

Minister of Languages **Annual Report** 2014-2015





Message from the **Minister of Languages**

On behalf of the Government of Nunavut, it is my pleasure to submit the Minister of Languages' 2014-15 Annual Report, in accordance with the *Official Languages Act* and *Inuit Language Protection Act*.

This Annual Report outlines and summarizes both legislations on how the government departments and public agencies continue to meet their obligations and the resources that were used to meet these objectives. As you are aware, the Department of Culture and Heritage plays a central role in administering and coordinating the implementation of the language legislations.

On behalf of the Department of Culture and Heritage, I would like to thank our employees, various organizations, agencies and people who contributed and supported the promotion, growth, enrichment and distribution of the official languages policies and programs for Nunavummiut.

Thank You

David Joanasie
Minister of Languages

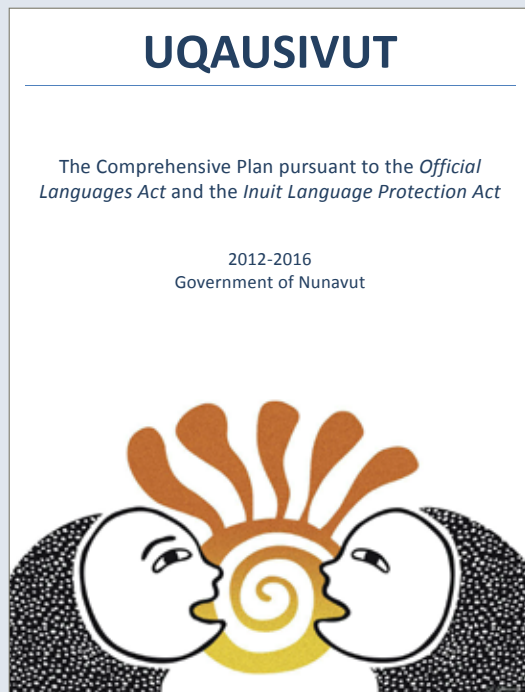




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Uqausivut: Implementing Nunavut's Language Legislation



Uqausivut is the Government of Nunavut's comprehensive implementation plan to implement Nunavut's language legislation—the Official Languages Act and Inuit Language Protection Act.

Uqausivut identifies objectives for Government of Nunavut departments and public agencies to meet all of their obligations under the language legislation. The Minister tabled Uqausivut in the Legislative Assembly in October 2012.

The Department of Culture and Heritage administers two funding programs that support the implementation of the language legislation and Uqausivut:

- ▶ The Inuit Language Implementation Fund; and
- ▶ The *Canada-Nunavut General Agreement for the Promotion of French and Inuit Languages*.

The next sections of this report describe each funding program and present the results each has achieved, including other activities conducted by the Department of Culture and Heritage.



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Inuit Language Implementation Fund

The Government of Nunavut's Inuit Language Implementation Fund provides \$5 million annually to support government departments to achieve the objectives set out in Uqausivut. This fund is primarily intended to strengthen capacity to deliver programs and services in Inuktitut among departments and public agencies, such that programs and services in Inuktitut become a regular part of their planning and operations.

The Inuit Language Implementation Fund is administered by the Department of Culture and Heritage. The Department is responsible for ensuring management and accountability, including the effective use of the funds to achieve the Uqausivut objectives and the implementation of Nunavut's language legislation.

The accountability provisions under the language legislation require departments and public agencies to submit detailed qualitative and quantitative reports on their efforts. This section presents the implementation measures and results achieved by departments and public agencies in 2014-15 under the Inuit Language Implementation Fund.

Language Learning At All Stages Of Life

K-12 Education

With respect to the commitment to implement a **K-12 education** program that produces bilingual graduates, the Department of Education planned to conduct important work during 2014-15 to establish a Literacy 4 Life Framework.

Literacy 4 Life Initiative

The Department of Education is developing a multi-stage, multi-faceted Literacy 4 Life Framework to improve student literacy in Inuktitut. Several literacy resources were developed in 2014-15 for teacher and student use. Professional development and coaching experiences were also provided to K-8 Inuktitut language teachers to assist them in the delivery, assessment and intervention practices consistent with high quality learning experiences for students.

The following guided reading resources were developed:

- ▶ Inuktitut curriculum with grade level outcomes (standards) developed for K-6, while grades 7-9 are in development.
- ▶ Text gradient system using Roman Orthography developed (identification of specific progressions of increasingly difficult text that students move through and master before going on to next level).
- ▶ Samples of Inuktitut guided reading books in Roman Orthography were developed for each level from 1-18 (kindergarten to grade 8), based on standards from text gradient system.
- ▶ Morpheme and vocabulary lists developed for Kindergarten.
- ▶ Print ready sets of guided reading books in Roman Orthography developed for kindergarten levels 1-7 (including 15 take-home books at levels 1-3, 12 books per level, fiction and non-fiction, at levels 4-7).

- ▶ Print ready sets of teacher resources for teaching guided reading developed for kindergarten levels.

Training for learning coaches and others working with teachers to implement Inuktitut balanced literacy in their classrooms took place, including:

- ▶ 50 teachers who took ED513 - Leadership of the School Improvement Process in Nunavut Communities (with a focus on Literacy Leadership) course developed by the department and delivered through the University of Prince Edward Island;
- ▶ 75 teachers who attended training on balanced literacy, benchmark assessment and literacy intervention delivered in each of the regions; and
- ▶ 50 principals and Regional School Operations staff who attended balanced literacy, benchmark assessment and literacy intervention training offered by the department.

Inuktit Language Benchmark Assessment

Consultation and development work on an assessment system for Inuktitut reading is underway. This project supported that work by enabling access to experts in the field of assessment to ensure that Inuktitut assessment measures are valid, reliable and align with the text gradient system and revised language arts curriculum under development. This work requires a high degree of specialization.

Consultation and training, including two face-to-face meetings were conducted with educational staff from the Department of Education including 20 teachers, principals, Inuktitut Guided Reading advisory group and departmental staff in September 2014 and February 2015 on the following: range finding (establishing exact reading level of a book, based on text gradient system); different types of assessment methods for reading; ensuring test design and assessment tools are fair, valid and reliable indicators of reading levels; validation and alignment of draft Inuktitut Language Arts curriculum outcomes and proposed text gradient system; recommendations for next steps in benchmark assessment development for reading at the kindergarten

level; recommendations for design and validation measures for Roman Orthography kindergarten field test.

E-Training Module Development for Teaching Roman Orthography

The Department of Education worked with a contractor to develop e-training modules for teachers who will be teaching using roman orthography. These modules will help address long term sustainability of knowledge development and capacity building for teachers in this important area. It will allow “just in time” training for teachers so they can visit or revisit the training as often as they like. It will identify techniques teachers can use with students to successfully manage the transition from syllabics to roman orthography. It will also allow educators not familiar with Inuktitut the opportunity to become familiar with this writing system, possibly encouraging a broader use of Inuktitut language by all educational staff.

The start of the project was delayed due to circumstances beyond the control of the contractor. Progress to date includes:

- ▶ introduction section under development including brief history of Inuktitut and charting development from oral to written language;
- ▶ rationale section under development with explanation of Roman Orthography advantages to new learners, from an educational perspective, including test features to check understanding of material presented;
- ▶ initial development of lesson tutorials including Inuktitut writing and pronunciation conventions; and
- ▶ development underway for “check your understanding” assessments for each section that gives participants immediate feedback on their understanding of material presented.

Once existing sections are completed, work will begin immediately on the following:

- ▶ multiple video and audio files embedded that include shared and guided reading examples

to illustrate standards of student learning experiences;

- ▶ multiple sections to allow teachers to practice writing in roman orthography;
- ▶ multiple sections that show teachers how to transliterate existing resources from syllabics to roman orthography; and
- ▶ section to identify further resources for teachers.

Adult Language Acquisition and Upgrading

With respect to the commitment to develop and provide materials and programs for adults who want to learn or improve their proficiency in Inuktitut, both in community learning environments and through post-secondary education, Nunavut Arctic College undertook several initiatives in 2014-15.

Inuktitut Language Instructors

Funding was used to hire 2 full PYs to deliver Inuktitut Language Instruction in Iqaluit and Rankin Inlet. A casual employee was also hired to teach in Cambridge Bay. This position taught in the Environmental Technology, Computer Systems Technicians and Bachelor’s in Arctic Nursing and Trades programs.

Additional outcomes – lapsing salary dollars that resulted from delays in staffing were used to publish books that were previously under development, i.e. the **Health Glossary** and the **Ukkusiksalingmiut Dictionary**.

In addition, funding covered the cost of delivering an Inuktitut language evening course at the Nunatta Campus in Iqaluit and also supported Language and Culture week activities.

Elders were also hired in the three regions throughout the year to share their expertise based on course content.

Enhanced Interpreter Translator Program

Two PYs were hired as first-year instructors to deliver the Interpreter/Translator training programs in Kugluktuk and Rankin Inlet. The legal terminology modules were delivered on campus and introductory courses took place in Baker Lake.

Uqausiqput Annirnaqtuq – A Language Worth Protecting

Certificate in Aboriginal Language Revitalization, University of Victoria

The Uqausiqput Annirnaqtuq program, or the Certificate in Aboriginal Language Revitalization, was developed by the University of Victoria's Department of Linguistics and the Division of Continuing Studies in partnership with the En'owkin Centre. The program was made available in the Kitikmeot through a partnership with Nunavut Arctic College beginning in 2015.

This unique program is designed to strengthen students' understanding of the complex context and characteristics of language loss, maintenance, and recovery and develop knowledge and strategies for language revitalization within communities. The program is designed to honour traditional knowledge and practices, to recognize and accommodate the realities and needs of diverse communities, and to provide a foundation for both language revitalization activities and for further study in education, linguistics, or other related areas.

The coursework to complete the Certificate includes 6 Core Courses (9.0 units) that build a student's foundation of knowledge and skills. These courses introduce the students to key concepts, issues, and best practices in language revitalization and develop their ability to create meaningful, appropriate and practical language preservation, revitalization, and teaching programs. The courses use a mix of presentations, discussion groups, case studies, guest speakers, and practical assignments. Courses and instructors encourage all students to consider language revitalization in the context of their own experiences and needs.

Students must also select 3 Elective Courses (4.5 units) based on personal interest and needs. If a student is not a fluent speaker in Inuktitut, at least 1.5 units of elective course work must comprise language course work to build his or her language learning.

