



Government of Nunavut Response to the Standing
Committee on Oversight of Government Operations and
Public Accounts' *Report on the Review of the 2020-2021
and 2021-2022, 2022-2023, and the 2023- 2024
Consolidated Annual Reports of the Languages
Commissioner of Nunavut*

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Introduction

The Standing Committee on Oversight of Government Operations and Public Accounts held a televised hearing from September 20-21, 2024, on the 2020-2021 and the 2021- 2022, 2022-2023, and 2023-2024 Consolidated Annual Report of the Languages Commissioner of Nunavut

This document is the comprehensive response to 7 recommendations to the Government made by the Standing Committee on Oversight of Government Operations and Public Accounts in their Report on the Review of the 2020-2024 Consolidated Annual Reports of the Languages Commissioner of Nunavut.

Responses to Recommendations

Standing Committee Recommendation #1: Commitments to provide information

The standing committee recommends that the Government of Nunavut's response to this report include the information that was committed to during the televised hearing of September 20-21, 2024.

GN Response 1

The Government of Nunavut acknowledges the Standing Committee's recommendation and confirms that its response to this report is including the information committed to during the televised hearing held on September 20–21, 2024.

In particular, the Government committed to providing further information to the Standing Committee on the following items:

- (CH, HR, IUT) – Language assessment processes and number of assessments conducted and individuals assessed
- (NAC) – Status of additional funding support for an Inuinnaqtun-specific program

Language Assessment Processes and Number of Assessments Conducted

The government of Nunavut administers its language proficiency incentives and bonuses in two different ways: through Human Resources Manual section 1505 (HRM1505) – Bilingual Bonus and through the Inuit Language Incentive Program.

While the Bilingual Bonus is a financial bonus of \$1500 yearly, the Inuit Language Incentive ranges from \$1500 yearly to \$5000 yearly.

More specifically, HRM 1505, which relates to the administration of the Bilingual Bonus, defines criteria and procedures by which a position may be designated as bilingual and eligible for an annual bonus allowance of \$1,500. This bonus is intended to help maintain the Government of Nunavut's capacity to provide services to the public in all of Nunavut's official languages: Inuktitut, French, and English. Positions that require major responsibilities in more than one official language and that are already compensated for so (example: interpreters/translators, legal translators, linguists) are not eligible to the Bilingual Bonus.

For eligible positions, the language assessment is conducted by the direct supervisor, typically during the hiring process. As of December 4, 2024, 146 Government of Nunavut employees were receiving the Bilingual Bonus.

Introduced in 2017, the Inuktitut Language Incentive Policy aims to support, protect, and promote the use of Inuktitut in the workplace. The allowance is divided into three levels, ranging from \$1,500 to \$5,000 annually, depending on the assessed proficiency level, as determined by Inuit Uqausinnginniq Taiguusiliuqtiit (IUT):

- Level 1: ability to speak
- Level 2: ability to speak, read, and write

- Level 3: expert-level proficiency

Unlike the Bilingual Bonus, this incentive is not tied to specific job duties but is designed to encourage the use and vitality of Inuktitut in government workplace. As of March 31, 2025, a total of 693 employees were receiving the Inuktitut Language Incentive Allowance:

- 46 at Level 1
- 478 at Level 2
- 169 at Level 3

A total of 1748 applications have been received from employees since the inception of the Inuktitut Language Incentive Program in the fall of 2017. About 76% of all employees who applied to the program have been tested (1306) or have their test in progress (23). Only 4% (73) of applicants remained to be tested, while 20% have been found ineligible or no longer working for the Government of Nunavut.

The Department of Human Resources is responsible for maintaining and updating the policy, as well as communicating and monitoring its implementation. The current version of the policy sunset on October 15, 2024.

Status of additional funding support regarding Inuinnaqtun-Specific Program

The College is able to confirm that it has confirmed Inuit Language Implementation Fund funding in support of this project, and the College is exploring other opportunities through Inuit organizations.

While this work has not begun, it has identified funding sources, and will be working through the 2025-26 academic year to connect with Inuinnaqtun partners on this work.

Standing Committee Recommendation #2: Languages Commissioner's investigative authority and the Access to Information and Protection of Privacy Act

The standing committee recommends that the Government of Nunavut's response to this report provide a detailed update on how it will inform its departments and agencies of the Office of the Languages Commissioner's investigative authority.

GN Response 2

The investigative authority and associated powers of the Office of the Languages Commissioner, as set out in the *Official Languages Act* (OLA) and the *Inuit Language Protection Act* (ILPA), and their paramountcy over the *Access to Information and Protection of Privacy Act* (ATIPPA), are acknowledged by departments and public agencies.

To further strengthen this recognition, *Bill 76* proposes amendments that explicitly reaffirm the paramountcy of the Languages Commissioner's investigative powers under section 36 of the ILPA and section 31 of the OLA in relation to ATIPPA.

Once a new Languages Commissioner is appointed, the Government of Nunavut will support the development of joint communications and presentations to inform GN officials of the role and responsibilities of the Office of the Languages Commissioner.

In addition, the Government commits to issuing a formal communication at the Deputy Minister level to reiterate the role and responsibilities of the Languages Commissioner, including a reminder of the paramountcy of the Commissioner's investigative authority over ATIPPA.

To enhance public servants' awareness of language rights and the mechanisms available to them if these rights are denied, the Government of Nunavut will include a dedicated section or module in the upcoming online training on language rights and responsibilities. This training will outline the obligations of the Government of Nunavut and its public agencies and will clarify the specific responsibilities of the employees in their respective roles: frontline workers, supervisors, or public servant interacting occasionally with the public.

Standing Committee Recommendation #3: Government of Nunavut's response to the Office of the Languages Commissioner's recommendations

3.1 The standing committee recommends that the Government of Nunavut's response to this report include its responses to previous recommendations made by the Office of the Languages Commissioner.

3.2 The standing committee further recommends that the Government of Nunavut's response to this report describe, in detail, the process by which it will ensure that it provides timely responses to the Office of the Languages Commissioners recommendations.

GN Response 3.1

The Government of Nunavut responses to Office of the Languages Commissioner's recommendations were last updated on March 2025 and shared electronically with the Office of the Languages Commissioner by the Department of Culture and Heritage on behalf of the Department of Executive and Intergovernmental Affairs on August 18, 2025. They are attached in appendix A to this document.

GN Response 3.2

The Government of Nunavut's commitment to providing timely responses to the recommendations of the Office of the Languages Commissioner is further reinforced through proposed legislative amendments introduced in Bill 76. These amendments include the establishment of a specific 90-day timeline within which the administrative head of a territorial institution must respond to any recommendation issued by the Languages Commissioner.

The Government of Nunavut is also committed to including, in the Minister of Languages' Annual Report, a consolidated response to the recommendations made by the Office of the Languages Commissioner to Government departments and public agencies during the fiscal year.

In addition, to enhance the Government of Nunavut's coordination capacity related to official languages, the Department of Culture and Heritage has undertaken an internal reorganization. This reorganization includes the consolidation of the language functions within a dedicated branch of the department, creating a new Assistant Deputy Minister for Official Languages, and establishing a dedicated Language Acts Implementation Division, overseen by this new ADM.

The Language Acts Implementation Division is responsible for supporting the implementation of both the Official Languages Act and the Inuit Language Protection Act over the Government of Nunavut and the public agencies, as well as the Government of Nunavut Language Implementation strategy, currently the Uqausivut 2.0.

It is anticipated that this restructuring will ensure renewed focus, leadership, and enhanced coordination of GN-wide efforts to fulfill legislative obligations related to languages, and to strengthen the timely support available to departments in meeting their responsibilities under both Acts.

Standing Committee Recommendation #4: Training for Government of Nunavut staff regarding language laws obligations

4.1 The standing committee further recommends that the Government of Nunavut's response to this report provide a detailed update on the implementation of its language obligations training modules.

4.2 The standing committee further recommends that the Government of Nunavut's response to this report include a detailed update on the status of the creation of the "manual" that was referenced by the Department of Culture and Heritage's Deputy Minister.

GN Response 4.1

The Government of Nunavut is committed to developing comprehensive training modules for all Government of Nunavut employees and public agency staff, from front-line service providers to senior management. These modules will support a clear understanding of the legal obligations under the *Inuit Language Protection Act* (ILPA) and the *Official Languages Act* (OLA).

Progress on the development of these materials has been delayed due to capacity constraints. The Department of Culture and Heritage is continuing to work on content development. The department anticipate the first training module to be available for launch in 2026.

GN Response 4.2

The development of the *Official Languages Manual* began in 2014 with the purpose of clarifying the responsibilities of Government of Nunavut departments and public bodies under the *Inuit Language Protection Act* and the *Official Languages Act*. It also aims at providing guidance and resources to support the effective implementation of these responsibilities.

In 2015, the draft manual was shared internally, prompting significant interdepartmental discussion. Although the manual was not finalized at that time, its draft version served as a foundational reference for the development of related language policies, including communications policies led by the Department of Executive and Intergovernmental Affairs (EIA), and the translation policy led by the Department of Culture and Heritage (CH).

Progress on the manual was paused during the COVID-19 pandemic and further delayed by departmental constraints between 2020-2022, due to a departmental reorganization that separated the Translation Bureau from the Official Languages Division, creating a standalone division. Additionally, retirements and turnover at senior management level further impacted the continuity of the manual's development.

The revision process resumed in 2024-2025, and this renewed effort will continue in 2025-2026 through consultations with GN departments to ensure that the manual reflect current policy direction and aligns with operational realities.

The review and finalization of the *Official Languages Manual* is also dependent on the statutory review of both territorial language statutes, will benefit from the development of a new implementation plan following Uqausivut 2.0 and from the ongoing departmental reorganization of the Languages Branch of the Department of Culture and Heritage.

As this reorganization includes the creation of a dedicated Assistant Deputy Minister for Official Languages, and the redistribution of responsibilities between two divisions: the Languages Program Division and the Language Acts Implementation Division, this structure will allow the new division to focus more intensively on the development and implementation of policies related to the language legislation.

