginal Languages

Aboriginal Bilingual Bonus and Language Allowance

As prescribed by the *Union of Northern Workers Collective Agreement*, the GNWT provides a bilingual bonus to employees who use two or more of the official languages of the NWT, with the exception of employees who have assigned duties of translation and interpretation in their job descriptions.

The bilingual bonus is offered where the ability to speak more than one official language is required to provide adequate service. A bilingual bonus may also be offered if the ability to speak a second official language is an asset to the position, i.e. when an employee occasionally provides assistance in another official language. Under both circumstances, the community or region the position serves determines the language used in the position.

In 2014-2015, 170 GNWT employees received an Aboriginal language bilingual bonus.

| Department / Agency / Board | Aboriginal Bilingual Bonus(es) | # Employees |
|-----------------------------------|--------------------------------|-------------|
| Education, Culture and Employment | \$6,928 | 7 |
| Environment and Natural Resources | \$10,760 | 9 |
| Executive | \$4,367 | 8 |
| Finance | \$1,200 | 1 |
| Industry, Tourism and Investment | \$8,490 | 8 |
| Justice | \$4,297 | 4 |
| Municipal and Community Affairs | \$3,600 | 3 |
| Public Works and Services | \$2,400 | 2 |
| Dehcho DEC | \$7,768 | 7 |
| Sahtu DEC | \$3,492 | 3 |
| South Slave DEC | \$8,165 | 1 |
| Tłı̨ch̨ CSA-Education | \$21,392 | 21 |
| Beaufort Delta DEC | \$138 | 1 |
| Beaufort Delta HSSA | \$3,533 | 3 |
| Dehcho HSSA | \$13,850 | 13 |
| Fort Smith HSSA | \$1,856 | 2 |
| Sahtu HSSA | \$11,053 | 11 |
| Tłı̨ch̨ CSA-HSS | \$47,427 | 60 |
| YKHSSA | \$2,400 | 2 |
| NWT Housing Corporation | \$1,200 | 1 |
| WSCC | \$3,600 | 3 |
| Total | \$167,916 | 170 |

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

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

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

In 2014-2015, 68 teachers received an Aboriginal Language Allowance.

| Department / Agency / Board | Aboriginal Language Allowance(s) | # Employees |
|-----------------------------|----------------------------------|-------------|
| Beaufort Delta DEC | \$44,396 | 13 |
| Dehcho DEC | \$60,925 | 12 |
| Sahtu DEC | \$57,948 | 13 |
| South Slave DEC | \$40,605 | 10 |
| Tłı̨chǫ CSA-Education | \$94,554 | 20 |
| Total | \$298,428 | 68 |

Government News Delivered in Aboriginal Languages

When possible, the GNWT endeavours to deliver news and important information in Aboriginal languages. In 2014-2015, highlights included:

- ✓ The Department of Transportation (DOT) ensured that the release of public information, some of which was time-sensitive, was delivered in official Aboriginal languages, when necessary. Updates included information for highway users and notices of road closures.
- ✓ The Department of Industry, Tourism and Investment (ITI) ran public service announcements on topics such as morel mushroom harvesting.
- ✓ The Legislative Assembly (LA) provided interpretation and rebroadcasting on a rotational basis. During the rebroadcasts, the Assembly had the capability to match the languages with a particular community or region within the NWT. In addition, translated Assembly proceedings, where available, were distributed on direct-to-home satellite stations across Canada.
- ✓ The Department of Justice (DOJ) has several 'arms-length' services that report on official Aboriginal languages, including the Rental Officer, the Office of the Chief Coroner of the NWT, the Public Trustee office and the Legal Services Board (Legal Aid), all of which provided public services in Aboriginal Languages when requested. As well, as an ongoing business practice, correctional facility inmates and Probation Services clients received information in the language of their choice.

Radio and Print Advertising in Aboriginal Languages

GNWT departments often make announcements and run advertisements in Aboriginal languages on local radio stations and in local newspapers. In 2014-2015, highlights included:

- ✓ To highlight Aboriginal Languages Month in March 2015, the Department of Human Resources (HR) created a promotional campaign showcasing Aboriginal bilingual employees. The goal of this campaign was to celebrate the abilities of GNWT employees who provide services to the public in official languages other than English.
- ✓ The Department of HR also created radio advertisements in North and South Slavey, Tłı̄ch̄q, Gwich'in and Chipewyan languages to help promote and encourage Northerners to nominate individuals and teams for the 2015 Premier's awards.
- ✓ The NWT Housing Corporation (NWT HC) ran intake advertising in five Dene languages on CKLB radio.
- ✓ The Department of Health and Social Services (HSS) continues to publish a number of advertisements in multiple Aboriginal languages. Oral Health Month, World Elder Abuse Awareness, World Suicide Prevention Day, World Cancer Day, World Breastfeeding Day, Tuberculosis and "Get Vaccinated!" were some of the radio advertisements and audio publications that were translated into Aboriginal languages during the fiscal year. Among these, the World Suicide Prevention Day and the World Cancer Day advertisements were translated into all nine official Aboriginal languages.
- ✓ The Department of Finance (DOF) placed radio ads on the CKLB network that were aired in October and November.
- ✓ The Department of Environment and Natural Resources (ENR) ran Aboriginal language interviews with CKLB and CBC Radio.