The first 3 courses (Dynamics of Indigenous Language Shift; Issues, Principles in Language Revitalization; and Introductory Linguistics for Language Revitalization) were taught in March in Cambridge Bay with 2 instructors. 8 students from Kugluktuk, Cambridge Bay and Gjoa Haven successfully completed the courses.

Resource Development

As an initial part of the implementation plan for the Inuit Language Centre of Excellence, NAC hired two consultants to rewrite the curriculum for Inuit Studies and Interpreter/Translator Programs. In addition, more materials and teaching resources were purchased.

Services To The General Public

Territorial Institutions

With respect to the commitment to improve access to communications and services provided by territorial departments and public agencies in Inuktitut, several departments and public agencies undertook activities funded under the Inuit Language Implementation Fund in 2014-15.

Note: The projects listed here are only those funded through the Inuit Language Implementation Fund and do not reflect the full scope of each department and agencies implementation activities and language services.

Medical Interpreter Clerks

The Department of Health - This project supported the hiring of additional Medical Interpreter Translators in Iqaluit, Rankin Inlet and Cambridge Bay to help support the increased demand for medical interpreting services. Various casual interpreter clerks were also hired in all three regions to support the additional demand for medical interpreting services for unilingual elders.

Tourism Translations

The Department of Economic Development and Transportation - This project supported the printing of the Government of Nunavut's Tourism Strategy and translation of training modules in Inuktitut. Funding was used to support effective tourism training in Inuktitut through the printing of the government's Tourism Strategy in Inuktitut and translation of two major training manuals. This funding supports the effective delivery of tourism training in Inuktitut.

Improving Customer Services and Communications

Qulliq Energy Corporation – This project helped improve communications and services by implementing initiatives that will improve customer services in Inuktitut across the Territory. The project supported the translation of signage and the replacement of current signage with bilingual signs that meet the requirements of the *Official Languages Act and Inuit Language Protection Act*.

Municipal Services

With respect to the commitment to maintain ongoing dialogue with municipalities to assist them in meeting their language obligations under the Inuit Language Protection Act, some initiatives were undertaken in 2014-15 by the Department of Community and Government Services and the Municipal Training Organization.

Support for Municipal Compliance

The Department of Community and Government Services - This project providing funding to municipalities to update municipal signs and improve compliance with the *Inuit Language Protection Act*. Twenty (20) separate municipalities accessed the funding during 2014-15. All expenditures supported municipalities with costs associated with updating municipal signage, such as stop, street and road signs, including signs on municipal buildings or those put up at municipal sites.

Arctic Bay – \$7,500

- ▶ welcome, one way and do not enter signs
- ▶ cemetery signs

Arviat – \$8,000

- ▶ sled dog crossing, stop and yield signs

Cambridge Bay – \$7,610.25

- ▶ okhokavik/fuel tanks, akhalutit/vehicles, ponakviit, niglamavit/white appliances, nutqarrit/stop signs

Cape Dorset – \$8,000

- ▶ water supply, sewage lagoon, landfill, metal dump, land farm, and stop signs

Chesterfield Inlet – \$7,960.52

- ▶ vehicle signs, hamlet, arena, and community complex signs

Clyde River – \$6,107.47

- ▶ water supply, sewage lagoon, landfill, metal dump, and land farm signs

Gjoa Haven – \$5,769.06

- ▶ restricted, no entry, speed limit, and quarry site signs

Grise Fiord – \$3,046.05

- ▶ Ausuittumiit Nasivvik signs

Hall Beach – \$7,529.13

- ▶ water supply, sewage lagoon, landfill, metal dump, land farm signs

Igloolik – \$8,000

- ▶ signage installation/implementation



Municipal Inuktitut Training Program

This project provided funding to the Municipal Training Organization (MTO) to offer language training courses for municipal employees across Nunavut.

Introduction to Teaching and Methods

The MTO offered the Introductory to Teaching and Methods, a Train the Trainer Program. The program was delivered in Iqaluit from February 2 to 13, 2015. This is a dynamic training program for Nunavummiut. The training resulted in 14 participants receiving their Inuktitut Second Language Instructor designation.

The course participants came from 12 different communities from all three regions in Nunavut. The participants who engaged in this course ranged in a broad spectrum of ages, knowledge, skills and abilities. Furthermore, there was a representation of various dialects and language proficiency in Inuktitut and English. The classroom experience was also enhanced by the participants having previous teaching experience in an adult education setting. Sharing these common experiences during class time was a perfect segue for brainstorming new initiatives and learning strategies that could be implemented in their classrooms in the future.

Central to the program was the use of the text, *The First Days of School, How to Be An Effective Teacher* by Harry and Rosemary Wong. This text was covered, discussed and adapted to the adult learning environment. Upon course completion, the students had a binder of information to support the lesson plans they created for the start of their own Inuktitut as a Second Language (ISL) training courses.

Inuktitut as a Second Language (ISL) Courses

Having received the training, the participants are now ready to teach an Inuktitut as a Second Language (ISL) program. The participants eagerly and ambitiously took on the task of completing all the course requirements including lesson plans, support information, Inuktitut Language Course text and created a course binder for future reference. As well, the participants were enthusiastic to learn more about the dynamics and requirements of running their own small business as an Inuktitut Instructor.

So far, we have had 10 instructors deliver Inuktitut as a Second Language courses in their home communities, with a total of 55 municipal employees and community members who received the language training.

Course Delivery

Introduction to Teaching and Methods

Iqaluit: February 2 – 13, 2015

14 participants from Arctic Bay, Clyde River, Gjoa Haven, Igloolik, Iqaluit, Kimmirut, Kugaaruk, Kugluktuk, Pond Inlet, Qikiqtarjuaq, Resolute Bay and Taloyoak

Fundamentals of Inuktitut and Conversations

Clyde River: March 1 – 31, 2015

6 participants received this training

Kimmirut: March 16 – 27, 2015

5 participants received this training

Iqaluit: March 3 – 26, 2015

6 participants received this training

Qikiqtarjuaq: March 2 – 21, 2015

5 participants received this training

Kugluktuk: March 9 – 20, 2015

6 participants received this training

Igloolik: March 21 – 31, 2015

8 participants received this training

Gjoa Haven: March 21 – 31, 2015

6 participants received this training

Resolute Bay: March 21 – 31, 2015

5 participants received this training

Arctic Bay: January 13 – 24, 2014

8 participants received this training

Translation of Waste Management Manual

The MTO also included new strategies to promote Inuktitut in the workplace, as the Waste Management Manual was translated into Inuktitut to meet the needs of municipal staff. This resource will be used all over the territory.

Fire Prevention Education

This opportunity enabled 24 leaders in the Firefighter service to attend a seminar on how to promote safe behavior at home. These individuals were able to develop teaching skills and tools to inform their communities about fire prevention. Afterwards, they went back to their community to teach in Inuktitut to children, youth and adults on how fire safety is important for all.

Private Sector

The Government of Nunavut is committed to maintaining ongoing dialogue with private sector organizations to assist them in administering and preparing to meet their language obligations under the language legislation.

Partnering with Economic Organizations

The Department of Economic Development and Transportation – Funding was provided to the Nunavut Economic Developers Association (NEDA) to improve understanding of language issues and implications for economic organizations. Funding was used to develop and carry out a workshop to support language Act implementation held in February 2015. Nearly half of all Economic Development Officers attended the workshop, along with 20 other NEDA members.

This project will be carried out over two fiscal years, so the full impact has yet to be felt; however, as a result of this first phase, 20 professionals in the field of economic development have a greater understanding of the implications of the language Acts and are able to disseminate this knowledge and provide support to economic organizations within their communities.

Laws, Regulations and Nunavut Gazette

With respect to the commitment to ensure that the laws and other legal instruments are available in Nunavut's official languages, while supporting the fuller use of Inuktitut over time in the laws of Nunavut, the Department of Justice continued to lead implementation efforts in 2014-15.

Enhanced Legal Translation Services

The Department of Justice - This project provides additional funding for Inuktitut legal translators. Funds were used to offset the salary of an indeterminate legal translator position in the Department of Justice, as well as contracted interpreting services.

Legal Terminology Development

The Department of Justice - This project provided funding for a legal terminology development conference held during September 2014 at the Parish Hall in Iqaluit. Fifty five (55) people participated in the conference, including thirty three (33) from Iqaluit and twenty two (22) from other communities across Nunavut. Funding covered the cost of airfares, honorariums, rental fees, taxi fares and printed materials for all participants.

Administration of Justice

Enhanced Court Interpreting Services

The Nunavut Court of Justice (The Department of Justice) - This project provides funding for court

interpreters that provide court interpreting services. Funds were used to pay the compensation and benefit costs of indeterminate and casual court interpreters.

Language Of Work

With respect to the commitment of promoting Inuktitut as a language of work within the territorial public service, the Department of Executive and Intergovernmental Affairs led efforts during 2014-15, in collaboration with Piruvik Centre, to support the enhancement of language training programs made available to Government of Nunavut employees.

Enhancement of Inuktitut Training Programs

The Department of Executive and Intergovernmental Affairs – Piruvik Centre was contracted to enhance language training opportunities available to Government of Nunavut employees.

During the 2014-15 fiscal year, this work focused on three projects:

- ▶ Expanding the delivery of Inuktitut Revitalization training to Inuit employees who are learning Inuktitut as a Second Language. The training builds on the foundations of Inuktitut that most beneficiaries acquired as children, giving them greater confidence in speaking and writing the language in the workplace and elsewhere. This training is likely to have the biggest impact in terms of expanding the use of Inuktitut as a working language of government.



- ▶ Developing the Ingalangaittuurvik program. This is a language enhancement program aimed at fluent Inuktitut speakers, trained through a series of lectures led by Elders with expertise in various fields. With the changes that came with institutionalized education in the Arctic, many of today's 'middle' generation of Inuit did not have the opportunity to acquire the highest levels of Inuit language and knowledge. This program is designed to close that gap and ensure that the terminology used by today's elders is safeguarded for future generations.
- ▶ Instructor Development Workshop. Professional development was provided to the Piruvik team of language instructors to improve the quality of language training, the consistency of delivery throughout the territory, and the reporting to the Government of Nunavut.

Inuktitut Revitalization



Kajusivik Course

Inuktitut Revitalization is an Inuktitut as sSecond Language program designed specifically for Inuit students who grew up surrounded by the language, but who are not fully fluent.