The *Official Languages Manual* is anticipated to be finalized and ready for implementation during the 2026–2027 fiscal year.

Standing Committee Recommendation #5: Information-sharing agreements with the Government of Nunavut and other entities

The standing committee recommends that the Government of Nunavut's response to this report provide a detailed update on the status of entering into a Memorandum of Understanding with the Office of the Languages Commissioner, the Government of Canada and other entities.

GN Response 5

In January 2025, the Office of the Languages Commissioner submitted a draft Memorandum of Understanding (MOU) to the Department of Culture and Heritage. Following a thorough review and analysis, as the department is expressing its support for the overall direction outlined in the draft, it also considers that finalizing the agreement should be preceded by direct discussions with the Languages Commissioner. Consequently, the Department of Culture and Heritage intends to engage with the Office of the Languages Commissioner on this matter as soon as the appointment of a new Commissioner is publicly confirmed. This initiative will reflect the Government of Nunavut's continued commitment to strengthening its collaboration with the Office of the Languages Commissioner in protecting and promoting Nunavut's official languages.

Standing Committee Recommendation #6: Health-specific patient relations language issues and related matters

The standing committee recommends that the Government of Nunavut's response to this report provide a detailed update on the status of providing interpretation services for Nunavut patients receiving medical and long-term care outside of the territory, including services provided after operational hours.

Health Response:

Clerk Interpreters

Clerk interpreter positions have been created over the last several years and are intended to be available through all steps of the health care process, including medical travel, boarding homes, and health care service delivery. As of August 20, 2025, there are 44 clerk interpreters in the Qikiqtaaluk region (includes 17 in Iqaluit, 27 in communities), 34 in the Kivalliq region and 13 in the Kitikmeot, with 70% of positions filled indeterminately.

Medical Travel

Health has Inuktitut speaking medical travel specialists to offer real-time assistance to medical travellers regarding medical clearance, travel arrangements, troubleshooting, etc.

Boarding Homes

All boarding homes work to employ multilingual staff to meet the needs of Inuktitut and Inuinnaqtun speakers. Health's boarding home contracts have provisions that speak to language responsibilities focusing on meeting the needs of patients and escorts. Language use is part of ongoing monitoring of all boarding home contracts.

There is planning to ensure Inuktitut speaking staff are scheduled on each shift at the reception desk including overnight shifts. Inuktitut services can be impacted by staff leave and attendance, and recruitment challenges. When there are no Inuktitut speakers on staff or shift, the boarding homes will reach out to another boarding home to access interpretation services or rely on phone resources that provide access to translation services.

Medevacs and Hospital Admissions

For medevac patients, the community health centre will work to find an appropriate escort (e.g., a family member or friend to accompany a unilingual Elder and assist with interpretation) to accompany the patient.

During hospital admissions, interpreters are available during regular business hours and are on-call after hours or can be called in.

Embassy West Senior Living

The Embassy West Senior Living contract requires that its communications with the public and any services provided to the public required by the contract shall comply with Section 3 of the *Inuit Language Protection Act*. This includes displaying signs and posters in Inuktitut and providing reception and client services in Inuktitut.

As of July 2, 2025, there is 1 full-time interpreter who provides Inuktitut interpretation services. EWSL continues to look for additional interpreters.

A GN medical interpreter, based in Churchill, is currently available to assist EWSL with some remote interpretation.

EWSL has developed an interpretation tool for medication and care needs and is continuing to create additional interpretation resources. EWSL staff have also been using the Translator app on their phones to scan and translate documents and for basic communication.


Standing Committee Recommendation #7: The Department of Culture and Heritage's Language Act Implementation unit staffing status

The standing committee recommends that the Government of Nunavut's response to this report provide a detailed update on the status of filling the vacant positions in the Language Act Implementation section of the Department of Culture and Heritage.

GN Response 7

Since September 2024, the Official Languages Division has intensified its efforts to address staffing shortages within the Language Acts Implementation unit. As a result of these efforts, three casual employees were hired, and one Interdepartmental Transfer Assignment was processed. During this same period, the filled manager position became vacant. A Job Action Request for this position has been submitted and is currently awaiting posting for competition. In the interim, the department has hired another casual employee to temporarily fill the role and ensure continuity of service.

As of July 31, 2025, staff training and capacity-building initiatives are ongoing, and operational capacity within the unit has consequently been partially restored. One additional vacancy is anticipated by mid-August 2025 due to maternity leave. Recruitment efforts are currently in progress to ensure that this vacancy is filled in a timely manner by a qualified candidate.

	
ALLOWANCES AND BENEFITS	Human Resource Manual
Bilingual Bonus	Section 1505

Appendix

Appendix A: Human Resource Manual 1505 – Bilingual Bonus

BILINGUAL BONUS

PURPOSE

1. The Employer pays a bilingual bonus to employees, other than employees assigned duties of translation and interpretation in their job descriptions, who are required to use two or more of the official languages of Nunavut.

APPLICATION

2. These guidelines and procedures apply to all employees.

DEFINITIONS

3. **Official Languages of Nunavut** are English, French, Inuktitut and Innuinaqtun.


PROVISIONS

4. Deputy Heads decide how bilingual services are provided. The service is designated to specific positions. These jobs have "bilingual required" in their position descriptions and duties and responsibilities that support that requirement.

- (1) The following standard applies for bilingual positions:

- more than one language is needed to provide an adequate service

- (2) All positions are reviewed and approved by Job Evaluation.

	
ALLOWANCES AND BENEFITS	Human Resource Manual
Bilingual Bonus	Section 1505

(3) The following are examples of the types of jobs that would normally be approved:

- public affairs officers
- classroom assistants
- community health nurses
- hospital nurses
- health promotion and education officers
- community health workers
- juridical officers
- social service workers

April 3, 2006

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5. Employees whose job description states that the major responsibilities require the use of another language are not eligible for the bilingual bonus. They are already compensated for using other languages through the evaluation of their jobs. For example:

- interpreter/translators
- legal translators
- linguists

6. The Deputy Head sends a request for a position to be eligible for the bilingual bonus to Job Evaluation.

7. Job Evaluation reviews the request and approves or denies the bilingual bonus designation.

8. The Department of Human Resources processes the approved bilingual bonus requests for payment.

AUTHORITIES AND REFERENCES

9. Main Collective Agreement with NEU

Article 24.13

10. Senior Management and Excluded Employees Handbooks
Bilingual Bonus

CONTACTS

11. For further information or clarification, please contact:

Director Job Evaluation Department of Human Resources
Iqaluit, Nunavut 975- 6227

April 3, 2006

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Appendix B: Inuit Language Incentive Policy



DEPARTMENT OF HUMAN RESOURCES INUKTUT LANGUAGE INCENTIVE POLICY

POLICY STATEMENT

The *Inuit Language Protection Act* (ILPA) ensures that the Government of Nunavut (GN) identifies and implements measures to increase the use of the Inuktitut Language as a working language of Nunavut and ensures that services are provided in the Inuktitut Language. The GN is committed to encouraging employees to use the Inuktitut Language as the working language of the public service. The Inuktitut Language Incentive Policy encourages employees to use and increase their Inuktitut language skills in the workplace and as they provide services to the public and compensates them according to language proficiency.

PRINCIPLES

This policy is based on the following principles:

Through the *Inuit Language Protection Act* (ILPA) the GN aims to revitalize and sustain the fluent use of the Inuktitut Language within the territory.

The *Official Languages Act* (OLA) recognizes the Inuktitut Language as an official language of Nunavut and guarantees that anyone can use it, or receive services from, the head or central offices of any GN department or public body.

To deliver services in the official languages of Nunavut, the GN is providing employee incentives to strengthen their language proficiency in speaking, listening, reading, and writing in the Inuktitut Language.

INUIT SOCIETAL VALUES

This policy is guided by, and will be administered in a manner consistent with the following Inuit Societal Values:

Qanuqtuurniq: Being innovative and resourceful – This policy supports and incentivizes GN employees to increase their Inuktitut language skills. Fluency in the Inuktitut Language will ensure the most culturally relevant services are provided to Nunavummiut.

Piliriqatigiinniq/Ikajuqtigiinniq: Working together for a common cause – This policy allows the GN and its employees to work together to increase Inuktitut Language skills and to improve the service provided to the public.

Pilimmaksarniq/Pijariuqsarniq: Development of skill through observation, mentoring, practice, and effort – This policy allows employees to access language resources and training to develop their Inuktitut Language skills and to practice the language in the workplace with peers.

Pijittsirniq: Serving and providing for family and/or community – This policy promotes and incentivizes employees to communicate more effectively in the Inuktitut Language with all Nunavummiut to whom we provide services.

APPLICATION

This policy applies to all employees of the GN and its public bodies, including casual and relief employees.

This policy does not apply to employees of the Qulliq Energy Corporation (QEC) who have a different collective agreement.

This policy does not apply to employees of the Nunavut Teachers' Association (NTA) who have a similar three-tiered Inuktitut Allowance.

This policy does not apply to persons hired as professional interpreters and/or translators for the GN who are already compensated based on their ability to speak Inuktitut, as part of their job function.

DEFINITIONS

Assessor: Inuit Uqausinginnik Taiguusiliuqtiit (IUT) or their designate. IUT will undertake the assessment of GN employees wishing to apply for the Inuktitut Language Incentive. IUT will assess

employee Inuktitut language proficiency level and provide guidance on how to further develop their language skills.

Language Proficiency: skill level assigned to an employee through an authorized language test.

Inuktitut Language (as defined in ILPA): means,

- (a) in or near Kugluktuk, Cambridge Bay, Bathurst Inlet and Umingmaktuuq, Inuinnaqtun;
- (b) in or near other municipalities, Inuktitut; and
- (c) both Inuinnaqtun and Inuktitut as the Commissioner in Executive Council may, by regulation, require or authorize.

Official Languages (as defined in the *Official Languages Act*): the Inuktitut Language, English and French are recognized as Nunavut's official languages.