Aboriginal Languages Translation Services

Translation services enable all departments to increase the quantity of public information and content available in Aboriginal languages. In 2014-2015, highlights included:

- ✓ In 2014, the Department of Lands (DOL) coordinated GNWT participation in the Nunavut Impact Review Board's (NIRB) environmental assessment of Sabina Gold and Silver Corporation's Back River Project and contracted the translation of the executive summary of GNWT's technical review and the GNWT's pre-hearing conference presentation into Inuktitut and Inuinnaqtun.
- ✓ As of May 15, 2015, for both the NWT and Nunavut, the WSCC translated 329 documents to serve clients in their language of choice. These included letters, medical reports, forms, speaking notes, annual report and a corporate plan.
- ✓ The Department of Public Works and Services (PWS) incorporated the official language active offer into two publications.
- ✓ The Department of Municipal and Community Affairs (MACA) translated correspondence, including applications, to ensure transactions were completed in the language they were initiated in.
- ✓ On October 8, 2014, the Tłı̄ch̄q Government and the Department of Aboriginal Affairs and Intergovernmental Relations (DAAIR) held an intergovernmental meeting and offered Tłı̄ch̄q language interpretation and translated the agreement signed at that meeting.

Aboriginal Languages Interpretation Services

GNWT departments provide interpretation services on an “as needed” basis. In 2014-2015, highlights included:

- ✓ The Department of Transportation and the Department of Justice utilized ‘CanTalk’, a contracted translation service, to provide over-the-phone official Aboriginal language interpretation when face-to-face language assistance was not available.
- ✓ The NWT HC contracted Aboriginal language interpreters for community consultations and program delivery and workshops, as needed, and provided one-on-one counselling in an Aboriginal language when requested.
- ✓ The Department of Justice held meetings and public events in local languages: Inuvik (1), Tulita (18), Fort Simpson (3), Tłı̨ch̨ communities (24) and the Hay River area (15).
- ✓ In Supreme, Territorial and Justice of the Peace Courts, Aboriginal language interpretation services were provided in courtrooms through contracted interpreters in Tłı̨ch̨ (114 times), North Slavey (12 times), South Slavey (3 times), Gwich’in (13 times) and Chipewyan (4 times).
- ✓ ITI provided Aboriginal language interpreters at a number of the morel mushroom information sessions, including Fort Providence, Jean Marie River and Kakisa. As well, interpreters were present at the Sahtu Tourism Development Workshop, which was funded by ITI.
- ✓ ECE provided translation services during the Aboriginal Languages Symposium, in meetings with the Language Boards and in meetings with Aboriginal governments.
- ✓ Members of the Legislative Assembly, the Youth Parliament and the Elders’ Parliament were offered the use any of the 11 official languages in the debates and other proceedings of the Assembly.



Elder Parliamentarian Mary Rose Charlo and interpreter Margaret Mackenzie during Chamber proceedings as part of the 2014 Elders’ Parliament.

- ✓ As well, there were 47 sitting days and the Assembly (LA) provided interpretation in eight of the nine official Aboriginal languages. The following table details the languages used and the number of sitting days during which they were used.

| Official Aboriginal Language | Number of Sitting Days Provided |
|------------------------------|---------------------------------|
| Chipewyan | 13 |
| Cree | 0 |
| Gwich'in | 9 |
| Inuinnaqtun | 14 |
| Inuktitut | 9 |
| Inuvialuktun | 11 |
| North Slavey | 16 |
| South Slavey | 14 |
| Tłıchǫ | 21 |

- ✓ Self-guided audio tours of the Legislative Assembly continue to be provided to visitors in all of the official languages of the Northwest Territories.
- ✓ Lands held public meetings from January to March 2015 across the Northwest Territories and produced reports documenting what was heard at the meetings; the need for interpretation was assessed and determined that it was appropriate to provide translation services in Tłıchǫ in Behchokǫ and in Weledeh in Dettah.
- ✓ Justice, through the Yellowknife Victim Services, provided services in Aboriginal languages more commonly than French services. This year, Victims Services handled 188 telephone inquiries in Dene languages throughout the NWT and served 216 clients (North Slavey, Tłıchǫ).
- ✓ HR developed a GNWT-wide inventory of employees' Aboriginal bilingual capacity and invited employees to voluntarily report their ability to serve the public in an Aboriginal official language.
- ✓ During the 2014-2015 year, the Aboriginal Wellness Program at Stanton Territorial Health Authority provided 367 interpretation services, 2,742 kinship visits and 1,748 cultural programs, some of which were one-on-one and some of which were for small groups.