Revitalization builds on the language foundation each student brings to the program and builds their confidence in speaking, reading and writing. Two revitalization courses, Attavik (level 1) and Kajusivik (level 2), were successfully developed, piloted and delivered in the 2014-15 fiscal year. Attavik and

Kajusivik were piloted in Iqaluit in the Spring of 2014, followed by deliveries of Attavik in Iqaluit and Rankin Inlet in the Fall of 2014. Kajusivik was delivered in both communities during the winter of 2015.

Those who took part in the training provided very positive feedback of the course, the instruction and the experience of learning alongside other Inuit with similar language skills.

The Revitalization program shows great promise in communities where the use of Inuktitut has eroded. Indeed, investing in the skills of Inuit who already have a foundation in the language is likely to produce the best results in terms of advancing the use of Inuktitut in government workplaces.

At the same time, many younger people who have not achieved fluency are shy and lack confidence in using the language skills they have. The future success of the program will depend on a concerted effort to recruit students and support them in developing their skills.

2014-15 Highlights

- ▶ 6 courses, totalling 180 hours of Inuktitut Revitalization training was delivered in Iqaluit and Rankin Inlet, with 24 students registered.
- ▶ Two new handbooks have been developed featuring vocabulary, dialogues and grammar notes.
- ▶ Course outlines and lesson plans have been prepared for two of the levels.
- ▶ The Tusaalanga.ca website has been updated to include new vocabulary and dialogues from the Revitalization program.

Ingalangaittuurvik

Ingalangaittuurvik is a program aimed at the teaching and learning of the highest levels of Inuit language and knowledge. The program brings together Inuit knowledge keepers with expertise on various topics with mature students who have the language skills and life experience to learn directly from Elders.

In 2014-15, the program made some important achievements in terms of its development. These include:

- ▶ Two week-long lecture series held in Iqaluit and Iglulik, with 8 public servants registered as students, and 5 non-government employed students;
- ▶ Increased experience for 6 Elder knowledge-keepers in leading lectures and sharing their expertise;
- ▶ The documenting of advanced Inuktitut terminology and concepts (see below) for use in the future; and
- ▶ An agreement with the University of Prince Edward Island to work towards the accreditation of the Ingalangaittukuurvik program.

Instructor Development Workshop

During 2014-2015, Pirurvik recruited and trained instructors in the Kivalliq and Kitikmeot in the delivery of Inuktitut as a Second Language. As a result, more GN employees were able to attend language training.

In order to improve the quality of language training, the consistency of delivery throughout the Territory and the reporting to the Government of Nunavut, a 30-hour instructor development workshop was delivered during 2014-15 involving 6 language instructors who teach in five dialects spoken in different parts of Nunavut, including Inuinnaqtun, Nattilingmiutut, Paallirmiutut, Kangliqinirmiutut, and South Qikiqtaaluk.

All participating language instructors were involved in the following activities:

- ▶ Demonstrating and sharing best practices for teaching various aspects of curriculum and maintaining an Inuktitut environment in the classroom;
- ▶ Reviewing Inuktitut as a Second Language materials to better sequence the teaching of various language skills, with the view of improving the

learning outcomes of students;

- ▶ Developing a new framework for evaluating

Language Promotion And Revitalization

With respect to the commitment to support the revitalization and promotion of Inuktitut, several initiatives were undertaken in 2014-15. The Department of Economic Development and Transportation supported two programs under this commitment.

Inuktitut Music Productions

The Department of Economic Development and Transportation provided funding to increase Inuktitut music production. Five Inuktitut music projects by artists from each region of Nunavut were funded in 2014-15. This initiative supports the revitalization and increased use of Inuktitut and Inuit cultural expressions, while supporting the Government of Nunavut's mandate to develop strong and sustainable cultural sectors throughout Nunavut.

The artists were:

- ▶ Kathleen Merritt (Rankin Inlet)
- ▶ Tim and the Band (Pangnirtung)
- ▶ Etulu Aningmiuq (Iqaluit)
- ▶ Jordan Muckpah (Arctic Bay)
- ▶ Inuksuk Drum Dancers (Iqaluit)

Inuktitut Film Productions

The Department of Economic Development and Transportation contributed to the Nunavut Film Development Corporation to increase support for Inuktitut film productions in Nunavut. The following six Inuktitut film, television, and multimedia productions were funded during 2014-15:

- ▶ Myna Ishulutak for the shooting of the short documentary, 'Una Uvanga' in Inuktitut;
- ▶ Unikkaat for the short drama 'Aviliaq' in Inuktitut;
- ▶ IBC for the Inuktitut production of a multi-part documentary series entitled Ilinniq (Season 5);
- ▶ IBC for a multi-part children's web based series called 'Takuginai';
- ▶ Kingulliit Productions for the production, in Inuktitut, of a feature length drama called 'The Searchers'; and
- ▶ Kingulliit Productions for the production, in Inuktitut, of a 13-part animated series entitled, 'Stories of Our Elders'.

Organizational Development for Inuktitut Television Broadcasting

This project supported organizational developments for Inuktitut Television Broadcasting (ITB), providing educational broadcasting services in Inuktitut to Nunavummiut. Funding was used to support the development of ITB's Business Plan and subsequent CRTC Licence application. This project will support the affirmation of Inuktitut language learning and allow for the opportunity to inform, educate, entertain and engage Nunavummiut, while preserving Inuktitut, identity and culture.

Management And Accountability

The Department of Culture and Heritage oversees the management and accountability of the Inuit Language Implementation Fund. In 2014-15, funds were used for casual employee and contractor support to ensure effective implementation and compliance. Results included the development of funding guidelines, procedures, accountability reporting, and the initiation of funding agreements or contracts with six departments and three public agencies.



3

Canada – Nunavut General Agreement on the Promotion of the French and Inuit Languages

Since 1999, the Department of Culture and Heritage has been administering the *Canada-Nunavut General Agreement on the Promotion of French and Inuit Languages* (the “Agreement”). Under the Agreement, the Government of Canada provides approximately \$1.45 million annually to pay for programs and services delivered in French by departments and public agencies and to support the development of the Francophone community. Canada also provides approximately \$1.1 million dollars annually to support community-based Inuktitut initiatives.

The current level of federal support has not changed since 1999. Nunavut’s position is that new terms are required for a Nunavut specific agreement that would better reflect our linguistic reality and needs, including the needs for increased funding. In 2008, the Legislative Assembly of Nunavut adopted the

Official Languages Act and the Inuit Language Protection Act, a forward-thinking legislation package aimed at recognizing the fundamental linguistic rights of Nunavut’s three linguistic groups – Inuit, French, and English - while also taking positive measures to foster the use, promotion, and revitalization of Inuktitut. Nunavut’s Official Languages Act received the concurrence of Parliament in June 2009 and came into force on April 1st, 2013. The Government of Nunavut and its partners will seek “adequate and sustained” federal funding for the continued protection and promotion of official languages in Nunavut, consistent with Nunavut’s legal obligations, particularly with respect to French and Inuktitut¹.

The Government of Canada is and will remain an essential partner in the implementation of Nunavut’s language legislation; however, the Government of Nunavut, along with its partners, will continue to advocate for a new Nunavut-specific language funding agreement with the federal government.

In the following section, we present the results achieved under the 2014-15 Agreement’s Strategic Plans to support the implementation of Inuktitut initiatives and French language initiatives.

¹ The Senate of Canada endorsed this view when it gave concurrence to Nunavut’s new Official Languages Act on June 11, 2009: “That, in light of Parliament’s decision to concur in the passage of the Official Languages Act by the Legislative Assembly of Nunavut, the Government of Canada make adequate and sustained funding available to the Government of Nunavut for the continued protection and promotion of official languages in the territory, as is consistent with the Government’s legal obligations.” Recommendation issued by the Standing Senate Committee on Legal and Constitutional Affairs in its final report entitled: Language Rights in Canada’s North: Nunavut’s New Official Languages Act.

2014-15 Inuktitut Initiatives

The protection and promotion of Inuit culture was identified as one of the most important purposes for the creation of Nunavut, and language is one of the most important elements of Inuit culture. The funding that the Government of Nunavut receives under the Agreement is important for our continued efforts to support the work of Nunavut communities and partners in the recognition, revitalization, preservation, use and development of the Inuit Language.

The Government of Nunavut set out to meet the following two objectives with respect to Inuktitut initiatives in 2014-15 under the Agreement:



Objective 1

To support the preservation, use, and promotion of Inuktitut at the community level; and

Objective 2

To provide for the monitoring and evaluation of the Inuktitut component of the Agreement.

All funding under the Agreement was dedicated to the first objective. In funding community based-initiatives that ensure the preservation, use, and promotion of Inuktitut, the Government of Nunavut has proven particularly successful in ensuring intergenerational linguistic transfer from elders to youth. Other past initiatives have included preservation of oral history through audio and video recording and the development and production of written material in Inuktitut.

The second objective was supported in-kind by the Government of Nunavut. This ensured that the Inuktitut component of the Agreement supports the objectives of Nunavut's language legislation while overseeing the administration of supports for the preservation, use, and promotion of Inuktitut at the community level.

The following section presents the planned measures for each of these two objectives, the expected results and performance indicators used to monitor progress, the initiatives which were awarded funding and the results achieved.



Objective 1

To support the preservation, use and promotion of Inuktitut at the community level

Planned Action	Expected Results	Performance Indicators
<ul style="list-style-type: none"> + Provide funding at the community level to support + Initiatives for the use, teaching, development, promotion or preservation of the Inuit Language; + Initiatives to build community capacity for the assessment of local needs and the planning and management of local initiatives for the promotion of the Inuit language. + The production and use of Inuit language content using all kinds of media, including print, film, television, radio, digital audio or video, interactive or any other media 	<ul style="list-style-type: none"> ▶ Through community-based initiatives, the learning, proficiency and linguistic vitality of the Inuit language is promoted, particularly among youth and communities with concerns about language loss or assimilation. ▶ Communities have a better understanding of the challenges they face, and have increased capacity to plan and organize language activities. ▶ Increased production and distribution to all kinds of media in the Inuit language, supporting the use and revitalization of the Inuit Language. 	<ul style="list-style-type: none"> ▶ Number and types of initiatives funded and number of communities and regions benefiting from community-based initiatives. ▶ Number of youth and other participants involved in community-based initiatives. ▶ Number and level of engagement of language committees established. ▶ Input received identifying local needs. ▶ Number of language activities planned and organized at the community level. ▶ Number of print, film, television, radio, digital audio or video, interactive or any other media produced and distributed.