ROLES AND RESPONSIBILITIES

Inuit Uqausinginnik Taiguusiliuqtiit (IUT)

- IUT will act as the assessor to determine the Inuktitut Language proficiency of GN employees. This includes setting the proficiency levels and performing or overseeing the design and administration of the proficiency tests, in accordance with IUT's mandate under ILPA. The assessment is available in five dialects (South Baffin, North Baffin, Kivalliq, Inuinnaqtun and Nattilingmiutut).
- IUT will be responsible for developing standardized terminology or expressions in the Inuktitut language, as well as competency levels/standards of Inuktitut language use or correctness; including as it relates to any dialect of the Inuktitut language in local use;
- IUT will develop, review, recommend and administer tests that evaluate Inuktitut Language proficiency for purposes such as this incentive program to certify an individual's competency level in the Inuktitut Language.

Department of Human Resources

- Will develop and update this policy and associated guidelines and procedures as required;
- Will be responsible for communicating the policy and monitoring its application; and
- Will provide an application process for the incentive program.

Department of Finance

- Will process the Inuktitut language incentive payment for all successful candidates.

Department of Culture and Heritage

- Will provide Inuktitut Language resources and training that support employees to develop and increase their Inuktitut Language capacity.

Employees:

- Employees who wish to access the Inuktitut language incentive program will initiate and complete the application package, including requesting Inuktitut language testing for certification of proficiency.

PROVISIONS

Based on the GN's goal of making the Inuktitut Language the working language of the public service, employees who demonstrate proficiency in and use the Inuktitut Language in the workplace will be paid an allowance based on their assessed proficiency level.

The allowance is paid according to language proficiency on three levels:

1. Fluency – ability to speak and understand the Inuktitut Language which enables the employee to function in their job – \$1,500/year;
2. Fluency, Reading and Writing – includes level one (1) plus the ability to write and read the Inuktitut Language – \$2,400/year;
3. Language Expert – includes level one (1) and two (2) plus an expert level of skill in the Inuktitut Language and full professional working ability in advancing the status of the Inuktitut Language as the working language of the public service – \$5,000/year.

The language proficiency of GN employees will be assessed through an Inuktitut Language test.

Inuktitut Language proficiency assessment results will be required as proof of language proficiency. All official tests shall be administered by IUT or their designate.

Employees who are assessed through the Inuktitut Language test will be provided language training guidelines to improve and expand their language skills.

Employees who were enrolled in the Bilingual Bonus Program (Inuktitut) were

grandfathered into the Inuktitut Language Incentive Program at level one (1) as a baseline.

ASSESSMENT FORMAT

The assessment will include:

- A verbal component in which the employee answers questions and engages in conversation with the assessor;
- A reading comprehension component in which the employee will read a text and respond to related questions;
- A writing and multiple-choice component in which the employee writes original content related to a topic as well as answering multiple choice questions.

PLACEMENT/ADVANCEMENT

Employees may request an assessment to determine their proficiency level. This could be for initial placement at level one (1) of the program or to advance to a higher-level following training and development to improve language skills. The scheduling of the assessment will be dependent upon the availability of assessors. An employee can request an assessment to progress to the next level after a minimum of one (1) year at their current level.

ASSESSMENT APPEAL PROCESS

Employees may appeal the results of an assessment and the resulting proficiency placement within the incentive program by submitting a formal request. Employees may appeal on a one time basis to retake or have their test results re-evaluated by another assessor. Appeals must be submitted to IUT within 30 days of receiving the results of the assessment.

CONDITIONS

Employees receiving the Inuktitut Language Incentive allowance may be eligible to receive French bilingual bonus and employees receiving French bilingual bonus may also be eligible to receive Inuktitut Language Incentive allowance.

An employee will be paid an incentive amount, upon their successful placement at one of the three (3) proficiency levels. Payment will be retroactive to the date the employee formally requested an assessment unless a delay in testing was due to employee availability.

Upon a successful appeal of the assessment results, the incentive will be paid retroactive to the application date of the appealed assessment.

No other payment will be made retroactively under the Inuktitut Language Incentive Program.

RELATED LEGISLATION AND POLICIES

Nunavut Agreement, Article 23

Inuit Language Protection Act

Official Languages Act

Collective Agreement – Nunavut Employees Union HRM

Directive 1505: Bilingual Bonus

PREROGATIVE OF EXECUTIVE COUNCIL

Nothing in this policy shall in any way be construed to limit the prerogative of Executive Council to make decisions or take action respecting the use of the Inuktitut Language outside the provisions of this policy.

SUNSET CLAUSE

This policy will be reviewed within five (5) years of the date of approval.

Appendix C: GN Responses to OLC Recommendations

#	Year/To	Recommendation	Previous Follow-Up	March 2022-25 Progress Update
1	2019-2020 / Department of Culture and Heritage	The Department of Culture and Heritage should develop material informing employees and management of their language obligations. It must be clear that the government will support employees and management on this matter.	none	<p>CH Response: The Department had drafted and developed materials for public and private sector bodies in 2015 and 2018 respectively. These included pins for employees to make an active offer to their clients they can use their language of choice, including Inuktitut, French and/or English. These materials were very popular.</p> <p>The Department also developed information packages and instructions to assist organization in making an active offer of services in Inuktitut, as well as in English and French.</p> <p>The Department will circulate this information to direct and remind departments and public agencies of the obligations, and practical examples on how they can implement them.</p> <p>The Department of Culture and Heritage drafted an Official Languages Manual in 2015 to help GN Departments and Public bodies implement their obligations under the Nunavut Official Languages Act and the Inuit Language Protection Act. After consulting with departments and agencies, this work was put on hold. The Department will work with GN departments and agencies to re-initiate discussions to finalize the Official Languages Manual.</p> <p>In the interim, to address this specific recommendation within the context of active offer, the Department of Culture and Heritage has drafted an Active Offer Memo to remind Government of Nunavut staff of our obligations to actively offer communications and services in the languages required by the Inuit Language Protection Act and the Official Languages Act. The Active Offer Memo includes examples and tips to providing active offer by telephone, voicemail, in person, through signage, through correspondence, and electronic communications. The Department will share the Active Offer Memo with departments and agencies for feedback and take steps to formally issue the memo.</p> <p>Since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to</p>

				assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025.
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#	Year/To	Recommendation	Previous Follow-Up	March 2022-25 Progress Update
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2	2019-2020 / Territorial institutions	Territorial institutions should take appropriate measures to establish and maintain the operational policies necessary to implement subsections 12(7) of the OLA.	none	<p>CH Response: The Department of Culture and Heritage drafted an Official Languages Manual in 2015 to help GN Departments and Public bodies implement their obligations under the Nunavut Official Languages Act and the Inuit Language Protection Act. After consulting with departments and agencies, this work was put on hold.</p> <p>The Department will work with GN departments and agencies to re-initiate discussions regarding the Official Languages Manual.</p> <p>Currently, the Official Languages Manual is being used as the foundation for the current development of the linguistic awareness modules that are currently in progress</p>
3	2019-2020 / Department of Human Resources	The Department of Human Resources should create a policy related to hiring including consideration for the preferred hiring of persons with the ability to communicate in French and English as a second priority.	none	<p>HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented.</p> <p>Priority Hiring Policy gives preference to Nunavut Inuit: All positions created or filled will be analyzed on a graded scale for Inuktitut language requirements and Inuit traditional knowledge; all hiring will take into account an applicant's skills and knowledge in these areas.</p> <p>It is the responsibility of the departments and public bodies in conjunction with the Department of Human Resources to ensure that appropriate search criteria and job descriptions include requirements for an understanding of the social and cultural milieu of the Nunavut Settlement Area, including but not limited to:</p> <ul style="list-style-type: none"> □ knowledge of Inuit culture, society and economy. □ community awareness. □ fluency in Inuktitut. □ knowledge of environmental characteristics of the Nunavut Settlement Area; <p>and, □ northern experience.</p>
4	2018-2019 / Territorial institutions	To comply with OLA, every territorial institution should assess whether its website is available in all official languages.	none	<p>CH Response: The Government of Nunavut transitioned to a new content management system for the Government of Nunavut website. The GN website continue to be available in all official languages. The Department of Culture and Heritage, if required, will work with other territorial institutions to address this recommendation.</p>

#	Year/To	Recommendation	Previous Follow-Up	March 2022-25 Progress Update
				<p>EIA Response: EIA Communications Division monitors all pages for compliance and is making efforts to assist departments by sending items to translations and uploading translations to the site.</p> <p>NAC Response: As the Nunavut Arctic College manages its own website, it continues to work to fill key roles to support the updates of its website. As part of this work, the College will continue to ensure all material is translated on the site, as well as support ongoing translation for all material going on to the website</p>
5	2018-2019 / Territorial institutions	To comply with OLA, every territorial institution should develop procedures and tools to track changes to the website as a way of ensuring that changes are made in all the official languages.	none	<p>CH Response: The Government of Nunavut transitioned to a new content management system for the Government of Nunavut website. Procedures will be put in place to ensure changes made in all the official languages.</p> <p>EIA Response: EIA Communications Division monitors all pages for compliance and is making efforts to assist departments by sending items to translations and uploading translations to the site.</p> <p>NAC Response: The College, in exploring ways to update its website is as well as exploring processes to ensure the seamless updates to its website in all languages.</p>
6	2018-2019 / Territorial institutions	To comply with OLA, every territorial institution should prioritize the translation of documents geared towards the public (such as forms, guidelines, and posters).	none	<p>CH Response: The Government of Nunavut ensures government documents are translated into official languages. The Government of Nunavut has a Corporate Communications Policy that departments and agencies are required to follow. The policy outlines that the GN communications will adhere to provisions contained in OLA and ILPA.</p> <p>NAC Response: The College remains committed to ensuring it communicates in the territory's official languages. For public facing documents, the College's Annual report is available in all official languages. In its internal communication, and communication on social media, the College has been making a concerted effort to ensure at least two official languages are used, if not all. These efforts will continue.</p>

7	2018-2019 / Territorial institutions	To comply with OLA, every territorial institution should assess the relevance of the content presented on the website and	none	CH Response: The Government of Nunavut transitioned to a new content management system for the Government of Nunavut website. As part of transitioning to a new content management system, GN departments, through their
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		remove or archive irrelevant documents.		<p>Communication teams, have conducted a content inventory and removed information that is no longer relevant.</p> <p>EIA Communications Response: Content requires regular maintenance. All departments have completed a content review and the new website will provide current and updated information.</p> <p>NAC Response: The College’s efforts to update its website will include ensuring all relevant matter is included, and dated information is accurately stored and shared, or deleted as necessary.</p>
8	2018-2019 / Territorial institutions	To comply with OLA, every territorial institution should assess the feasibility of developing multilingual templates for recurring documents (such as statistical tables and reports).	none	NAC Response: The College agrees with this recommendation and will explore ways to achieve this in its own legislative and public documentation.