Aboriginal Language Signage

Communities and government departments have been increasing the usage of Aboriginal languages of government signs throughout the NWT. In 2014-2015, highlights included:

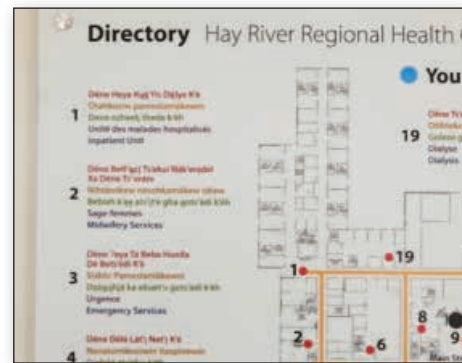
- ✓ New signage was introduced at the entrance to the Legislative Assembly building. The design incorporated all of the official languages of the Northwest Territories.
- ✓ PWS installed signage in all regions to reflect the completion of ongoing capital projects, the creation of the new Department of Lands as well as ongoing office space accommodation moves related to Devolution implementation such as signage at the new Fort Providence Health Centre and Hay River Health Centre as well as construction signage for the new Norman Wells Long-term Care and Health Centre.
- ✓ All Department of Justice offices and correctional facilities have signage offering services in official Aboriginal languages. As well, warning signage for inmates in the area where they initially enter a facility is in all 11 official languages.



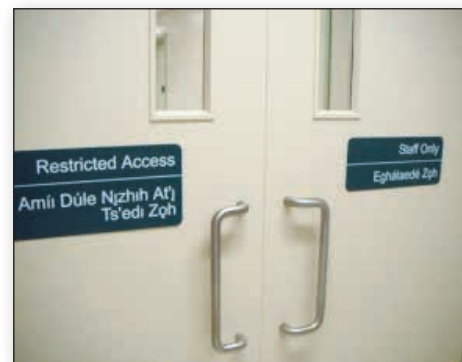
New Assembly Entrance sign



New Hay River Health Centre Signage



Sample Signage from the New Fort Providence Health Centre



Construction Signage for New Norman Wells LTC and Health Centre Facility

Aboriginal Languages Initiatives

- ✓ The Yellowknife HSS Authority published their 2013-2014 Annual Report and 2015 calendar, which included English, Tłıchǫ and Chipewyan.



- ✓ The Department of the Executive runs 19 Single Window Service Centres staffed by half-time, locally hired, Government Services Officers (GSO), within which there are currently ten GSOs who speak an Aboriginal language and, as such, direct service is available in English, Inuinnaqtun, Gwich'in, Tłıchǫ, North Slavey and South Slavey. In 2014, the Single Window Service Centre model was recognized nationally for its innovative management and received the bronze medal for the Institute of Public Administration/Deloitte Public Sector Leadership Award.
- ✓ MACA offered program support, including to the Dechinta Centre for Research and Learning, which provides cultural, on-the-land and, in many cases, traditional language programming to youth.
- ✓ The Traditional Counsellor at the North Slave Correctional Centre encourages all inmates to speak in their mother tongue and conducts traditional healing programs.
- ✓ HR has continued to provide orientation sessions to new employees on the Aboriginal language obligations of the GNWT.
- ✓ The Workers' Safety and Compensation Commission (WSCC) translated advertisements, posters, an annual report and a corporate plan into Aboriginal languages.
- ✓ Although published in English, the Department of the Executive (DOE) publishes the "Bear Facts" employee newsletter, which promotes the GNWT's Aboriginal language services.
- ✓ ECE, through the NWT Archives, provided a calendar with archive pictures and months in all of the official languages.

Language Program Expenditures – Aboriginal Languages (2014-2015)

In 2014-2015, ECE spent close to \$6 million to fund the Aboriginal Languages Secretariat to support language programming and services. Of this amount, over \$3.5 million has been provided to Aboriginal government to support their Language Plans.

| Description | Actual Expenditures |
|--|---------------------|
| Aboriginal languages services and programs | \$2,454,544 |
| Contributions to Aboriginal governments to support Regional Language Plans | \$3,523,000 |
| Total | \$5,977,544 |

As per the Canada-NWT Cooperation Agreement, the federal government contributed \$1.9 million on various Aboriginal language programs.



PART II: French



How We Approach Our Work

French language services at the Government of the Northwest Territories

Francophone Affairs Secretariat

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

French Language Services Coordinators

The general responsibility of the French Language Services Coordinators (FLSC) is to champion and coordinate the provision of quality French language communications and services by their respective departments, boards and agencies.