Results Achieved

Fourteen community-based language initiatives were funded under this objective. The initiatives supported building capacity to address local needs and undertake language learning, preservation and promotion activities, including creating a number of language resources for youth and others. The initiatives directly involved over 300 people, including Elders, youth and parents, from all regions across Nunavut.

Language committees and language activities

Several Initiatives helped community groups to understand and address collectively the challenges they face to preserve, use and promote their language at the community level. This led them to also undertake initiatives to support the use, teaching, learning, development, promotion and preservation of the Inuit Language, and contributed to promote its vitality. The following initiatives are presented together under both language committees and language activities as these objectives often overlap.

Inuktit Language Recovery and Revitalization Strategy East Qitirmiut (Ikajuqtigiit, Cambridge Bay).

There is a need to create resources in Nattilingmiutut and promote and preserve this unique and least documented dialect in Nunavut. Ikajuqtigiit printed and distributed 500 dictionaries between Gjoa Haven, Kugaaruk and Taloyoak. They worked and trained individuals in each community to assist with the review of entries to the dictionary for accuracy and new additions. Language loss for Inuit Youth in these communities was also identified as a concern. As a result, a week-long Drum Dancing Workshop was held in Gjoa Haven, with fifty-three youth participants. By the end of the workshop, youth gained confidence about their cultural and language skills, including in interacting with Elders. Ikajuqtigiit further networked with other language experts sharing similar interests, including dictionary and font development to accommodate the particular sounds and needs of both Nattilingmiutut and Utkuhiksalingmiutut dialects.

Language Revival through Drumming Program (Kitikmeot Heritage Society (KHS), Cambridge Bay).

This program was designed to address the need to consider new ways to foster Inuktit language acquisition through drum dancing. The program helped increase Kitikmeot-wide knowledge of drum dance songs and dances and find ways of bridging language elements from these songs with both formal and informal courses in language education. In the Summer, a 10-day regional land-based camp was organized in partnership with the Kitikmeot Inuit Association. About 60 individuals from across the Kitikmeot region, as well as Ulukhaktok, gathered outside of Cambridge Bay. Elders shared their knowledge with younger generations about traditional songs and drum dances. As a result, KHS gathered about six hours of recorded audio-visual footage of song performances and discussions related to the language being used in old songs, and the relevance of the songs and drum dancing to support language revival. The edited footage is now available to the public through the May Hakongak Centre's Qalgiq community theatre in Cambridge Bay. In the Fall, a curriculum on drumming and language revival was created to be used in formal learning environments.

In the new year, KHS offered a series of intensive youth workshops to help write and perform Inuktit songs.

Clyde River Inuktit Literacy Program (Ilisaqsivik Society, Clyde River, NU).

Ilisaqsivik sought to empower children in the community by improving their language skills and fluency in Inuktit. Literacy is identified as a source of power, self-esteem and identity, and a necessary tool for the promotion of economic, social and cultural wellbeing throughout Nunavut. Ilisaqsivik ran different programs throughout the year, including the After-school Literacy Program. About 20 to 30 children visited the Society's Family Resources Centre, five days a week. The program also included significant parental involvement. The instruction was in Inuktit only, and focused on Inuktit reading and writing, while incorporating cultural activities. Tutoring was also provided to students who needed extra help with Inuktit literacy. A total of 91 students participated regularly in the after-school program throughout the year. Ilisaqsivik also recognizes the need of learning literacy early; the Preschool and Parents and Tots Program ran five days a week, from 1:30 to 3:00 pm. A total of 86 kids and parents regularly participated in the program. Parents got support to teach their children to read and write in Inuktit, while lesson plans for children emphasized Inuit culture and the use of traditional stories, crafts, songs and games to teach literacy. Finally, community radio is recognized as an important means of communications locally; the popular Children's Literacy Radio Show Program was aired weekly, aimed at both preschool children and school-aged children. The show featured Inuktit stories read by teachers, visiting community members, Elders and children, along with literacy games and call-in contests.

Preservation, promotion and revitalization of Inuit Sign Language (ISL) in Nunavut (Canadian Deafness Research and Training Institute, Montreal, QC).

This ongoing project is to promote ISL in Nunavut for people and schools who need it. Workshops and presentations were delivered in Rankin Inlet and Igloolik. The Canadian Deafness Research and

Training Institute made a video of an elder from Rankin and is planning on making booklets for Inuit Sign Language to send all over Nunavut. They worked specifically with teachers and students who are hard of hearing or deaf. Nine adults, four youth and one elder in different communities participated.

Nattilik Heritage Centre Inuktitut Language Initiatives (Nattilik Heritage Society, Gjoa Haven).

The intent of this project is to provide opportunities for strengthening the Inuit language (the local dialect being Natsilingmiutut) in Gjoa Haven through use of the Nattilik Heritage Centre and the following programs: Natsilingmiutut Language clinic, Mentorship Language Immersion program and Creation and Translation of Cultural Resource database.

Language materials

In addition to the resources developed above (500 dictionaries in Nattilingmiutut, 6 hours of audio-visual footage of Inuktitut songs and performances, and a cultural resource database), several other initiatives promoted the increased production and distribution of Inuit language content aimed at enhancing and strengthening the use and revitalization of the Inuit Language. This included a variety of media, including 5 books, 26 television episodes, 26 webisodes, 1 documentary, 1 featured film, 1 short film, 1 music video, 14 animated episodes, the recording of several traditional songs, and an online film festival.

The following is a detailed list of these initiatives and materials created, participation rates of youth and adults and the distribution of the materials.

► **A Walk on the Shoreline** (Inuktitut Children's Book) (Unaaq Cultural Society, Iqaluit).

This is a children's book about traditional knowledge surrounding the environment around the shoreline. It also promotes the Inuit value of Avatittinnik Kamatsiarniq, Land stewardship. 800 printed copies were made and delivered to schools, libraries and colleges all over Nunavut. Digital copies are available online at nbes.ca.

► **Kamik 2: Inuktitut Children's Book Sequel** (Unaaq Cultural Society, Iqaluit). This Inuktitut resource was developed to encourage children to read in Inuktitut

and learn valuable Inuit traditional knowledge about dogs. 800 printed copies were made and delivered to schools, libraries and colleges all over Nunavut. Digital copies are available online at nbes.ca. Seven adults and two elders were involved in making this book.

► **Kappianaqtut: Inuktitut Children's Book about Monsters** (Unaaq Cultural Society, Iqaluit).

The Project resulted in a fun Inuktitut book about monsters from Inuit myths and legends. This Inuktitut resource will help educators plan a fun literacy unit for Halloween. 800 printed copies were made and delivered to schools, libraries and colleges all over Nunavut. Digital copies are available online at nbes.ca. Eight adults and six elders were involved. Children from across Nunavut are benefitting from the traditional knowledge recorded in the publication.

► **Traditional Knowledge from Arviat** (by Donald Uluadluak) (Unaaq Cultural Society, Iqaluit).

This project resulted in an Inuktitut book that shares some of the life memories and knowledge from respected elder Donald Uluadluak. 800 printed copies were made and delivered to schools, libraries and colleges all over Nunavut. Digital copies are available online at nbes.ca. Two elders and eight adults were involved in making this book.

► **Inuktitut Language Television Programming 2014-2015** (Inuit Broadcasting Corporation, Iqaluit).

This is a project that produced a total of twenty-six 30-minute episodes in Inuktitut with English subtitles for Aboriginal Peoples Television Network (APTN). All episodes were broadcasted nation-wide and across Nunavut, including:

- **Ilinniq episodes:** Pujjuut Kusugak traveled to Rankin Inlet, Arviat, Iqaluit, Kugluktuk, Igloodik, Pagnirtung, Clyde River, Mittimatalik and Ottawa to talk to leaders and role models of each community. More than 20 people were featured in the program including dozens of youths from across the Territory.

- **Niqitsiat episodes:** Rebecca Veevee along with Annabella Piugattuk and Rayleen Auksaq made different recipes using a combination of modern and traditional foods.

► **TAKUGINAI Webisodes: 2014-2015** (Inuit Broadcasting Corporation, Iqaluit). IBC produced twenty-six 15-minute web episodes of Takuginai, a children’s show to entertain and learn more about Inuit Language, stories and games using puppets and graphics. The show involved elders and youth in all episodes. The show benefited elementary schools, daycares and libraries all over Nunavut. All webisodes are available online at takuginai.ca.

► **NITV Online Video Mentoring Program** (Nunavut Independent Television Network, Igloolik). This program helped mentor and develop emerging young Inuit filmmakers in making new productions in Inuktitut. Mentors included the internationally-acclaimed film director Zacharias Kunuk, acclaimed actor/actresses Natar Ungalaq, Susan Avingaq, and Lucy Tulugarjuk, and experienced NITV staff. Over fifteen people were trained in different aspects of filmmaking. As a result of the mentoring program, the following productions were completed or are in different stages of development:

- *Ataguttaluk: The Queen of Igloolik, documentary, 45 minutes;*
- *The Searchers, a featured film in development;*
- *Walrus Hunt Training Video, short film, 30 minutes;*
- *The Hunter, music video, 5 minutes; and*
- *The Stories of Our Elders, animated Inuit series, 14 episodes x 30 minutes.*

A 6-part instructional video series was also produced explaining how to make Inuit language films from an Inuit point of view, each video being between 10 to 20 minutes in length. The content covered in the video series addresses both technical skills and conception ideas for making videos, all in Inuktitut, with English subtitles. A Video Manual was also prepared as a reference guide.

Lastly, NITV held the First Online Film Festival from March 2 to April 1, 2015 on isuma.tv, as well as on Isuma TV Mediaplayers installed in select communities. More than 40 Inuit films were showcased during the event, including youth projects, short films and winning documentaries.

► **Arctic Songs Ancient and New** (Qaggiavuut! Society for Nunavut Performing Arts, Iqaluit).

There are only a handful of Elders still alive today who remember the ancient Inuit songs and music. This project was created to protect and preserve traditional Inuit music, including throat singing and drum dancing, and ensure their safeguard for future generations. In thirteen different communities, an Elder was matched with a young musician, sometimes a choir made of children or young people, who agreed to learn and maintain the song based on the Elder’s instructions. In total, a couple dozen Elders and young musicians and youth got involved in the project. More than eleven songs were professionally recorded, and the album includes biographies of each performer. The songs will be available for download at qaggiavuut.ca.