9	Recommendations Following survey 2017-2018 / GN	The Government of Nunavut should have a directive for communications with the public in all the official languages to provide clear expectations for public servants, including standards, procedures and resources.	none	<p>HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented. Communications are issued in all languages.</p> <p>CH Response: The Department of Culture and Heritage drafted an Official Languages Manual in 2015 to help GN Departments and Public bodies implement their obligations under the Nunavut Official Languages Act and the Inuit Language Protection Act. After consulting with departments and agencies, this work was put on hold. The Department will work with GN departments and agencies to re-initiate discussions regarding the Official Languages Manual.</p> <p>Since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025</p>
10	Recommendations Following survey 2017-2018 /	The Government of Nunavut should assess the email addresses they use to communicate with the public	none	<p>HR Response: Employees' email addresses have their contact details and departments are responsible for updating their staff directories and sending them to EIA Communications for website updating.</p>

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	GN	and make sure their website clearly reflects who to contact in case of inquiries.		<p>CH Response: The Government of Nunavut transitioned to a new content management system for the Government of Nunavut website. As part of this process, GN departments, through their Communication teams, are ensuring that contact information clearly reflects who to contact in case of inquiries.</p> <p>NAC Response: The College has key email contacts for public facing inquiries. These email accounts are overseen by several college staff and are forwarded to the appropriate contact, as needed.</p>

11	Recommendations Following survey - “Right to work” 2017-2018 / GN	The Government of Nunavut should make it mandatory for its employees to use Unicode fonts when using syllabics.	none	CH Response: All translations are sent back in the Gadugi or Euphemia fonts, which are readily available in the windows system.
12	2017-2018 / Department of Culture and Heritage + Department of HR (Finance)	The Department of Culture and Heritage, in collaboration with the Department of HR (Finance), should develop material informing employees of their right to work in Inuktitut in territorial institutions, and informing management of its obligations. It must be clear that the government will support employees and management on this matter.	none	<p>HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented.</p> <p>CH Response: The Department of Culture and Heritage is committed to promoting the use of Inuktitut in government workplaces and increasing Inuktitut language proficiency among staff in positions where Inuktitut language skills are required. Since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025</p> <p>The Department of Culture and Heritage is also developing an Inuktitut Language Training Strategy to administer and deliver comprehensive language training programs. The department anticipates initiating the implementation of the strategy in 2025-2026. Some previous and ongoing initiatives the department has undertaken include:</p> <p>The Department drafted and developed materials for public and private sector bodies in 2015 and 2018 respectively. These included pins for employees to make</p>

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				<p>an active offer to their clients they can use their language of choice, including Inuktut, French and/or English. These materials were very popular.</p> <p>The department also developed information packages and instructions to assist organization in making an active offer of services in Inuktut, as well as in English and French.</p> <p>The department will circulate this information to direct and remind departments and public agencies of the obligations, and practical examples on how they can implement them.</p> <p>In the interim, to address this specific recommendation within the context of active offer, the Department of Culture and Heritage has drafted an Active Offer Memo to remind Government of Nunavut staff of our obligations to actively offer communications and services in the languages required by the Inuit Language Protection Act and the Official Languages Act. The Active Offer Memo includes examples and tips to providing active offer by telephone, voicemail, in person, through signage, through correspondence, and electronic communications. The Department will share the Active Offer Memo with departments and agencies for feedback and take steps to formally issue the memo.</p> <p>The Department of Culture and Heritage drafted an Official Languages Manual in 2015 to help GN Departments and Public bodies implement their obligations under the Nunavut Official Languages Act and the Inuit Language Protection Act. After consulting with departments and agencies, this work was put on hold. The Department will work with GN departments and agencies to re-initiate discussions to finalize the Official Languages Manual.</p> <p>The Department of Culture and Heritage will work closely with the Department of Human Resources on developing material regarding employees right to work in Inuktut.</p> <p>The GN is continuing to work towards enabling the Inuit language as the working language of the public service by training all employees and funding Inuktut curriculum development, creating new Inuktut learning materials and administering the Inuktut Language Incentive Program. The Inuktut language program is continually being developed to meet the needs of GN employees. Courses are delivered in a classroom setting and/or via videoconference. Employees are notified of upcoming training via information bulletins and website postings on the GN</p>
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				<p>Intranet. Advertising efforts commence well in advance of the course start date and reminders are distributed periodically before the course starts.</p> <p>Inuktitut and French language training function was moved from the Department of Human Resources to the Department of Culture and Heritage, effective April 1, 2021.</p> <p>From 2013-14 to 2014-15, Building Capacity Committee directed Public Service Training to revitalize work previously undertaken on this initiative and bring forward an Inuit Language Incentive Program. Inuit Uqausinginnit Taiguusiliuqtiit and the Department of Finance implemented the Inuit Language Incentive Policy across the GN in 2017.</p> <p>From 2013-14 to 2015-16, Public Service Training contracted Pirurvik Centre to develop and enhance Inuktitut language training program materials and curriculum with funding under the Uqausivut Plan administered by the Department of Culture & Heritage.</p> <p>From 2006-07 to 2016-17, approximately 2000 copies of the “Structure of Inuktitut” CD-ROM developed by Mick Mallon were distributed based upon requests received. Mick Mallon taught Inuktitut in the North since 1968 and authored Inuktitut curriculum for Nunavut Arctic College.</p>

13	2017-2018 / Department of Human Resources (Previously Dept. of Finance)	The Department of HR (Finance) should review its recruitment policies to make sure it is clear that there is an active offer, and that people may apply with a resume in the Inuit language, be interviewed in Inuktut and have Inuktut as their preferred language of work.	none	<p>HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented.</p> <p>The current job advertisements indicate that applicants may submit their applications in any of the official languages of Nunavut. As part of implementing the Fusion Cloud system, HR is reviewing and updating the entire hiring process related Human Resource Manual directives and policies to ensure candidates are aware that they can apply for positions, be interviewed and work in Inuktut, as their preferred language.</p> <p>Job postings are available in all languages on the GN website.</p> <p>Recruiting and hiring policies and practice reflect the following: -candidates can submit their resume in a language of their choice - every reasonable effort will be made to include a Nunavut Inuit on the selection/interview panel.</p>
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				<p>-candidates can be interviewed in a language of their choice (interpreters can be provided when needed)</p> <p>Priority Hiring Policy gives preference to Nunavut Inuit: All positions created or filled will be analyzed on a graded scale for Inuktitut language requirements and Inuit traditional knowledge; all hiring will take into account an applicant's skills and knowledge in these areas. It is the responsibility of the departments and public bodies in conjunction with the Department of Human Resources to ensure that appropriate search criteria and job descriptions include requirements for an understanding of the social and cultural milieu of the Nunavut Settlement Area, including but not limited to:</p> <ul style="list-style-type: none"><input type="checkbox"/> knowledge of Inuit culture, society and economy; <input type="checkbox"/> community awareness; <input type="checkbox"/> fluency in Inuktitut;<input type="checkbox"/> knowledge of environmental characteristics of the Nunavut Settlement Area; and, <input type="checkbox"/> northern experience. <p>The GN is continuing to work towards enabling the Inuit language as the working language of the public service by training all employees and funding Inuktitut curriculum development, creating new Inuktitut learning materials and administering the Inuktitut Language Incentive Program. The Inuktitut language program is continually being developed to meet the needs of GN employees. Courses are delivered in a classroom setting and/or via videoconference. Employees are notified of upcoming training via information bulletins and website postings on the GN Intranet. Advertising efforts commence well in advance of the course start date and reminders are distributed periodically before the course starts.</p> <p>Inuktitut and French language training function was moved from the Department of Human Resources to the Department of Culture and Heritage, effective August 2021.</p> <p>On August 2024, the first Language Training Programs Manager appointed under CH started his position.</p>
14	2017-2018 / Department of HR (Finance)	The Department of HR (Finance) should offer training to supervisors on their responsibilities about the	none	HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented.