Strategic Plan on French Language Communications and Services

Introduced in 2012, the Strategic Plan on French Language Communications and Services guides the implementation of improved services to the francophone community accessing GNWT services. The plan includes three frameworks, which cover all aspects of French language service delivery as well as roles and responsibilities of the GNWT.

GNWT Standards for French Language Communications and Services

The GNWT Standards for French Language Communications and Services were adopted in 2013 to assist employees in the delivery of communications and services in French to the public. The standards include information on voice mail, signage, publication format, advertisements and French translation.

Progress for French Language Services

Government institutions such as departments, boards and agencies improved communications and services in French in various ways during the 2014-2015 fiscal year. The 2014-2015 Annual Report on Official Languages outlines many of these improvements for the Government of the Northwest Territories. Progress is structured around the goals of the Operating Plans on French Language Communications and Services.

1

Goal 1: Leadership and Policy Direction

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

Operating Plans on French Language Communications and Services

Following the Strategic Plan on French Language Communications and Services adopted in 2012 and the GNWT Standards for French Communications and Services adopted in 2013, GNWT departments have developed their five-year Operating Plans. These Plans describe how they will deliver French language communications and services.

The Francophone Affairs Secretariat provided five training sessions on FLCS issues for managers as part of the Management Series in collaboration with Employee Development and Workforce Planning, Corporate Human Resources Division of the Department of Human Resources.

100

Percentage of departments that developed an Operating Plan on French Language Communications and Services.



Recruitment Activity, Department of Human Resources, January 2015

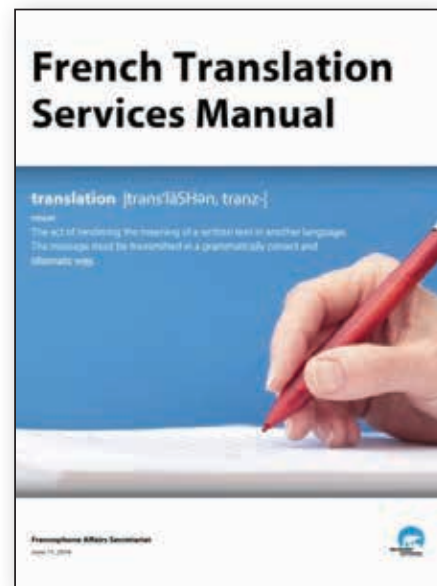
Projects supporting active leadership and policy direction:

- Development of a Monitoring, Evaluation and Accountability (MEA) Framework
- Senior management briefings on FLCS
- Ongoing information sharing within each government institution on French standards and obligations
- Interdepartmental collaboration to identify priority content for translation
- Development of Active Offer Toolkit
- Recruitment activity in Ottawa
- Participation in Ministerial Conference of the Canadian Francophonie
- Signing of Canada-NWT Cooperation Agreement for French and Aboriginal Languages in the NWT
- Tabling of 2013-2014 Annual Report on Official Languages
- The committee of FLSC met three times during the reporting period
- Interdepartmental consultation and development of French signage
- Interdepartmental consultation on French requirements for the new GNWT phone system
- Briefings on French Language Communications and Services in regional centres as well as for new GNWT employees, including summer students.

The Francophone Affairs Secretariat developed a new tool, the French Translation Services Manual. The manual aims to provide direction and guidance to all government institutions on how translation services can be used to communicate in French with the NWT francophone community.



CONFÉRENCE MINISTÉRIELLE
SUR LA FRANCOPHONIE
CANADIENNE | MINISTERIAL CONFERENCE
ON THE CANADIAN
FRANCOPHONIE



2

Goal 2: Availability and Accessibility

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

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

Bilingual Bonus

The GNWT provides a bilingual bonus to employees who use two or more of the official languages of the NWT. The bilingual bonus is offered where the ability to speak more than one official language is required to provide adequate service. A bilingual bonus may also be offered if the ability to speak a second official language is an asset to the position.