Objective 2

To provide for the monitoring and evaluation of the Inuit Language component of the Agreement

Planned Action	Expected Results	Performance Indicators
<p>+ Monitor and evaluate results achieved under the Agreement to ensure they support the objectives of Nunavut’s language legislation to protect, revitalize and promote Inuktitut in Nunavut.</p>	<ul style="list-style-type: none"> ▶ Improved public awareness and appreciation of the status, use and importance of Inuktitut and the success of preservation, use and promotion efforts. ▶ Improved management, monitoring and evaluation of the Inuktitut component of the Agreement. ▶ Improved collaboration between the Department of Culture and Heritage and community partners. ▶ Improved public awareness about language funding opportunities under the Agreement. 	<ul style="list-style-type: none"> ▶ Number of best practices, successes and challenges in the preservation, use and promotion of Inuktitut. ▶ Number and types of meetings and follow-ups with community partners; number of participants. ▶ Number of presentations and/or public education campaigns conducted about funding opportunities under the Agreement.

Results Achieved

The Department of Culture and Heritage (the Department) managed, monitored and evaluated results achieved under the Agreement to ensure they supported the objectives of Nunavut’s language legislation to protect, revitalize and promote Inuktitut in Nunavut. The Department also undertook activities to improve public awareness and appreciation of Inuktitut and the available funding opportunities, and strived to collaborate with various community partners.

Meeting with KIA Nov 2014 and March 2015

The Department participated in a regional meeting led by the Kitikmeot Inuit Association. The workshops brought together more than 20 participants, including community partners, Elders, adults and youth, to

discuss best practices, successes and challenges for the revitalization of Inuktitut.

Inuugatta Language Conference 2015 Feb

This Inuktitut Language Conference gave the Department an opportunity to learn from stakeholders about the issues and challenges on language at the community level and Nunavut-wide.

Meeting with Stakeholders on Celebrating Language, October 2014

A program review on Uqausirmut Quviasuutiqarniq 2014 was conducted, with recommendations to improve the program in future years.

2014 Uqausirmut Quviasuutiqarniq –Uqauhikput pitquhiptiknik hakugiktiyuq

▶ The 2014 theme was Uqauhikput pitquhiptiknik

hakugiktiyuq (*Our language keeps our culture strong*), for Uqausirmiut Quviasuutiqarnimut, Nunavut's celebration of Inuktitut, which were exceptionally held for two weeks in 2014. The Department coordinated a number of activities to encourage Nunavummiut, through its website, radio shows, and a poster, to celebrate and undertake language activities during the celebrations.

- ▶ The Department also collaborated with a number of organizations, including the Office of the Languages Commissioner, the Inuit Uqausinginnik Taiguusiliuqtiit, Nunavut Bilingual Education Society, Nunavut Coalition of DEAs and Nunavut Literacy Council to distribute language resources to all communities.

Two presentations were made to promote language funding opportunities at community workshops during *Uqausirmiut Quviasuutiqarnimut* and on CBC North.

2014-15 French Language Initiatives

Over the past decade, and as a direct result of the *Canada-Nunavut General Agreement on the Promotion of French and Inuit Languages*, the Government of Nunavut has adopted a steadfast approach to the delivery of essential services to its French language community.

In 2014-15, the primary goal of the Government of Nunavut was to support the planning and delivery of quality French language services for the Francophone community of Nunavut and to support structuring initiatives aimed at contributing to its development.

To attain this goal, the Government of Nunavut set three main objectives:



Objective 1

Strengthen the policy, legislative and administrative frameworks;

Objective 2

Support the development, planning and efficient and effective delivery of French language services in Nunavut; and

Objective 3

Support the development and vitality of Nunavut's French language community through the delivery of French-language services.

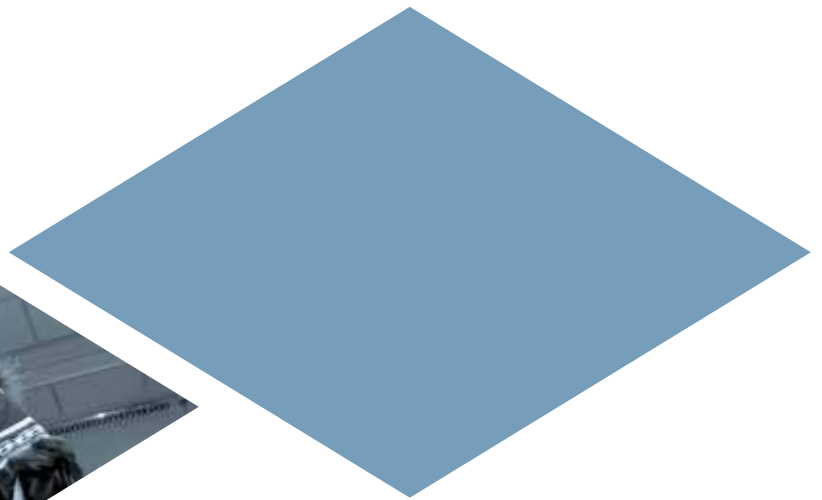
Main activities under the Agreement during 2014-15 included the provisions of translation services in French to GN departments and public agencies, the translation into French of territorial laws, regulations and other instruments required by law, the use of French during civil proceedings, and the improvement of communications to the general public in French (advertisements, websites, reports, public education and program materials, consultation materials, signage, etc.).

An additional \$175,000 in special project funding was provided by the federal government, which enabled the Government of Nunavut to:

- ▶ Improve the coordination and delivery of government communications in French through a dedicated Senior Communications Officer position at the Department of the Executive and Intergovernmental Affairs. The funding also covered other communications costs, such as advertising, websites and other public documents in French by departments and public agencies; and

► A dedicated Staffing Consultant employee at the Department of Finance that further coordinated the development of strategies and policies meant to designate and recruit French speaking employees, along with dedicated funding for placing job postings in local French language media. The funds also supported the delivery of French language training to territorial public servants to develop and build their French language skills.

The Government of Nunavut's in-kind contribution included staff time and office and meeting space for departmental French Language Services Coordinators and senior management of the Government of Nunavut. The French Language Services Coordinators are designated by administrative heads to represent each department and some public agencies. They meet on a monthly basis as a working group on French language services. They report back to their respective administrative heads and a meeting report is prepared for the administrative head of the Department of Culture and Heritage.





Objective 1

Strengthen the administration, legal and policy framework

Planned Action /Measures	Expected Results	Performance Indicators
<p>+ The Interdepartmental Working Group on French Services (IWGFS) meets regularly and fulfills its advisory role to administrative heads of departments and public agencies.</p>	<p>▶ Questions relating to policies and delivery of French language services are addressed therefore enabling the provision of advice to senior management of the territorial government and the Minister of Languages on measures to improve the delivery of services in French.</p>	<p>▶ Number and types of initiatives, policies, reports and/or recommendations to administrative heads with respect to improving delivery of French language services.</p>

Results Achieved

The Department of Culture and Heritage, through the Manager of French Services, was responsible to manage and monitor the French language component of the Agreement, regularly liaise with departments and public agencies and chair the Interdepartmental Working Group on French Services (IWGFS).

The IWGFS is comprised of 11 French language Services Coordinators from 8 GN departments and 3 public agencies. The Working Group held a total of 4 meetings from April 2014 to March 2015.

Some of the outputs attained included the following:

- ▶ Regular briefings to the Deputy Minister of the Department of Culture and Heritage (as CH chairs the IWGFS); and
- ▶ The Working Group hosted various keynote speakers, namely: the Executive Director of Carrefour Nunavut and the Executive Director of Résefan.

The Working Group discussed and validated several GN documents, such as the report on the Priorities of the Francophone Community of Nunavut regarding French Services, as well as other internal documents.

Planned Action	Expected Results	Performance Indicators
<p>+ Identify the priorities of the French language community of Nunavut regarding French Services</p>	<p>▶ Government programs and services are better able to respond to the needs of the francophone community in Nunavut.</p>	<p>▶ <i>Report on the Priorities of the Francophone Community of Nunavut regarding French Services</i> tabled in the Legislative Assembly.</p> <p>▶ Priorities for French Services are identified.</p>

Results Achieved

Report on the Priorities of the Francophone Community of Nunavut regarding French Services was tabled at the Legislative Assembly in March 2015.

The Francophone community identified the following as priority areas for the delivery of French language Services: Education and Early Childhood Education, Health and Social Services, Culture, Justice and Public Safety and Economic Development.

Objective 2

Support the development, planning and efficient and effective delivery of French Language Services in Nunavut

Objective 2.1 – Legislative process and Administration of justice

Planned Action /Measures	Expected Results	Performance Indicators
<ul style="list-style-type: none"> + Translate, print and publish Nunavut laws in French; print and publish in French all instruments required by law to be published in the Nunavut Gazette. + Provide simultaneous interpretation into French in civil proceedings before judicial or quasi-judicial bodies. 	<ul style="list-style-type: none"> ▶ Francophones will have improved access and understanding of the laws and other legal instruments available in French. ▶ Francophones appearing before a judicial or quasi-judicial body will have access to French interpretation services and will be actively notified of their right to request this service in French. 	<ul style="list-style-type: none"> ▶ Number of pages of bills and laws translated, printed and published in French. ▶ Number of pages printed and published in French in the <i>Nunavut Gazette</i>. ▶ Number of proceedings in French.

Results Achieved

The following has been provided for the use of French in the legislative process and administration of justice in Nunavut:

- ▶ 20 Acts, for a total of 94 pages, were translated and published;
- ▶ 64 consolidations and revisions of consolidations were published and posted on Justice Nunavut's website (<http://www.justice.gov.nu.ca>);

- ▶ 220 pages of appointments, notices and statutory instruments were published in both French and English in the *Nunavut Gazette*; and
- ▶ 3 one-week long court sessions were held in French at the Court of Justice of Nunavut (April 28-May 1, 2014, September 22-26, 2014 and January 20-23, 2015). Sessions were held in French in respect to those dates.

Objective 2.2 – Communications with and services to the public.

Planned Action /Measures	Expected Results	Performance Indicators
<p>+ Improve the delivery of communications and services to the public in French by departments and public agencies.</p>	<p>▶ Francophones will have improved access to public documents and notices in French, and the vitality of the French language will be promoted by departments and public agencies.</p>	<p>▶ Type of communications and services offered in French.</p> <p>▶ Type of written instruments and signs made available in French.</p> <p>▶ Number of ads and public notices placed in local French language media.</p>

Results Achieved

7 territorial departments, agencies and institutions were allocated funding to enhance their ability to provide effective and efficient delivery of French language services (Education, Family Services, Health, Justice, Economic Development & Transportation, Workers' Safety and Compensation Board and the Legislative Assembly).