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		right to work in the Inuit language and available resources.		<p>HR will collaborate with CH in the development supervisor training informing management of its responsibilities about employee rights to work in Inuktitut and the available resources to facilitate this. HR will leverage on the Fusion Cloud Training Modules to facilitate this.</p> <p>The GN is continuing to work towards enabling the Inuit language as the working language of the public service. Employees are notified of upcoming training via information bulletins and website postings on the GN Intranet. Advertising efforts commence well in advance of the course start date and reminders are distributed periodically before the course starts.</p> <p>From 2013-14 to 2014-15, Building Capacity Committee directed Public Service Training to revitalize work previously undertaken on this initiative and bring forward an Inuit Language Incentive Program. Inuit Uqausinginnit Taiguusiliuqtiit and the Department of Finance implemented the Inuit Language Incentive Policy across the GN in 2017.</p> <p>From 2013-14 to 2015-16, Public Service Training contracted Pirurvik Centre to develop and enhance Inuktitut language training program materials and curriculum with funding under the Uqausivut Plan administered by the Department of Culture & Heritage.</p> <p>From 2006-07 to 2016-17, approximately 2000 copies of the “Structure of Inuktitut” CD-ROM developed by Mick Mallon were distributed based upon requests received. Mick Mallon taught Inuktitut in the North since 1968 and authored Inuktitut curriculum for Nunavut Arctic College.</p> <p>CH Response: The Department of Culture and Heritage will work closely with the Department of Human Resources to on developing material regarding employees right to work in Inuktitut. Once the material is developed and finalized, the Department of HR will explore options to provide training opportunities for supervisors.</p> <p>Since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025</p>
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15	2017-2018 / Department of Human Resources (Public Service Training Division was previously at the Department of Executive and Intergovernmental Affairs)	The Department of HR (Executive and Intergovernmental Affairs), through the Public Service Training Division, should offer more training in Inuktitut and develop new flexible models of delivery such as online courses, immersion, etc.	none	<p>HR Response: Inuktitut Language Program has been continually developed to better meet the needs of GN employees. Over the last several years, funding has been availed to develop Inuktitut curriculum and the creation of new Inuktitut learning materials.</p> <p>Starting in 2018-19, Public Service Training received increased funding (\$400,000) as part of the Uqausivut plan administered by Culture & Heritage, in addition to existing budget for Inuktitut language training. This increased funding has been used to deliver more Inuktitut courses to GN employees across Nunavut. Inuktitut courses are offered at both foundational and professional levels.</p> <p>Inuktitut and French language training function was moved from the Department of Human Resources to the Department of Culture and Heritage effective April 1, 2021.</p> <p>HR continues to deliver English communications courses as part of the overall Learning and Development program, on an as-needed basis.</p> <p>HR also continues to deliver Learning & Development courses in Inuktitut and in French when possible, in support of a bilingual workplace.</p> <p>CH Response: The government offers Inuktitut language courses ranging from introductory courses to full immersion courses. These courses offered through Government of Nunavut (GN) training calendar, available for all GN employees.</p> <p>To increase the availability for GN employees, courses are now offered through online training in the morning and in the evening outside of work hours.</p> <p>Responsibility for this important function has shifted among various departments before coming to rest in the Department of Culture and Heritage. In 2022, CH formalized a dedicated language training unit within the department and has hired dedicated staff whose work includes finalizing a strategic plan for Inuit language training in the public service. That Inuktitut Language Training Strategy is anticipated for implementation beginning in 2025-26.</p> <p>On August 2024, the first Language Training Programs Manager appointed under CH started his position.</p>
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				The department is also work on issuing a multi-year RFP (Request for Proposals) to support the emergence of a private offer capable of delivering tailored training in Inuktut. The initiative aims to provide greater visibility in terms of programming for these recurring needs.

16	2017-2018 / Territorial institutions	Each territorial institution should take concrete measures in this matter and provide its employees with the tools and working conditions they need to carry out their duties in Inuktitut. They must also strive to maintain a work environment conducive to the effective use of Inuktitut.	none	<p>HR Response: The GN is continuing to work towards enabling the Inuit language as the working language of the public service by training all employees and funding Inuktitut curriculum development, creating new Inuktitut learning materials and administering the Inuktitut Language Incentive Program. The Inuktitut language program is continually being developed to meet the needs of GN employees. Courses are delivered in a classroom setting and/or via videoconference. Employees are notified of upcoming training via information bulletins and website postings on the GN Intranet. Advertising efforts commence well in advance of the course start date and reminders are distributed periodically before the course starts.</p> <p>Inuktitut and French language training function was moved from the Department of Human Resources to the Department of Culture and Heritage, effective April 1, 2021.</p> <p>From 2013-14 to 2014-15, Building Capacity Committee directed Public Service Training to revitalize work previously undertaken on this initiative and bring forward an Inuit Language Incentive Program. Inuit Uqausinginnit Taiguusiliuqtiit and the Department of Finance implemented the Inuit Language Incentive Policy across the GN in 2017.</p> <p>From 2013-14 to 2015-16, Public Service Training contracted Pirurvik Centre to develop and enhance Inuktitut language training program materials and curriculum with funding under the Uqausivut Plan administered by the Department of Culture & Heritage.</p> <p>From 2006-07 to 2016-17, approximately 2000 copies of the “Structure of Inuktitut” CD-ROM developed by Mick Mallon were distributed based upon requests received. Mick Mallon taught Inuktitut in the North since 1968 and authored Inuktitut curriculum for Nunavut Arctic College.</p> <p>CH: Since 2020, the Departments of Culture and Heritage and Community and Government Services have been working with Microsoft to include Inuktitut and Inuinnaqtun to Microsoft's Machine Translation tool. The Department of Culture and Heritage provided millions of words of translation from its databases along with additional expertise on Inuktitut.</p>
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				<p>Inuktitut syllabics was the first phase, launched in 2021 with Inuktitut Roman orthography and Inuinnaqtun being added in 2022. This tool increases access to the Inuktitut language to anyone with internet access via computer, phone and tablet.</p> <p>Inuktitut as a supported language in the Microsoft Suite of Products better enables users to work in their language of choice when sending emails, reading documents, creating presentations. This can be used for informal communications.</p> <p>December 2024, Inuktitut text-to-speech was launched, Written Inuktitut text can now be Read Aloud, allowing Inuktitut to be more accessible to users.</p> <p>The department is also working with its language partners to expand the range of language learning opportunities and performance incentives for territorial public servants.</p> <p>The Department of Culture and Heritage is developing an Inuktitut Language Training Strategy to administer and deliver comprehensive language training programs. The department anticipates initiating the implementation of the strategy in 2025-2026.</p> <p>The government offers Inuktitut language courses ranging from introductory courses to full immersion courses. These courses offered through Government of Nunavut (GN) training calendar, available for all GN employees.</p> <p>Additionally, the government offers the Inuit Language Incentive Program. This program is a tool to support Inuktitut in government workplaces and to encourage the ongoing development of language skills among employees. Levels of assessment include:</p> <ul style="list-style-type: none">- Level 1. Fluency – ability to speak and understand Inuktitut in a fashion that allows one to function in their job;- Level 2. Fluency + Reading and Writing – includes level 1 plus the ability to write and read Inuktitut; and- Level 3. Language Expert – includes levels 1 and 2 plus an expert level of skill and knowledge in Inuktitut and the ability to provide leadership in advancing the status of Inuktitut as the working language of the public service. <p>The Department of Culture and Heritage provides \$250,000 to IUT to conduct language assessments.</p>
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				<p>Since 2023, IUT delivered over 444 assessments have been processed and submitted to the department of Finance, thus almost eliminating the accumulated backlog in applications. Over 1230 employees have been formally assessed for speaking, reading and writing Inuktut.</p> <p>Finally, since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025</p> <p>NAC Response: The College continues to maintain a working environment conducive to the use of Inuktut, including hosting gatherings for Inuit staff, ensuring elder in residence are available to support staff and students, and reminding staff of the supports available for interpretation/ translation. The College is working to fill its Dean, Education, Inuit and University Studies, once this role is filled, the College can again work to reinstate language events, such as learning and engagement.</p> <p>The College will create opportunities to outline and remind staff and students about language rights at key gathering events, like orientation, group meetings or other workshops.</p>

17	2017-2018 / Department of Culture and Heritage + IUT	The Department of Culture and Heritage, in collaboration with the IUT, should implement a database to gather terminology already used in the territorial institutions and develop specialized terminology.	none	<p>CH Response: The department shares all newly developed terminology with Inuit Uqausinginnik Taiguusiliuqtiit (IUT) for review through the Phrase Translation Management System (TMS) software. The department plans to work with IUT on an updated Translation Policy to improve collaboration and coordination of terminology development.</p> <p>The policy outlines that the department's Translation Bureau will make best efforts to engage IUT in in developing and confirming terminology. Based on operational requirements, the Translation Bureau will decide on terminology and use it until further guidance is provided by IUT. The policy is expected to be completed and put into force in 2025.</p> <p>The department also holds, engages in, and supports workshops on standard Inuktitut and Inuinnaqtun terminology. The workshops involve translators, language professionals, internal and external stakeholders, and Elders from different regions of Nunavut to ensure all dialects are represented. These efforts help improve</p>
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				<p>communications in Inuktitut and Inuinnaqtun and support the use of Inuktitut as the working language.</p> <p>In 2023, IUT resumed regular terminology terminology workshops (3 in 2024 and 4 in 2025). IUT is also developing an online database accessible to the public. Pilot of such database to be launched in the Spring of 2025.</p>

18	2017-2018/ Territorial institutions	While the above recommendations in (the 2017-2018 OLC Annual Report) are being implemented, interim solutions should be put in place by territorial institutions to support employees, such as: - Promoting existing resources for employees and supervisors - Encouraging the use of Inuktitut during meetings - Creating an online support network through a collaborative website - Fostering collaboration with employees in other regions for employees working in an office where English is prominent		<p>CH Response: The Department of Culture and Heritage will work closely with the Department of Human Resources to on developing material regarding employees right to work in Inuktitut.</p> <p>Once the material is developed and finalized, the Department of HR will explore options to provide training opportunities for supervisors.</p> <p>Also, since the beginning of 2024, the department has been working on developing an online training program intended to be accessible to all government employees. Its goal is to raise awareness about their linguistic rights and responsibilities. The program will include general modules as well as practical modules designed to assist employees and managers in fulfilling their obligations effectively. The target is to launch the initial modules in fall 2025</p>
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20	2015-2016	<p>This Annual Report contained a five-year review of recommendations since 2010. The last response from obligated bodies are listed on the far right as “Previous Follow-up”.</p> <p>*Note that the OLC conclusion after the five-year review of our recommendations was: Some important milestones were achieved in the last five years such as the tabling of the Uqausivut Plan</p>		<p>CH Response: In 2020, the Department of Culture and Heritage established a Language Acts Implementation section within the Official Languages Division. It is expected that all 5 positions will be staffed during the 2024-2025 fiscal year.</p> <p>As of February 2025, the Language Acts Implementation Unit is fully staffed.</p> <p>This new team will be dedicated solely to language Acts and the language implementation (currently Uqausivut 2.0), including the development of regulations for OLA and ILPA.</p> <p>The current Uqausivut 2.0 is for 2018-2023, an evaluation of the results achieved under this Plan is required. This evaluation will help assess the degree to which objectives, outcomes and outputs outlined in Uqausivut 2.0 were met and identify</p>