| Government Institutions | French Bilingual Bonus (\$) | # Employees |
|--|-----------------------------|-------------|
| Beaufort Delta District Education Authority | 800 | 1 |
| Aboriginal Affairs and Intergovernmental Relations (DAAIR) | 1,800 | 2 |
| Education, Culture and Employment (ECE) | 14,349 | 12 |
| Environment and Natural Resources (ENR) | 7,189 | 6 |
| Executive (DOE) | 2,200 | 2 |
| Health and Social Services (HSS) | 4,800 | 5 |
| Human Resources (HR) | 3,600 | 3 |
| Industry, Tourism and Investment (ITI) | 4,800 | 4 |
| Justice (DOJ) | 10,575 | 24 |
| Lands (DOL) | 770 | 1 |
| Legislative Assembly (LA) | 2,930 | 4 |
| Municipal and Community Affairs (MACA) | 1,200 | 1 |
| Public Works and Services (PWS) | 4,800 | 4 |
| Transportation (DOT) | 3,600 | 3 |
| Dehcho Health and Social Services Authority | 895 | 1 |
| Fort Smith Health and Social Services Authority | 2,400 | 2 |
| Sahtu Health and Social Services Authority | 1,960 | 4 |
| Stanton Territorial Health Authority | 10,350 | 12 |
| NWT Housing Corporation (NWTHC) | 2,196 | 2 |
| Yellowknife Health and Social Services Authority | 1,190 | 1 |
| Workers' Safety and Compensation Commission (WSCC) | 4,800 | 4 |
| Total | 87,204 | 98 |

98

Number of employees that received a bilingual bonus; a 22% increase from 2013-2014.

45

Number of press releases issued in French by government institutions.

Government News Delivered in French

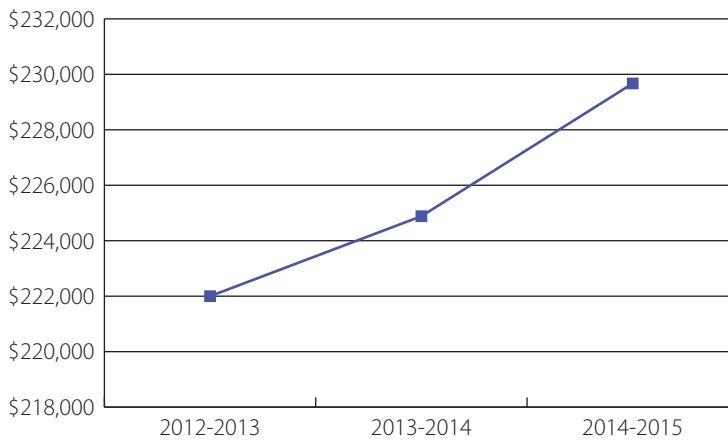
Government institutions issue news releases in French to keep the francophone community informed about a range of issues and government programs and services. Here are a few examples:

- New Chief Electoral Officer appointed by the Legislative Assembly of the NWT
- Francophone and francophile students participate in NWT Take Our Kids to Work Day
- Public Health Advisory: Street drug “Greenies” prompts health alert in Yellowknife
- City of Yellowknife, RCMP and GNWT invite Yellowknifers to a follow-up conversation on community safety
- New Occupational Health and Safety Regulations coming this year

Radio and Print Advertising in French

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

Advertising Dollars in French Language Media



Examples of 2014-2015 French language advertising and promotional campaigns:

- Showcase of GNWT bilingual employees
- iPads for new parents and caregivers of babies
- 30th Anniversary of the Inuvialuit Final Agreement
- Dehcho First Nations process
- National Aboriginal Day
- Bear Safety
- Northwest Territories Transboundary Water Agreement Public Engagement
- 50th Anniversary of the Canadian flag
- Notice for half-masting of the NWT flag
- Property Tax Arrears Listing
- Beach safety
- NWT Parks
- NWT Arts
- Fresh Fish of Great Slave Lake
- Mining Incentive Program
- NWT Parks campsite draw
- Support for Entrepreneurs and Economic Development Policy
- Outstanding Volunteer Awards
- Youth Ambassador programs
- NWT Fire Service Merit Awards
- Be Empowered: Know Your Rights
- Culture and Heritage Circle Awards
- Occupational Health and Safety regulations
- Services TNO
- Prince of Wales Northern Heritage Centre (PWNHC) programming
- Rendez-vous de la Francophonie

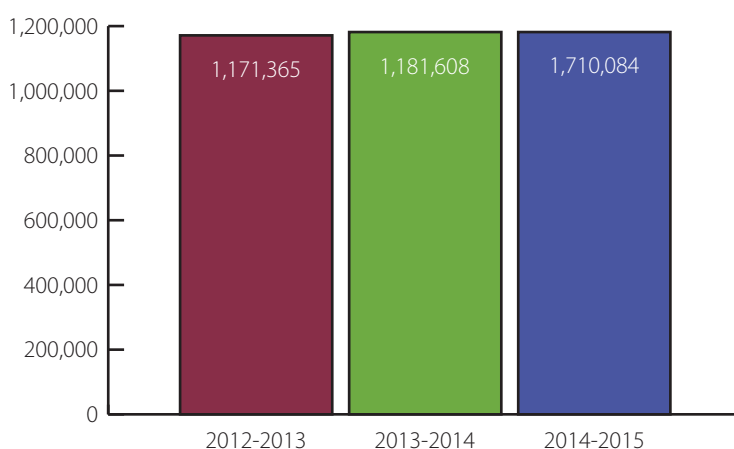


Translation and Interpretation Services

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

During the 2014–2015 fiscal year, 1,710,084 words were translated by GNWT French Translation Services, the Department of Justice Legal Translation Services and the Workers' Safety and Compensation Commission. The GNWT French Translation Services translated 1,053,522 million words for 35 government institutions