The Department of Education:

Issued and published French versions of written instruments intended for the notice of the public.

- ▶ The document *It starts at home, a family engagement resource for Nunavut schools*, was translated and published on the Department of Education's website;
- ▶ The promotional brochure *I'm learning French* was printed and distributed;
- ▶ The books *Rocks and Minerals of Nunavut* and *Common Insects of Nunavut* were published in French; and
- ▶ 2 advertisements were published in *Nunavut News North* in all official languages, including French.

The Department of Family Services:

Issued and published French versions of written instruments intended for the notice of the public.

- ▶ The following labour market program applications were translated and made available to the public: Adult Learning and Training Supports, Training on the Job, Employment Assistance Services and Group Employment Assistance Services, and the Canada-Nunavut Job Grant;
- ▶ The application forms for the Apprenticeship and Trades Qualifier were translated and are available online; and
- ▶ Employability assistance services were made available to the Francophone community through a partnership with Carrefour Nunavut. Carrefour Nunavut is an organization that conducts business in French and offers services to Francophones and Francophiles alike. It develops economic alliances that contribute to the region's economic growth and offers a program (*Passeport Nunavut*) facilitating the arrival of newcomers to the territory.

The Department of Health:

Issued and published French versions of written instruments intended for the notice of the public..

- ▶ 45 signs have been produced and installed at health centres and airports in 25 communities.

The Department of Justice:

Ensured the provision of French language services to members of the Francophone community.

- ▶ The Juridical Officer II (French) at the Court of Justice provided assistance to the public on an ongoing basis;
- ▶ The Publication Editor/Territorial Printer received and responded to requests for legislation and other information in French; and
- ▶ A bilingual Legislative Counsel received and answered requests in French.

The Department of Economic Development and Transportation:

Ensured the provision of French language services to members of the Francophone community.

- ▶ The Manager of Community Economic Development and the Senior Economist provided assistance to members of the Francophone community in French.

Workers' Safety and Compensation Board (WSCC)

Issued and published French versions of written instruments intended for the notice of the public.

- ▶ WSCC's website was translated and published in French; and

- ▶ Their 2013 Annual Report as well as their 2015 Corporate Plan was translated to French and made available to the public.

The Legislative Assembly of Nunavut:

Ensured that members of the Francophone community had access to the Office of the Languages Commissioner (OLC) of Nunavut.

- ▶ The position of French Investigator / Researcher was maintained and ensured French-language capacity at the OLC;
- ▶ 8 advertisements were published in French by the Legislative Assembly;
- ▶ A bilingual bonus was provided to the Research and Policy Analyst of the Office of the Legislative Assembly; and
- ▶ The Office of the Legislative Assembly coordinated French Translations for its various branches and divisions.

Objective 2.3 – Translation Services

Planned Action /Measures	Expected Results	Performance Indicators
<p>+ Consolidate French language translation services within the Department of Culture and Heritage.</p>	<p>▶ Departments and public agencies are supported in communicating with the public in French.</p>	<p>▶ French language translation services are consolidated within the Department of Culture and Heritage.</p> <p>▶ Number of words processed into French.</p>

Results Achieved

- ▶ 2 full-time translators provided French language translation services to departments and public agencies;
- ▶ Professional external translation services were retained through a Standard Offer Agreement on an “if and when needed” basis;
- ▶ 1,634,060 words were processed into French by the Translation Bureau, including translations, corrections, revisions, proofreading, updates, and terminology; and
- ▶ Translation project management tools (FLOW and MultiTrans) were implemented to enhance productivity and terminology consistency.

Objective 2.4 – Operational Policies

Planned Action /Measures	Expected Results	Performance Indicators
<p>+ Establish and maintain operational policies and French language service plans to ensure office protocols are in place to communicate with and serve members of the public in French.</p>	<ul style="list-style-type: none"> ▶ Members of the public can communicate with and receive available services in French from the head or central office of each department and public agency. ▶ Members of the public have access to a central referral system providing general information on government programs and services in French. 	<ul style="list-style-type: none"> ▶ A manual containing operational directives for the offer of services in all official languages is approved and implemented throughout the Government of Nunavut. ▶ Type of public enquiries received about government French language programs and services.

Results Achieved

- ▶ Development of a manual on operational policies or plans by departments and public agencies is ongoing, with Culture and Heritage providing coordination and assistance, as needed;
- ▶ Draft directives on communications and services in the official languages were drafted and submitted to partners and stakeholders for comments and suggestions; and
- ▶ Reporting to the Manager of French Services, the position of Program Officer (French Services) provided support to the delivery of French Language programs and services, namely through the operating and advertising of French Services Line 5544. The 5544 French Services Line received 26 calls from members of the Francophone community on a wide range of topics, such as grant and contribution programs, legal assistance, health insurance and access to GN documents and forms.

Objective 3

Support the development and vitality of Nunavut's French Language Community through the delivery of French language services

Planned Action	Expected Results	Performance Indicators
<p>+ Support community-based French language services in priority areas such as health, early childhood education, economic development, communications, and other community-based initiatives that promote the vitality and support the development of Nunavut's French language community.</p>	<p>▶ Increased vitality of Nunavut's French language community, through the delivery of community-based services in French.</p>	<p>▶ Number and type of services or initiatives funded.</p>

Results Achieved

The following nine (9) community-based initiatives were funded in 2014-2015 to promote French language services and foster the development and vitality of Nunavut's French language community:

- ▶ The French school's library opened its doors to the members of the community on weekends, diversified its collection and offered 9 family cultural activities attended by 272 people;
- ▶ Three animated short movies (Amaqut Nunaat: The Country of Wolves, the Orphan and the Polar Bear and the Amautalik) about traditional Inuit stories were released in French;
- ▶ 3 children's books (Sweetest Kulu, The Country of Wolves and Stories of the Amautalik) about Inuit culture were translated from English to French, published and distributed to the Francophone community;
- ▶ Le Nunavoix, the only French language newspaper in Nunavut, is published independently every 2 weeks and has developed its local content;
- ▶ The Centre de la Petite Enfance Les Petits Nanooks put in place various measures to improve the retention of the CPE's employees and developed francization tools to be used by francophone and francophile families;
- ▶ Support was provided to the Résefan (Nunavut's Francophone Health Network) for the promotion of healthy living and the delivery of services to the Francophone Community of Nunavut;
- ▶ A two-week day camp from August 18 to August 29 was attended by 28 children (ages 5 to 12), before the beginning of the school year;
- ▶ CFRT 107.3 FM, Nunavut's only French language radio, provided training to 30 volunteers; and
- ▶ The Résefan continued to develop a new structure to attract and integrate francophone health professionals to Nunavut. This initiative was supported by various partnerships made with Canadian universities and colleges and Nunavut's Department of Health.

Objective

Special Project 2014-2015 – French Language Services

Objective – Improving the Coordination and Delivery of Communications to the public in French

Planned Action /Measures	Expected Results	Performance Indicators
+ Improve the coordination and delivery of government-wide communications to the public in French, through a dedicated Senior Communications Officer position at the Department of Executive and Intergovernmental Affairs.	<ul style="list-style-type: none">▶ Francophones will have improved access to government information in French, and the vitality of the French language will be promoted by GN departments and public agencies.	<ul style="list-style-type: none">▶ Government-wide communications policy directives are developed and implemented for issuing written instruments directed to or intended for the notice of the public in French.▶ Through this initiative, improved results will be achieved under objective 2.2 of the Strategic Work Plan 2014-2015 – French Language Services.

Results Achieved

The Department of Culture and Heritage

- ▶ Draft directives on communications and services in the official languages were drafted and submitted to partners and stakeholders to gather their comments.

The Department of Executive and Intergovernmental Affairs:

- ▶ About 120 documents (press releases, public service announcements, etc.) were released to the public in French; and
- ▶ All French language media and public inquiries were satisfactorily addressed in-house in a timely fashion.

Objective 1.2 – Building French Language Capacity of the Territorial Public Service

Planned Action /Measures	Expected Results	Performance Indicators
<p>+ Increase the capacity of the public service to communicate and offer services in French to members of the public, by:</p> <ul style="list-style-type: none"> • Establishing a Staffing Consultant (French) position at the Department of Finance to coordinate the development of strategies and policies to designate and recruit French speaking employees; and • Dedicating funding for publishing job ads in local French language media. <p>+ Providing a French language training program to GN employees.</p>	<p>▶ The territorial public service will increase its capacity to communicate and offer services to the public in French.</p>	<ul style="list-style-type: none"> ▶ Number of job applications received in French. ▶ Number of employees receiving a bilingual bonus for performing their duties in French. ▶ Number of job advertisements placed in French language media (e.g. Le Nunavoix and CFRT 107.3 FM, and other appropriate French language media). ▶ French language training program offered, number of enrolments and success rates.

Results Achieved

The Department of Finance:

- ▶ A French Staffing Consultant provided assistance on 23 occasions (bilingual competitions, panel members, references, screenings, and general information);
- ▶ 526 job advertisements were translated and posted in French on the GN's website;
- ▶ 26 indeterminate employees received the bilingual bonus for French; and
- ▶ Ads were placed biweekly in Le Nunavoix and positions advertised weekly on CFRT.

The Department of Executive and Intergovernmental Affairs:

- ▶ A French Language Training Program was offered to GN employees, in which: 24 employees enrolled in the classes and 13 employees successfully completed the 30-hour program (7 at the beginner level and 6 at the intermediate level).

2014-15 Artistic And Cultural Productions

A new agreement was signed with the Government of Canada to support and enhance the cultural, artistic and heritage activity of the Francophone community in Nunavut and celebrate the richness and diversity of the cultural, artistic and heritage

expression of the Francophone community in Nunavut. The funding was provided under a multi-year *Canada-Nunavut Agreement on the Development of Arts and Culture in the Francophone Community in Nunavut* (2014-15 to 2017-18).

Planned Action /Measures	Expected Results	Performance Indicators
<ul style="list-style-type: none"> + Cultural and artistic activities in French are more accessible to Nunavut residents. + Artistic development in the Francophone community provides a more visible presence of French-language arts and culture in Nunavut. 	<ul style="list-style-type: none"> ▶ Approximately 5 projects funded per year. ▶ 10% participation of the Francophone population (various ages). 	<ul style="list-style-type: none"> ▶ Number of projects funded and activities completed. ▶ Number of participants. ▶ Level of community engagement (number of volunteers involved).