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		and the coming into force of the Official Languages Act. However, this five-year review shows that there is still a lot more work to do to ensure the proper implementation of the OLA and the ILPA. Providing services and communications in all the official languages is not only a matter of complying with the language acts; it is also essential to create an environment where all the official languages are equal and promoted. The Government of Nunavut must demonstrate leadership in terms of language rights. This would send a strong message to all Nunavummiut that the official languages are important and need to be respected.		implementation gaps. The evaluation started early 2025 and will inform the next round of implementation planning in support of the Official Languages Act and Inuit Language Protection Act, and to increase the efficiency, effectiveness, and impact of Uqausivut.
21	2015-2016	<p>RECOMMENDATIONS</p> <p>The following recommendations set out essential next steps that the Government of Nunavut could take towards strengthening early childhood Inuktitut acquisition.</p> <p>RECOMMENDATION 1 Our primary recommendation is to bring section 9 of the ILPA into force, with a comprehensive implementation plan that is developed with input from all stakeholders. This should include plans to:</p> <p>a) Raise awareness of the importance of early childhood Inuktitut acquisition and of how families can best support bilingualism in their children</p>		<p>EDU Response: The Department of Education agrees that it is essential to support the development of Inuktitut language in our early learning and childcare centres. In 2017, the department began its partnership with the Government of Canada through the Early Learning and Child Care Bilateral Agreement to increase the quality, accessibility, flexibility, and affordability of early learning and childcare for families in Nunavut. Action items under this agreement include the development of standardized Inuktitut program materials, resources, teacher aids, language based appropriate toys and story books and music. Bringing resources that are culturally and linguistically relevant to children at an early age supports and enhances Inuktitut and support families to enhance Inuktitut.</p> <p>In 2021, the Department of Education signed an MOU with the Qikiqtani Inuit Association and has partnered with them on resource development, production, and distribution of resources grounded in Inuit culture and Inuktitut.</p> <p>The Department of Education continues to develop culturally and linguistically appropriate early learning resources that will assist centres with their programming.</p> <p>Examples of current projects include:</p> <ul style="list-style-type: none">- Nuna Soup Recipe Game

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		<p>b) Develop, distribute and publicize more Inuktitut early childhood learning materials and increase practical support and funding for local development of materials 117 NUNAVUT DEPARTMENT OF EDUCATION, 2013–2014 Annual Report, p. 7.</p> <p>c) Develop and promote an Inuktitut specific learning framework to strengthen the daily programming at early childhood development facilities and guide the development of new services</p> <p>d) Increase investment in the capacity of early childhood development practitioners and community organizations, such as by providing:</p> <p>i. Increased access to Inuit specific training and certification opportunities that support the objectives of section 9 and meet the practical needs of existing practitioners and facilities.</p> <p>ii. Regular knowledge-sharing and networking opportunities, such as local, regional and territorial gatherings on specific aspects of Inuit early childhood development</p>		<ul style="list-style-type: none"> - Arctic Animal Paw Print Sensory Stones - Traditional Wooden Vehicle Set - Ice Fishing Game - Traditional Sewing Kit - Braille flash cards and sensory books <p>To date, the Department of Education has developed 41 books – including 11 that have audio, 27 teacher resources, 27 toys and puzzles, 3 interactive videos for children. The resources include CDs, songbooks, videos, puppets, rugs, traditional wooden tools, and an indoor camping scene.</p> <p>In 2023 and 2024, the Department of Education developed a Nunavut Early Learning and Child Care Quality Framework, and subsequent Action Plan, grounded in Inuit worldview and ways of knowing, that aim to revitalize and retain Inuit language and culture. The framework incorporates the priorities and strategies identified in the federal Indigenous Early Learning and Child Care Framework and involved consultation with a variety of partners and stakeholders, including Inuit organizations and childcare centres.</p> <p>The Quality Framework has four guiding principles: children are curious, capable, and competent; children have social, emotional, physical, spiritual, and intellectual dimensions; children want to belong and contribute to their families and communities; children need to play, experiment, and practice. The Action Plan for the Framework includes actions encourage and support the family, community, and those in early learning environments to engage children in meaningful learning and growth..</p> <p>The Bilateral Agreement with the Government of Canada has training funding identified to provide training to as many childcare centres and staff members as possible. Regional and community-based training offered is specifically designed and modified to meet the current needs of childcare centres which includes the use of the culturally based and Inuktitut resources provided to childcare centres. All training promotes quality care and education for children by offering workshops and training opportunities for parents and early childhood educators.</p>

				<p>The Department of Education completed a full review of the Child Day Care Act, and in winter 2025, Bill 66 – The Early Learning and Child Care Act was introduced in the Legislative Assembly. This Bill proposes a complete repeal and replacement</p>
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				<p>of the current legislation and includes a provision that states that when it comes into force, section 9 of ILPA will also come into force.</p> <p>NAC Response: In 2022-23, the Nunavut Arctic College rolled out a revised Early Childhood Education certificate program in Arviat and Igloodik, which included significant focus on local language and culture knowledge. This program is currently being offered in Pangnirtung (for the 2024-25 academic year).</p> <p>The College's Education Program, which ECE falls under, continues to seek funding to complete a year two applied program, allowing students to receive a diploma, but also to continue to expand year 1 into different Nunavut communities. The ECE</p> <p>division continues to have productive conversations with funding agencies, including Inuit organizations, to support the possibility of expanded delivery. The College has identified communities that would like to have this training offered in their community. These conversations are ongoing.</p> <p>In addition to this, the College is partnering with Pirruvik Pre-school, to expand delivery of culturally based, Inuit focused Inuktitut learning for children and families.</p> <p>The ECE division of the College continues to have an engaging working relationship with the Department of Education on matters of mutual concern and responsibility</p>
22	2015-2016	RECOMMENDATION 2 To support the implementation of section 9, we recommend the establishment and provision of core funding for a nonprofit organization dedicated to supporting family- and communityled Inuit early childhood development efforts and nurturing a network of practitioners across Nunavut.		<p>FS Response: The Department of Family Services through the Poverty Reduction division funds programs for the revitalization of Inunnguiniq. The Innunguiniq Fund has an annual budget of \$150,000</p> <p>In winter 2025, Bill 66 – The Early Learning and Child Care Act was introduced in the Legislative Assembly. The Bill proposes the establishment of an Early Learning and Child Care Council. While not a non-profit organization, the role of such a Council aligns with the recommendation. The functions of this Council are proposed as the following:</p> <p>To receive and hear submissions and suggestions from individuals and groups concerning</p> <ul style="list-style-type: none">- the incorporation of Inuit perspectives, Inuit societal values and Inuit traditional knowledge in Nunavut's early learning and child care sector- support provided by the Government of Nunavut to Nunavut's early learning and child care sector- other improvements to Nunavut's early learning and child care sector;

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				<ul style="list-style-type: none">- To provide advice and make recommendations to the Minister respecting Nunavut's early learning and child care sector, particularly with respect to- the incorporation of Inuit perspectives, Inuit societal values and Inuit traditional knowledge,- the quality, accessibility and affordability of child care,- inclusion and equity,- Inuit Language support,- funding,- guidance documents and other resources <p>Inunnguiniq is a term Inuit use to describe, the making of a human-being. The goals of this program are to:</p> <ul style="list-style-type: none">• Bring back Inuit parenting teachings and practices in ways that work today.• Recognize the need for healing from the colonial past and the trauma which resulted in breaking the system for Inunnguiniq.• Rebuild the strengths of Inuit parenting and bring the heart centred Inunnguiniq practices back into parenting in Nunavut today. <p>Revitalization of Inunnguiniq, parenting and childrearing practices has been identified consistently from Roundtable gatherings as a crucial way to reduce poverty in Nunavut. A previously funded project included the QHRC's Inunnguiniq Inuit Child Rearing Program.</p> <p>In 2022-23, the Department supported two Inunnguiniq community-based projects in Cambridge Bay and Igloolik.</p> <p>In 2023-2024, the Department is proposing to fund four Inunnguiniq communitybased projects in Arviat, Cambridge Bay, Iqaluit and Kugluktuk.</p> <p>In 2024-25, the Department supported two initiatives in Baker Lake and Sanirajak.</p> <p>The Department continues to administer its Inunnguiniq Community projects fund. An evaluation of the program and potential ways to expand it are to be undertaken</p>