Number of Words Translated by GNWT French Translation Services, WSCC and Department of Justice

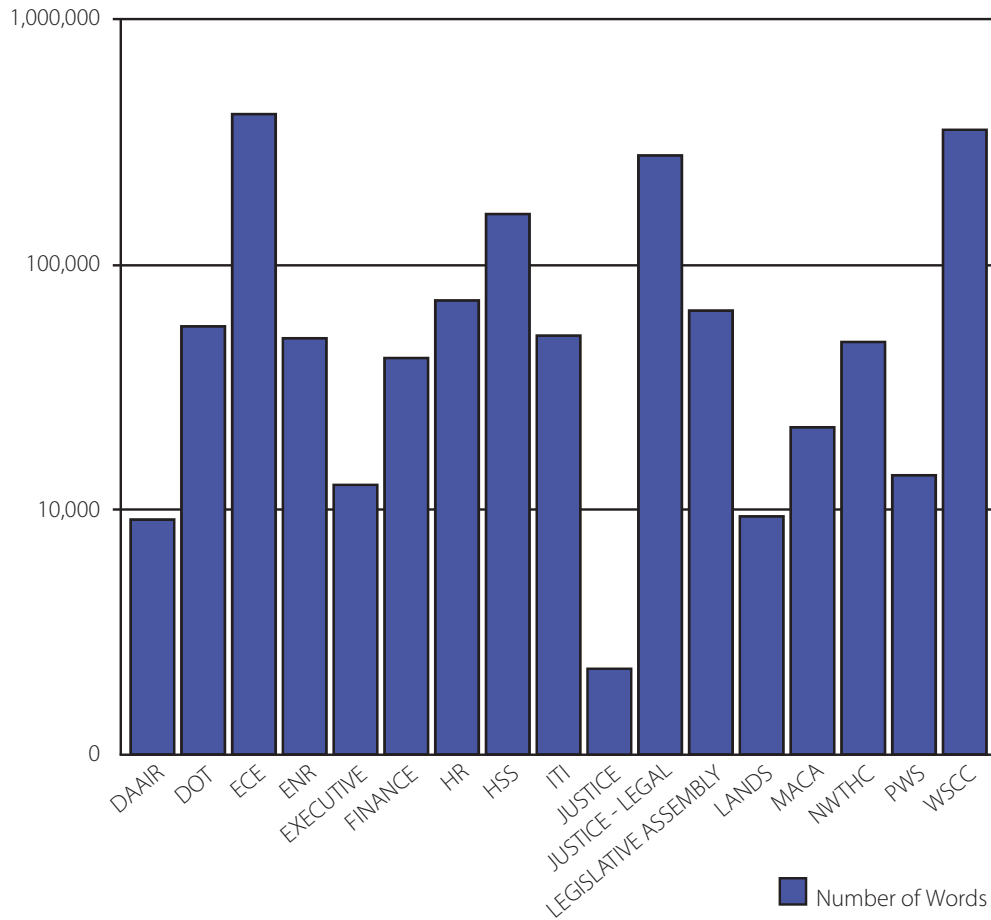


2014-2015 Translation Total Word Count, by Government Institution

| Government Institution | Word Count |
|--|------------------|
| DAAIR | 9,051 |
| DOT | 56,356 |
| ECE (includes Aurora College) | 433,984 |
| ENR | 50,139 |
| Executive | 12,771 |
| Finance (includes Liquor Licensing Board) | 42,015 |
| HR | 72,031 |
| HSS (includes Health Authorities) | 162,938 |
| ITI (includes the BDIC) | 51,736 |
| Justice (includes Rental Officer and Public Utilities Board)* | 2,271 |
| Justice – Legal Translation Services | 286,828 |
| Legislative Assembly (includes Human Rights Commission, Information and Privacy Commissioner, Elections NWT, Conflict of Interest Commissioner and Languages Commissioner) | 65,825 |
| Lands (includes Surface Rights Board) | 9,342 |
| MACA | 21,913 |
| NWTHC | 49,372 |
| PWS | 13,778 |
| WSCC | 369,734 |
| Total | 1,710,084 |

*The Department of Justice word count does not include the words translated by the Legal Translation Services Division. Please refer to the "Justice – Legal Translation Services" row for the total word count of that division.