Results Achieved

Eight (8) community-based initiatives were funded in 2014-2015:

- ▶ Community training with the LNI (*Théâtre Uiviit*): The Ligne Nationale d'Improvisation offered three workshops for adults and children and two improvisation matches. These activities attracted 200 participants and spectators;
- ▶ Improvisation, comedy show, talk and French Canadian traditional music (*Théâtre Uiviit*): The Théâtre Interactif Comique presented a play, two workshops and an improvisation match. These activities reached 210 people. Three Francophone amateur actors from Nunavut participated in the play;
- ▶ Object and puppetry theater (*Théâtre Uiviit*): Artists offered two workshops and two theater performances for adults and children in addition to creating a shadow theater show with the children of the Petits Nanooks Daycare. Three daycare

teachers were trained in theatrical animation;

- ▶ Le Cabaret de l'Ardeur: A Valentine's Day theatrical evening (*Théâtre Uiviit*): This project involved twenty volunteers (cast and crew). They presented a French theater evening on the theme of love and relationships in front of 50 spectators;
- ▶ Les Rendez-vous de la Francophonie 2015 (*Association des francophones du Nunavut*): A concert and various activities aimed at all age groups in the Francophone community were presented, including: a photo and art exhibition, an artistic relay race and an animated film reaching 170 people;
- ▶ *Qipisa* (Aïda Maigre-Touchet): A French version of the documentary film *Qipisa* was made, enabling a French audience to fully appreciate the cultural richness of Nunavut. Two Francophones from Nunavut participated in the filming of this documentary;

- ▶ Shooting, editing and archiving of cultural activities performed by the *Théâtre Uiviit* (Vincent Desrosiers): *Le Cabaret de l'Ardeur* and the improvisation match with the LNI were filmed in order to archive important events of the Francophone community in Nunavut; and
- ▶ Cultural referents of the Francophone community (Carrefour Nunavut): A historical workshop and a literary workshop were offered to develop Francophone writing skills and to highlight Nunavut Francophone heritage. The 12 participants subsequently wrote a text presenting a historical character of Nunavut.

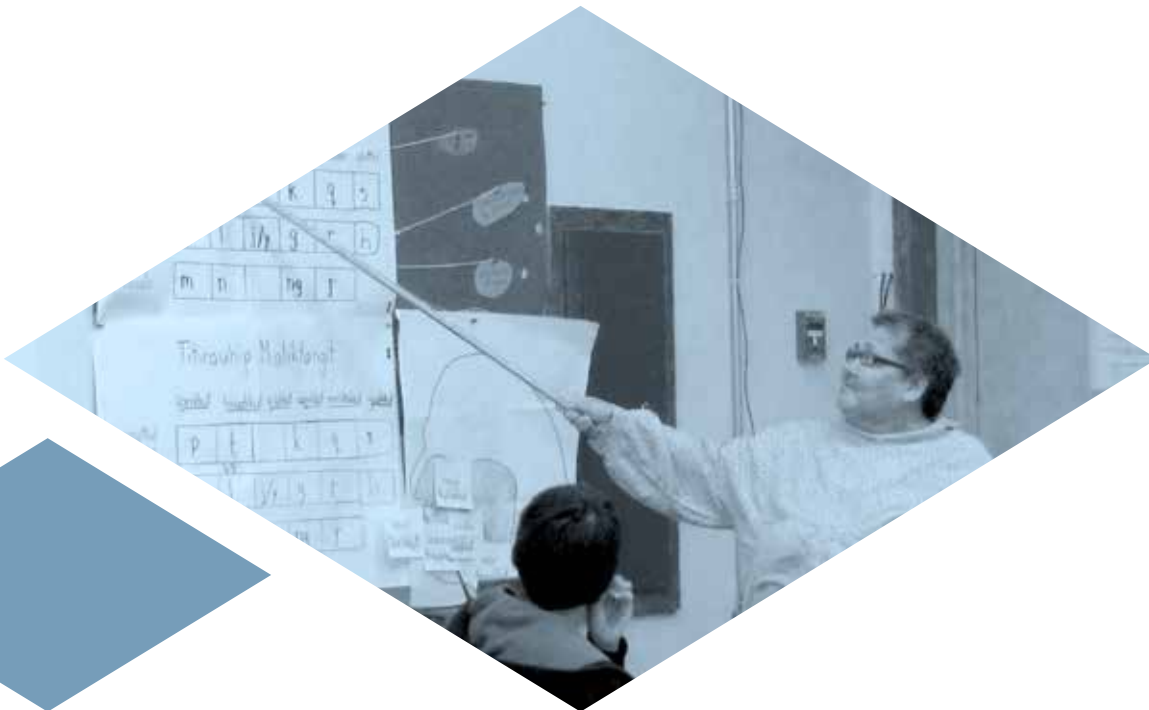
Targets

The 8 projects funded had a direct impact on 920 people (Francophones and Francophiles). Given that there are 435 mother-tongue francophones in Nunavut, the *Support for the Development of Arts and Culture Program 2014-2015* reached and exceeded its targets.

Results

The expected results were met. A clear indicator of this was the high level of Francophone participation, although all activities took place within a period of two months. Also, the activities were aimed at various age groups; children and adults were able to access high quality cultural and artistic programming.

The *Support for the Development of Arts and Culture Program 2014-2015* focused heavily on volunteerism, which increased citizen's participation in the community life of Nunavut. Further, while the focus of the program was about French language and culture, all events were inclusive of other official language communities. As a result, while reaching the expected results, this Program contributed to enhancing the vitality of Nunavut's artistic scene as a whole.





4

Translation Services

Departments of the Government of Nunavut and public agencies are required to issue their documents that will be provided to the public in accordance with *Nunavut's Official Languages Act* and *Inuit Language Protection Act*. The Translation Bureau of the Department of Culture and Heritage provides translation services in Inuktut (both Inuktitut and Inuinnaqtun), French and English to departments and approved public agencies.

In 2014-15, the Bureau processed a total 3,607 requests for 22 client departments and public agencies for translation, correction, revision, proofreading, updating and terminology services. The Bureau processed a total of 5,175,734 words in all languages and approximately 20,700 pages of text. This represents an increase of about 860,000 words from the previous fiscal year. Materials translated included correspondence, press releases, public service announcements, job ads, reports and other information about government programs and services.

Words Processed, by Clients and Languages (2014-15)

	Inuktitut	Inuinnaqtun	French	Sub Total Client
FIN	274,009	196,313	483,842	954,164
QEC	256,201	144,387	277,758	678,346
EIA	394,234	86,435	111,603	592,272
HSS	245,495	202,422	136,372	584,289
CH	156,946	61,853	137,211	356,010
TRA (Other) ²	184,767	72,201	81,839	338,807
EDT	118,451	93,345	74,329	286,125
ENV	156,211	53,649	18,083	227,943
FAMS	56,351	34,196	79,374	169,921
CGS	96,605	26,987	30,124	153,716
NHC	85,337	21,629	38,391	145,357
EDU	51,221	33,132	47,717	132,070
NAC	54,703	19,731	33,991	108,425
LEG ³	45,532	25,052	24,488	95,072
JUS ⁴	32,870	19,484	17,431	69,785
IUT ⁵	15,493	17,977	10,129	43,599
QNSWC	18,685	9,803	9,566	38,054
NDC	12,117	6,849	6,849	25,815
CSFN	10,441	0	8,782	19,223
OLC	4,601	1,430	4,041	10,072
CON ⁶	1,569	1,618	1,650	4,837
RCY ⁷	492	490	490	1,472
WSCC	89,743	50,617	-	140,360
TOTAL:	2,362,074	1,179,600	1,634,060	5,175,734

² TRA Flow client is a temporary client profile that includes requests for departments and public agencies in transition towards having their own Flow client account.

³ Flow client account for Legislative Assembly January 2015

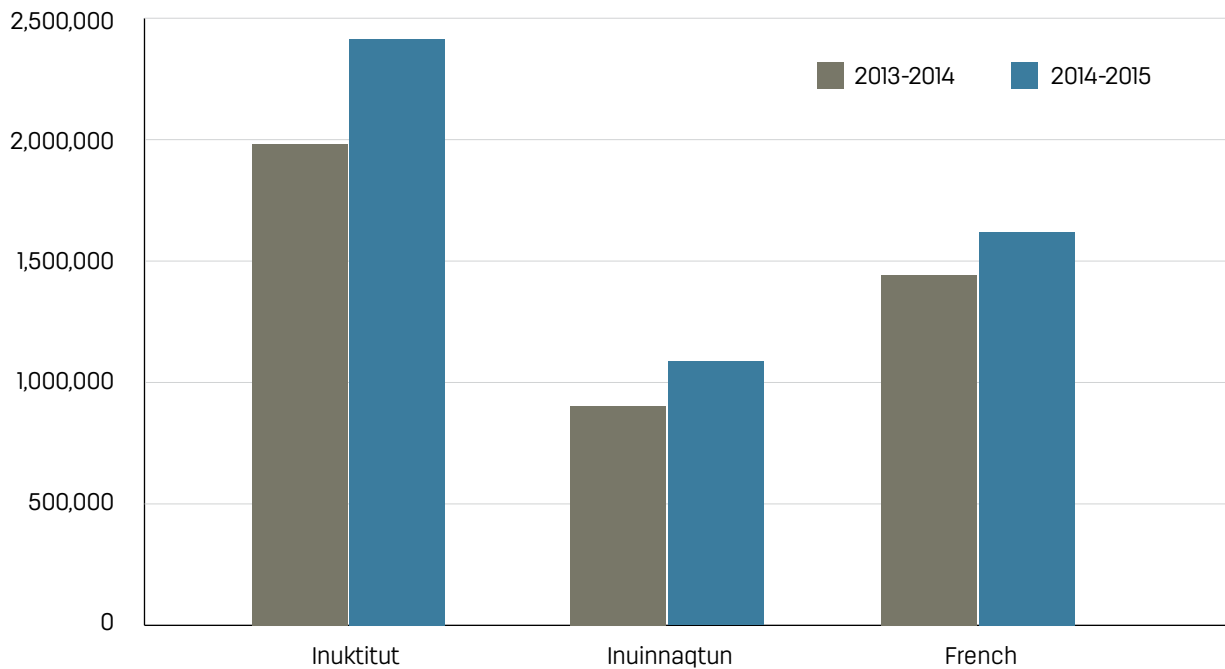
⁴ Flow client account for Department of Justice opened in August 2015

⁵ Flow client account for Inuit Uqausinginnik Taiguusiliuqtiit opened in July 2015

⁶ Flow client account for Commissioner’s Office opened in March 2015.