23	2015-2016	RECOMMENDATION 3 To increase knowledge about Inuit early childhood development, we recommend investments in pilot programs that would demonstrate		EDU Response: Beginning in 2021, the Department of Education piloted a Family Literacy/Language Nest Program initiative that targeted stay-at-home parents and young children with a focus on strengthening Inuktitut skills
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		<p>Nunavut-specific promising practices and provide guiding examples in Inuit early childhood development, with an initial focus on language nests and complementary learning programs for young parents.</p>		<p>Funded through the Department of Culture and Heritage's Inuktitut Language Funding, the program combined culturally relevant early childhood education programming and adult learning activities.</p> <p>The Department of Education collaborated with Ilitagsiniq (the Nunavut Literacy Council) to develop, deliver, and manage three pilots of the program: two in Nauyasat (2021, 2022) and one in Baker Lake (2024).</p> <p>While the pilot program has ended, the department has created a starter manual and programming guide which will be available online before the end of March 2025, to support any organization wishing to run a language nest program.</p> <p>The pilots consisted of 12-week family literacy and language nest program targeting stay at home parents with young children aged 0-6 and included:</p> <ul style="list-style-type: none">● literacy-embedded activities for adults modeled after Ilitagsiniq's Miqqut program;● early learning activities for children that are rooted in Inuit language and culture and that incorporate promising practices from successful language nest programs;● adult learning and parenting activities structured around the participation in various cultural activities;● empowering participants by strengthening their ability to create and follow routines, including managing transitions between activities, while developing language and literacy skills; <p>NAC Response: In addition to developing a blended learning model for its Early Childhood Education program, and working with community daycares in identifying communities to host the applied learning offered by the College, its partnership with Pirruvik Pre school will also allow the College to not only innovate in terms of curriculum, but also to explore opportunities on how to facilitate its learning, i.e. creating Inuit centered spaces to support learning for children and families.</p>
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24	2015-2016	RECOMMENDATION 4 To reduce administrative costs and increase the stability of ECD services and employment opportunities, we recommend seeking options to increase, streamline, simplify and promote funding programs for Inuit		<p>EDU Response: The Department of Education has increased staff capacity at the departmental level to increase the support to childcare centres to ensure they are able to access all funding available and support with reporting requirements.</p> <p>In fall 2024, the Department of Education updated its Grants and Contributions Policy to better streamline and simplify funding applications and reporting</p>
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		early childhood development activities.		requirements, as well as improve turnaround time for funding to reach childcare centres.
25	2014-2015 / Department of Health	<p>The Department of Health should: - Develop a language plan and directives</p> <ul style="list-style-type: none"> - Integrate language skills requirements in quality and safety standards - Identify the practical steps that could be taken to ensure continuous improvement 	<p>2015-2016 AR: Response from the Department of Health - The Senior Management Committee is finalizing the review of its model of care, which will impinge on the design of the language plan that the Department committed to developing. The Department will be in a position to take action on this recommendation once the review of the model of care is completed.</p>	<p>HEA Response: The Department of Health has concentrated its resources on the development and implementation of an Active Offer Initiative (attached). This Active Offer Plan focused on the design and development of the Active Offer Initiative and the areas of policy and procedures and training, both of which are essential in terms of supporting the provision of an active offer. Implementation is ongoing.</p> <p>Individuals are able to indicate their preferred language in their Meditech records.</p> <p>Health is working with CH and Inuit Uqausinginnik Taiguusiliuqtiit (IUT) to develop terminology for common medication label instructions.</p> <p>Health and CH are also working on updating medical terminology manuals in all health facilities and boarding homes. Health continues to support NAC's efforts to transfer the medical terminology training modules to an online learning platform. Health is engaging with retail pharmacies in-territory to encourage them to use translated medication labels when dispensing medications.</p> <p>Health encourages staff to take language training, including medical terminology training. Six Health staff attended NAC medical terminology training in 2023/24, and five modules were scheduled for 2024/25.</p>

26	2014-2015 / Department of Health	The Department of Health and the Department of HR (Finance) should review hiring policies that consider priority hiring to include those with the ability to communicate in French and English, after considering Lands Claims Agreement obligations.	No comments	<p>HR Response: A Human Resources Language Services Plan – 2012-2015, was implemented.</p> <p>The current job advertisements indicate that applicants may submit their applications in any of the official languages of Nunavut. As part of implementing the Fusion Cloud system, HR is reviewing and updating the entire hiring process related Human Resource Manual directives and policies to ensure candidates are aware that they can apply for positions, be interviewed and work in Inuktitut, as their preferred language.</p> <p>Job postings are available in all languages on the GN website.</p> <p>Recruiting and hiring policies and practice reflect the following: -candidates can submit their resume in a language of their choice - every reasonable effort will be made to include a Nunavut Inuit on the selection/interview panel.</p>
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				<p>-candidates can be interviewed in a language of their choice (interpreters can be provided when needed)</p> <p>Priority Hiring Policy gives preference to Nunavut Inuit: All positions created or filled will be analyzed on a graded scale for Inuktitut language requirements and Inuit traditional knowledge; all hiring will take into account an applicant's skills and knowledge in these areas. It is the responsibility of the departments and public bodies in conjunction with the Department of Human Resources to ensure that appropriate search criteria and job descriptions include requirements for an understanding of the social and cultural milieu of the Nunavut Settlement Area, including but not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> knowledge of Inuit culture, society and economy; <input type="checkbox"/> community awareness; <input type="checkbox"/> fluency in Inuktitut; <input type="checkbox"/> knowledge of environmental characteristics of the Nunavut Settlement Area; and, <input type="checkbox"/> northern experience. <p>The GN is continuing to work towards enabling the Inuit language as the working language of the public service by training all employees and funding Inuktitut curriculum development, creating new Inuktitut learning materials and administering the Inuktitut Language Incentive Program. The Inuktitut language program is continually being developed to meet the needs of GN employees. Courses are delivered in a classroom setting and/or via videoconference. Employees are notified of upcoming training via information bulletins and website postings on the GN Intranet. Advertising efforts commence well in advance of the course start date and reminders are distributed periodically before the course starts.</p> <p>Inuktitut and French language training function was moved from the Department of Human Resources to the Department of Culture and Heritage, effective April 1, 2021.</p>
27	2014-2015 / Department of Health	<p>The Department of Health should ensure that:</p> <ul style="list-style-type: none"> - All their employees are aware of language rights and that language choice is understood as a meaningful practice 	<p>2015-2016 AR: Response from the Department of Health - The Department committed to covering the right to access services in the official languages with training modules delivered to Qikiqtani General Hospital (QGH) workers.</p>	<p>In the health centre setting, staff are encouraged to speak in the language of choice. Interpreters are available in community health centres to support Inuktitut in the workplace.</p> <p>In addition to clerk interpreters providing on-site interpretation during regular business hours, QGH has initiated an after-hours on-call schedule for clerk interpreters to address unexpected staff shortages and enabling Inuktitut</p>

		- It is incorporated in day-to-day practice		
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			The Department remains committed to achieving this.	<p>interpretation services to be available 24 hours a day. QGH also has an on-site French interpreter.</p> <p>The QGH Client and Family Engagement Committee, comprised of Inuktitut, French, and English-speaking members, strongly supports Inuktitut use in the workplace. This group reviews programs and services from an end-user perspective, with a focus on cultural safety and language inclusivity.</p>
28	2014-2015 / Department of Health	The Department of Health should provide and promote active offer and enable it to be implemented systematically and effectively across primary care services, including escorts and medevac services.	2015-2016 AR: Response from the Department of Health - The Department will be in a position to take action to develop a language plan once the review of the model of care is completed. The instigation of an active offer will be part of this plan.	<p>In 2018, Health developed an Active Offer Initiative and Plan (attached).</p> <p>All boarding homes work to employ multilingual staff to meet the needs of Inuktitut speakers. There is planning to ensure Inuktitut speaking staff are scheduled on each shift at the reception desk including overnight shifts. Inuktitut services can be impacted by staff leave and attendance, and recruitment challenges. When there are no Inuktitut speakers on staff or shift, the boarding homes will reach out to another boarding home to access interpretation services or rely on phone resources that provide access to translation services.</p> <p>Health's boarding home contracts have provisions that speak to language responsibilities focusing on meeting the needs of patients and escorts. However, there is no specific reference to the <i>Official Languages Act</i>.</p> <p>New programming has been implemented for medical travellers and escorts:</p> <ul style="list-style-type: none"> • Transportation provided to "Learn to Seminars" in Sylvia Grinnell; • Expectant and new mother workshops; and, • In collaboration with One Plane Away, programming to support pregnant women and babies.

29	2014/15 Department of Health	The Department of Health should build and implement accountability measures within their senior management on language obligations.	2015-2016 AR: Response from the Department of Health - The Department will be in a position to take action to develop a language plan once the review of the model of care is completed. Accountabilities will be addressed.	<p>HEA Response: In 2018, Health developed an Active Offer Initiative and Plan (attached).</p> <p>This Active Offer will be reviewed, and implementation continuing in the coming year. It is dependent on staffing within the Communications Division.</p> <p>Health actively seeks client feedback with patient satisfaction and program evaluation surveys, available in all official languages.</p> <p>Health will be looking to CH for support on accountability for shared measures across departments. Senior managers are encouraged to support their staff to</p>
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				<p>access language training, and place priority on having clear communications in all languages – for example, department wide memos and training.</p> <p>Health is working to make privacy training available in all languages.</p>

30	2014/15 Department of Health	The Department of Health should establish strategies that outline the methods used to eliminate language barriers, which would facilitate access to health care services and improve health care.	2015-2016 AR: Response from the Department of Health - The Department will be in a position to take action to develop a language plan once the review of the model of care is completed. Language barriers will be addressed.	<p>HEA Response: A Language Plan was developed. Implementation is ongoing.</p> <p>Health has implemented the following operations strategies to address language barriers:</p> <ul style="list-style-type: none"> Increased clerk interpreter positions or creation of new administrative support positions that allows for the clerk interpreters to focus on interpreting function. Virtual care allows patients and their families to receive specialty care in their home communities and with interpreters who speak in their own dialect. When appointments are being booked for virtual consults, clients are asked about interpretation to ensure that a clerk/interpreter is available at the time of the consult should the client request or require interpretation. 24/7 phone interpreter service for times when a clerk interpreter is not available. Challenges exist for after-hours/weekend interpreter service coverage. • Health's boarding home contracts have provisions that speak to language responsibilities focusing on meeting the needs of patients and escorts. However, there is no specific reference to the <i>Official Languages Act</i>. <p>Beginning in 2020, contracts that provide services to the public have stronger language around official language obligations. Most contracts have the following provision: "The Consultant shall ensure that its communications with the public and any services provided to the public that are required by this Agreement, including: public signs, posters and commercial advertising; and customer and client services, shall be provided in Inuktitut in a manner that is at least equally prominent with any other Language used and in compliance with section 3 of the <i>Inuit Language Protection Act</i>, S.Nu. 2008, c. 17"</p> <p>There are still some contracts that do not have this language. Health is working to ensure contracts are being updated with the above provision as they come up for renewal.</p>
31	2014/15 Department of Health	The Department of Health should develop a clear goal on the importance of providing equality of	2015-2016 AR: Response from the Department of Health - The Department of Health appreciates the importance of offering all official	HEA Response: Through in-person interpreter services, as well as the contract for 24/7 interpreter services, care can be provided in almost any language.