2014-2015 Translation Total Word Count, by Government Institution



GNWT French Translation Services

Notable translation projects:

- Department of Transportation website
- Ongoing translation of ECE website
- 2015 Budget Address and related documents
- Education Renewal and Innovation Framework – Directions for Change
- 2013-2014 Annual Report of the NWT Housing Corporation
- 2013-2014 Annual Report on Official Languages
- GNWT Services Directory
- 2014 Species at Risk booklet
- Education Renewal and Innovation Action Plan
- Response of the GNWT on the 2014 Report of the Auditor General of Canada to the Northwest Territories Legislative Assembly – Child and Family Services
- Information and Privacy Commissioner Annual Report
- Elections NWT website contents
- 2015 Seniors Information Handbook

1,191

Number of translation projects by GNWT French Translation Services.

5

Number of trials held completely in French.

7

Number of times interpreters and translators used in court.





Interpretation is provided on an “as needed” basis by government institutions. Here are some examples for the 2014-2015 fiscal year:

- 32nd Annual Meeting of Federal, Provincial and Territorial Ministers responsible for the Status of Women
- The National Round Table on Missing and Murdered Indigenous Women and Girls
- Standing Committee on Social Programs review of proposed amendments to the *Jury Act* to empanel a French jury
- Debates in the Legislative Assembly
- GNWT-FFT Consultation and Cooperation committee meeting
- Morel Mushroom Harvesting information session
- Town hall meeting hosted by the Standing Committee on Government Operations on the role of an ombudsman

New Initiatives

Examples of government institutions introducing new French language initiatives in 2014-2015:

- Forms available for Business Development Fund
- Bilingual required position at North Slave ECE Service Centre
- Bilingual required Curator of Public Education and Public Programs position at the Prince of Wales Northern Heritage Centre (PWNHC)
- Development of a Request for Proposals for French language training
- NWT Help Line available in French 24-7
- New position of Bilingual Senior Human Resources Officer
- Office of the Regulator of Oil and Gas Operations incident response phone line
- “Big River” – a new bilingual travelling exhibit at PWNHC
- Legal services provided by new Outreach lawyer position
- New signage in all official languages of the NWT at the entrance to the Legislative Assembly
- Services provided to families by Coroner’s Office
- Designated bilingual teacher registration position in Hay River
- Bilingual employee in Procurement Shared Services in Fort Smith
- French Language Services Agent for the Department of Transportation
- New bilingual school programs at PWNHC
- Inventory of Official Languages Bilingual Capacity
- Information session on NWT Housing Corporation programs and services



New Publications

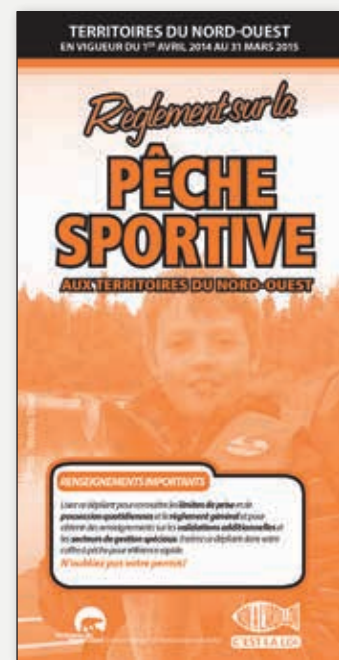
The 2014-2015 fiscal year saw a number of new government publications made available in French, a selection of which are presented here:

- *A Northern Vision: Building a Better North*
- *NWT Sport Fishing Guide*
- *NWT Summary of Hunting Regulations*
- *Building Stronger Families*
- *Mental Health: Where to get help in the NWT*
- NWT Birth Certificate
- Ebola Virus Disease
- Premier's Awards applications
- *Morel Mushroom Harvester's Handbook*
- *Economic Opportunities Strategy*
- *Take One: NWT Film Strategy*
- *The Mineral Development Strategy Implementation Plan*
- *2014 Energy Charrette Report*
- *Grants and Contributions Report 2013-2014*
- *Gunshot and Stab Wound*
- *Northern Land Use Guidelines*
- Department of Lands brochure
- Recreational Land Management backgrounder, FAQ, fact sheet and questionnaire
- Sport, Recreation and Youth forms, policies and associated documents
- Public Safety forms, policies and associated documents
- Mechanical Safety forms
- New Occupational Health and Safety regulations
- All Legislation, Bills, Motions, Orders and Regulations are translated into French

Websites and Web Content

Government institutions maintain a range of websites that provide pertinent information to the public. Public website translation has become more consistent, in phases and based on priorities identified in their Operating Plans for French.

In light of the on-going improvements in the availability of French web content, some government institutions have begun monitoring Google analytics results of visits to French public web pages, tracking change over time. With an improved active offer, and increased demand from the community, traffic on French web site pages should increase as implementation of the Strategic Plan continues.