⁷ Flow client account for Representative for Children and Youth opened in March 2015.

Comparative summary of words processed by fiscal years and languages, 2013-14 & 2014-15



	Inuktitut	Inuinnaqtun	French	All Languages
2013-14	1,987,539	887,170	1,441,098	4,315,807
2014-15	2,362,074	1,179,600	1,634,060	5,175,734



5

Language Promotion and Policy

The Government of Nunavut is committed to support the revitalization and promotion of Inuktut. The Department of Culture and Heritage coordinated a number of programs and activities to promote the development and use of Inuktut in Nunavut during 2014-15.

Grants And Contributions

The Department of Culture and Heritage administers programs that award grants or contributions to individuals, non-profit organizations or municipal corporations who intend to foster the preservation, use, and promotion of Inuktut at the community level. These funds provide communities a foundation for building partnerships and developing grassroots solutions to revitalize and promote Inuktut among youth and communities for which there are concerns of language loss.

In addition to the third-party federal funding provided under the *Canada-Nunavut General Agreement on the Promotion of the French and Inuit Languages*, the Department awarded a total of \$47,480 in grants and \$466,987 in contributions to support language promotion activities that reflected local priorities.

Tuq&urasiit / ilaruhiriigut

In view of improving communications and public awareness about language rights, language tools, and the importance of Inuktut to Nunavummiut, the Department holds *Uqausirmut Quviasuutiqarniq*, Nunavut's annual celebration of Inuit culture and language, which took place this year from February 16th to 27th, 2015.

This year's theme was *tuq&urasiit / ilaruhiriigut*, which refers to the tradition of using kinship terms when addressing each other. This theme was chosen to highlight the everyday connections between language, family, and culture. The Department distributed boxes of Inuktut resources to every school, day care, and library in Nunavut as part of this year's celebration. The boxes included books, flashcards, posters, and an information sheet about the 2015 theme.

The Department of Culture and Heritage conducted a review of *Uqausirmut Quviasuutiqarniq*, with support from language partners, including the Languages Commissioner and Nunavut Tunngavik Incorporated (NTI) in order to improve and expand the program in years to come.

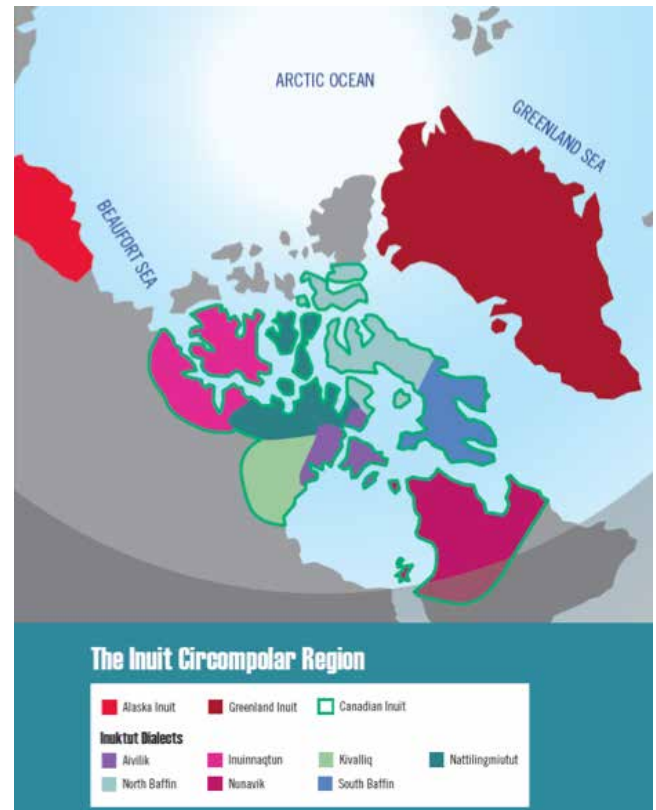
Inuugatta Language Conference



The Inuugatta Language conference was jointly hosted by Languages Commissioner Sandra Inuitiq and the Honourable George Kuksuk, Minister of Languages in collaboration with NTI and the Inuit Uqausinginnik Taiguusiliuqtiit. Held in February 2015, in Iqaluit, Inuugatta brought together 70 participants from around Nunavut, Canada and other areas of the circumpolar world.



Presentations and hands-on workshops focused on the status, history and importance of Inuktut today and reviewed lessons learned and sharing of revitalization and protection efforts by indigenous and vulnerable languages. The conference outcomes included recommendations on steps that are needed to further enhance and strengthen our language, culture and identity.



Language Policy

Other initiatives during 2014-15 included promoting the equality of official languages in Nunavut; the effective implementation of and compliance with the language legislation by territorial institutions and municipalities; and advocating for the greater recognition of and support for Inuktitut by national and international organizations while maintaining dialogue with Inuit representatives from other regions.

The Department has further been working to develop a policy that will guide GN departments and public agencies in the proper delivery of communications and services under the language Acts. This work included a review of best practices from other jurisdictions in Canada and around the world. This work will continue during 2014-15.

The policy will cover many areas relating to the delivery of communications and services in the official languages, including:

- ▶ Making an Active Offer of Services in the Official Languages;
- ▶ Formats of Publications;
- ▶ Correspondence;
- ▶ Public Signs and Notices;
- ▶ Public Engagement through Consultations and Campaigns;
- ▶ Forms, Permits, and Licenses;
- ▶ Warning labels, Instructions, and Invoices;
- ▶ Emergency and Essential Services;
- ▶ Third Party Contracts;
- ▶ Designation of staff positions;
- ▶ Language competency testing;
- ▶ Use of Translation Services;
- ▶ Working with the Inuit Uqausinginnik Taiguusiliuqtiit; and
- ▶ Reporting requirements and templates.

Official Languages Promotion Fund

The legislation provides for the establishment of the Official Languages Promotion Fund (“Fund”), which is a special account in the Consolidated Revenue Fund.

The Fund may promote several goals, including recognizing and advancing the equal status, rights and privileges of the Official Languages of Nunavut, strengthening the vitality of the Francophone and Inuit language communities, and creating a positive environment for their cultural expression and collective life in Nunavut.

The capital of the Fund may be drawn from fines or penalties from violations of the Official Languages Act and the Inuit Language Protection Act, from donations, bequests and other payments directed to the fund, and from a working capital advance to the fund from moneys appropriated by the legislature.

During 2014–2015, the balance of the account was \$161.00 No new monies were credited to the fund.

2014-15 Official Languages Expenditures

Official Languages Branch Department Of Culture And Heritage

2014-15 Official Languages Branch Budget	Budget	Actual
Language Bureau	3,976,000	3,570,343
Research and Development	734,000	711,676
Language Acts Implementation	585,000	481,830
Inuit Language Community Initiatives*	518,000	514,467
Inuit Language Implementation Fund*	5,000,000	4,886,062
Total Nunavut	10,645,000	10,164,277

2014-15 Third-Party Federal Funding ⁸		
Canada-Nunavut Agreement – Inuit Language		
• Contributions to Inuit Language Community Initiatives	1,100,000	1,100,000
Canada-Nunavut Agreements – French		
• Departmental French Language Services	1,215,000	1,215,000
• Special Project Funding	175,000	175,000
• Contributions to Community Support	235,000	235,000
• Contributions to Cultural and Artistic Productions	75,000	75,000
Total Canada	2,800,000	2,800,000

⁸ Canada-Nunavut General Agreement on the Promotion of French and Inuit Languages 2014-15 and Canada-Nunavut Agreement on the Development of Arts and Culture in the Francophone Community in Nunavut (2014-15 to 2017-18).

Inuit Language Implementation Fund

2014 – 2015 Expenditures by Departments and Projects	Actual
Executive and Intergovernmental Affairs	
<ul style="list-style-type: none"> • Enhanced Inuit Language Training for public servants 	399,626
	399,626
Nunavut Arctic College	
<ul style="list-style-type: none"> • Inuit Language Instructors • Interpreter/Translator Training Program • Uqausiqput Annirnaqtuq - Certificate in Aboriginal Language Revitalization • Language and Cultural Resource Developmentm 	365,000 245,000 150,000 350,000
	1,110,000
Community and Government Services	
<ul style="list-style-type: none"> • Support Municipal Compliance • MTO Language Training Program 	145,861 200,000
	345,861
Health and Social Services	
<ul style="list-style-type: none"> • Medical Interpreters 	570,000
	570,000
Education	
<ul style="list-style-type: none"> • Literacy 4 Life Framework • Inuktut Benchmark Assessment • E-Training Module Development for Teaching Roman Orthography 	899,482 60,187 38,332
	998,000
Justice	
<ul style="list-style-type: none"> • Enhanced Legal Translations • Legal Terminology Development • Enhanced Court Interpreting Services 	48,616 140,344 248,969
	437,930
Qulliq Energy Corporation	
<ul style="list-style-type: none"> • Improving Customer Services and Signage 	94,189
	94,189
Economic Development and Transportations	
<ul style="list-style-type: none"> • Partner with Economic Organizations • Inuit Language Music Productions • Film Productions (Nunavut Film Development Corporation) • Organizational Development for Inuktut Television Broadcasting • Tourism Strategy and Modules in Inuktut 	136,334 84,948 200,000 63,400 80,119
	564,800

Culture and Heritage	
• Management and Accountability	128,590
• Inuugatta Conference and Language Revitalization Initiatives	169,066
• Language Revitalization Initiatives	68,000
	365,656
Total	4,886,062

French Language Services And Community Support⁹

2014-15 Departmental Expenditures	Actual
Delivery of French Language Services	
• Culture and Heritage	680,649
• Justice	220,943
• Education	50,000
• Health	20,000
• Finance	191,176
• Executive and Intergovernmental Affairs	74,596
• Economic Development and Transportations	5,655
• Legislative Assembly	120,395
Contributions to Community Services	
• Culture and Heritage	261,588
Contributions to Cultural and Artistic Productions	
• Culture and Heritage	75,000
	1,700,000

⁹ Canada-Nunavut General Agreement on the Promotion of French and Inuit Languages 2014-15 and Canada-Nunavut Agreement on the Cultural, Artistic and Heritage Activity and Expression of the Francophone Community in Nunavut 2014-15.