Employees at Services TNO

Services TNO

From April 1, 2014 to March 31, 2015, Services TNO processed a total of 367 requests; an increase of 61 from the previous year. Of the 367 requests, 263 (71%) were made in French, 102 (28%) in English and 2 (1%) in other languages.

| | |
|---|-----|
| Health and Social Services: Health care card, birth certificates, marriage licences | 113 |
| Environment and Natural Resources: Fishing and hunting licences, hunting tags | 104 |
| Justice: Notary Public | 51 |
| Finance: Liquor Licensing Board | 21 |
| Education, Culture and Employment: Student Financial Assistance | 19 |

Policies, Guidelines and Protocols to Support French Language Services

Here are a few examples of new or updated policies, guidelines or protocols to support French language services:

| | |
|---|---|
| Northwest Territories Business Development and Investment Corporation | CDÉTNO service agreement in place |
| Aboriginal Affairs and Intergovernmental Relations | Standardized practice to correspond with bilingual federal, territorial and provincial colleagues in French |
| Environment and Natural Resources | Protocol for regional offices without bilingual staff to forward French language service requests to FLSC |
| NWT Human Rights Commission | Memorandum of Agreement with Education, Culture and Employment/Services TNO |
| Health and Social Services | Memorandum of Agreement on French Language Communications and Services between Health and Social Services and 8 HSS Authorities |
| Human Resources | Guidelines on French Translation of Job Description and Job Poster, Official Languages Translation and GNWT French Language Proficiency Requirement |
| ECE North Slave Services Centre | Contract with CDÉTNO to operate the Yellowknife Career Centre |
| ECE South Slave ECE Service Centre | Contract with CDÉTNO to provide French employment services |

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Goal 3: Community Engagement

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

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

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

Community Engagement and Consultations

Government institutions consulted with the public in various ways in 2014–2015, including online surveys, telephone consultations, focus groups and face-to-face meetings. Here are a few examples of consultations which sought input from the francophone community by offering ways to contribute in French.

They also worked with francophone community organizations and schools to support a number of initiatives in French. Here are a few samples of initiatives, presentations or participation by ministers and/or GNWT staff:

- *Culture and Heritage Strategic Framework*
- Amendments to the *Jury Act*
- Budget Dialogue Sessions
- Fred Henne Park Beach Safety Survey
- Tourism 2020
- Prelude Lake Territorial Park improvements and expansion
- Beach Safety Survey 2015
- Application for membership to Surface Rights Board
- *Recreational Land Management Framework Survey*
- *Connecting Northerners: NWT Transportation Strategy 2015-2040*
- Return to Work Tools
- FFT-GNWT Cooperation and Consultation Committee
- Presentation at the Fédération franco-ténoise Community Forum in fall 2014 and winter 2015
- Réseau en immigration francophone des Territoires du Nord-Ouest
- Presentation on the Student Financial Assistance Program at École Allain St-Cyr
- Presentation on the Francophone Affairs Secretariat to Commission scolaire francophone des Territoires du Nord-Ouest
- Réseau Santé TNO
- Consortium national de la formation en santé
- Café Emplois with CDÉTNO
- “I Share, You Share, They Share, We Recruit” recruitment Community Referral Program
- Meeting with CDÉTNO on procurements opportunities with the GNWT

Education and French

Under the 2013-2018 Official Languages in Education Protocol, signed between the Federal Department of Canadian Heritage and the Council of Ministers of Education of Canada, the Department of Education, Culture and Employment signed a five-year agreement to provide funding for French Minority Language Education and French as a Second Language Instruction (Core French, Intensive and Post-Intensive French, and Immersion programs).



Meeting between Minister Lafferty and representatives from NWT French community organizations.



GNWT-Fédération franco-ténoise consultation committee meeting, September 2014.

GNWT Language Program Expenditures – French (2014-2015)

In 2014-2015, ECE spent \$3.8 million for French Language Services. Of this amount, the federal government contributed \$2.662 as per the Canada-NWT Cooperation Agreement (Agreement).

In the same fiscal year, ECE spent an additional \$2.7 million for French Language Education programming. Of this amount, the federal government contributed \$2.616 million as per the Agreement.

| Description | Actual Expenditures |
|--------------------------------------|---------------------|
| French Language Services | \$3,789,684 |
| French Language Education I (note 1) | \$2,751,445 |
| Total | \$6,541,129 |

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

Looking Forward

Here are few examples of French language initiatives the GNWT is working towards for 2015-2016.

Based on Operating Plans for French Language Communications and Services, Government institutions will:

- Develop a GNWT Active Offer toolkit
- Develop a French version of the GNWT contract opportunities website
- Develop a French version of the GNWT careers website
- Complete installation of signage on roads
- Create and implement a French language proficiency testing policy for employees
- Start the translation of all GNWT news releases into French
- Update the MOU between Services TNO (ECE) and government institutions