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		primary health care services to all official languages' groups.	language groups services of equal quality. The Department will be in a position to take action to develop a language plan once the review of the model of care is completed. This will address goals.	Health continues to explore opportunities for task sharing; whereby, Nunavut Inuit employees receive additional training to provide direct health care services to patients, families and the public. This includes programs such as Basic Radiology Training (BRT), which provides skills to caretakers and clerks to perform x-rays in the language of choice for the patients. Health also supports several initiatives that support increasing Inuit employment, including Medical Interpreting Modules, offered by NAC to Nunavut Inuit interpreters working for Health; the Mental Health Paraprofessional Program, which aims at increasing the number of Inuit in mental health care by providing the opportunity for training, growth, and advanced employment through career laddering; the Educational Upgrade Program; the Sivuliqtiksatsat Internship Program, an on-the-job internship program designed to increase Nunavut Inuit representation in management level positions; the Amaaqtaarniq Education Program, which sponsors long-term post-secondary education leave for Nunavut Inuit who wish to qualify for a profession in the GN that is not in their home department; and the Career Broadening Program, which is designed to provide a broad range of job experience for Nunavut Inuit employees.
32	2014/15 Department of Health	<p>The Department of Health should establish standards of services regarding interpretation at QGH for all hours.</p> <p>Interpretation/translation services should be available to patients at all times.</p>	2015-2016 AR: Response from the Department of Health - The Department has applied for funding from the Department of Culture and Heritage to develop a business case to this effect by considering the volume of interpretation services needed and different options for making interpretation services available 24/7. The Department of Health is awaiting a decision on this funding request.	<p>HEA Response: The funding proposal continues to be supported through Culture and Heritage for interpreter services available 24/7 by phone. QGH has faced challenges recruiting staff who can provide interpreter services in Inuktitut after hours. Even with the strategies such as offering GN staff housing as an incentive for shift work interpreters, hosting job fairs etc. QGH created a new part time position for French language interpretation services to ensure timely access to interpretation.</p> <p>2024-2025 approved funding from CH is as follows: French Language Supports - \$335,000</p> <p>Health also requested 2024-2025 funding from CH for the following programs: Medical Terminology Training Language Training Inuktitut at QGH Communication Services by Phone in Inuktitut at QGH</p> <p>CH Response: The Department of Health will receive funding, under the 2020-2023 Canada-Nunavut Agreement on French Language Services and the Inuktitut Language, to provide medical terminology training courses to improve the delivery of medical services in Inuktitut, expand the vocabulary available to interpreters and improve the communication skills of interpreters when working one-on-one with</p>

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				clients in a hospital and/or clinical setting. The funds will be covering expenses for students and teachers.
33	2014/15 Department of Health	The Department of Health should ensure that once a patient has chosen to communicate in an official language, this choice is followed through the chain of services, including escorts and medevac services.	2015-2016 AR: Response from the Department of Health - The Department will be in a position to take action to develop a language plan once the review of the model of care is completed. Continuity of services using the clients preferred language will be considered. The Department of Health has applied for funding from the Department of Culture and Heritage for a position in the Office of Patient Relations that would take on the role of coordinating French services. The Department of Health is awaiting a decision on this funding request.	<p>HEA Response: A Language Plan was developed. Implementation is ongoing.</p> <p>In January 2021, the Department of Health hired a full-time French Interpreter/Accreditation Officer to work for Iqaluit Health Services.</p> <p>Individuals can identify their preferred language in MediTech. Health is in discussions with MediTech vendor on how to integrate multiple language supports with applications including Nunavut's future patient portal.</p> <p>All notification letters are sent in multiple languages (e.g., privacy breach notifications).</p> <p>An after-hours on-call Inuktitut interpretation service has been established for QGH</p>

34	2014/15 Department of Health	The Department of Health should address the need for bilingual (Inuktitut-English, French-English) workforce planning and for professional interpreter hiring.	2015-2016 AR: Response from the Department of Health - Training Nunavut Land Claims Agreement (NLCA) beneficiaries is a key step in developing a workforce that is capable of directly providing health services to Nunavummiut in Inuktitut. With this goal in mind, the Department offers financial assistance and return to service agreements to nursing students at the Nunavut Arctic College (NAC), hired three Midwifery Diploma graduates who are NLCA beneficiaries, and reserves a seat for Nunavut residents in McGill University's Medicine Program. Recognizing that not all NLCA beneficiaries are fluent in Inuktitut and	HEA Response: Health continues to provide scholarships and bursaries to NAC nursing students as well as extending invitations to Inuit staff to attend medical terminology courses through NAC. As outlined previously, Health also supports several initiatives to support increasing Inuit employment, such as the BRT program and the Mental Health Paraprofessional Program.
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			that training health professionals takes several years, the Department of Health has also put in place interpretation services.	
35	2014/15 Department of Health	The Department of Health and the Department of Finance should review hiring policies to comply with the language legislation and to emphasize the recruitment of skilled bilingual health professionals.	2015-2016 AR: Response from the Department of Health - The Government of Nunavut ensures that its job postings are available in all official languages. Applications from all language groups are welcomed.	HEA Response: Health has secured a contract for remote interpreter services - available to all 25 communities, 24/7. Interpreter services are available in all health facilities and at all referral sites. Health and HR have standardized the competition process where skilled Nunavut Inuit are priority 1 when going through the competition process. All indeterminate job postings are available in the official languages with applicants applying in the language of their choice.

36	2014/15 Department of Health	The Department of Health and the Department of Finance should give interpreters a professional status to address pay equity issues to facilitate the recruitment and retention of interpreters.	2015-2016 AR: Response from the Department of Health - The Department of Health delivered on its commitment to submit the medical interpreter and clerk interpreter positions to job evaluations. The Department of Finance is responsible for human resources and concluded that, according to the Government of Nunavut guidelines, these positions are compensated at a level that is appropriate for the responsibilities and training involved. Consequently, there have been no changes in the pay levels for these positions.	<p>HEA Response: Pay issues continue to be a concern; however, with the statutory freeze no further follow-up could be completed.</p> <p>Clerk Interpreters are currently paid at an administrative level. This is an issue for Department of HR to address.</p> <p>HR Response: Department of HR is currently conducting a comprehensive salary review.</p>
37	2014/15 Department of Health	The Department of Health in collaboration with the IUT, should develop competency tools to evaluate the language proficiency of medical interpreters.	2015-2016 AR: Response from the Department of Health - Medical interpreters receive training from the Nunavut Arctic College. Successful completion requires that the participants pass evaluations and examinations.	<p>HEA Response: The COVID-19 pandemic created barriers for Health employees to access the medical interpreters training course at NAC, as the course is only offered in-person.</p> <ul style="list-style-type: none"> The following medical terminology modules were scheduled for 2024/25: <ul style="list-style-type: none"> Module 2 (Physiology) – October 14 – November 1, 2024 Module 3 (Diseases) – November 4 – 22, 2024 Module 1 (Anatomy) – January 20 – February 7, 2025 Module 2 (Physiology) – February 10 – 28, 2025 Module 4 (Ailments) – March 3 – 21, 2025

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				Health continues to support NAC’s efforts to transfer the medical terminology training modules to an online learning platform. Health is supportive of developing competency tools and would welcome IUT’s involvement.

38	2014/15 Department of Health	The Department of Health should work with the Department of Finance, language training providers and the Nunavut Arctic College to train employees at QGH in order to meet language provision requirements in the primary care sector.	2015-2016 AR: Response from the Department of Health - The Department now enrolls its employees in medical terminology courses delivered by the Nunavut Arctic College. These modules are of professional caliber, and each of them is delivered on a full-time basis over the course of four weeks.	<p>HEA Response: The COVID-19 pandemic has created barriers for Health employees to access the medical interpreters training course at NAC, as the course is only offered in-person. Health continues to work with NAC, advocating for an alternate delivery method such that remote class work becomes an option.</p> <ul style="list-style-type: none"> The following medical terminology modules were scheduled for 2024/25: <ul style="list-style-type: none"> Module 2 (Physiology) – October 14 – November 1, 2024 Module 3 (Diseases) – November 4 – 22, 2024 Module 1 (Anatomy) – January 20 – February 7, 2025 Module 2 (Physiology) – February 10 – 28, 2025 Module 4 (Ailments) – March 3 – 21, 2025 <p>Health continues to support NAC's efforts to transfer the medical terminology training modules to an online learning platform. Health is supportive of developing competency tools and would welcome IUT's involvement.</p> <p>Health offered a beginner Inuktitut course for QGH staff in 2023.</p> <p>Health welcomes additional training opportunities.</p>
39	2014-2015 / Department of Culture and Heritage - Minister of Languages	The OLC recommends that the Minister of Languages pass regulations and/or policies on expected language services and communications for all territorial institutions to other territorial institutions and their employees.	2015-2016 AR: The Department of Culture and Heritage told us that they drafted a set of directives on communications and services in the official languages. However, the document has yet to be finalized and approved. It is a priority that territorial institutions have clear guidelines to ensure that communications and services in official languages between two territorial institutions or between a territorial institution and its employees are consistent and meet the objectives of the language acts. We have received concerns that were not deemed admissible	<p>CH Response: In 2020, the Department of Culture and Heritage established a Language Acts Implementation section within the Official Languages Division.</p> <p>As of February 2025, the Language Acts Implementation Unit is now fully staffed.</p> <p>This new team will be dedicated solely to language Acts and Uqausivut 2.0 implementation, including the development of regulations for OLA and ILPA.</p>

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			because there is no provision in regard to these issues.	

40	2014-2015 / Department of Education	The OLC recommends that there be a focus on strong cultural and linguistic identity to better prepare students for improved social and personal development.	2015-2016 AR: Response from the Department of Education [...] adapted or developed programs in Nunavut are assessed through a rigorous process, which includes criteria that must be met to determine whether or not this program or course will meet the academic, linguistic, social and cultural needs of our students. Part of this process includes assurances that Elders were consulted before or during the program adaptation or development. In addition, DEAs receive funds from the Department specifically allocated for cultural activities, as well as \$1.6M under the Education Act for Elder employment.	<p>EDU Response: The Department of Education is committed to delivering bilingual education for all Nunavummiut who enter the education system. Our department has developed an approach for language of instruction implementation that includes a 20-year plan for curriculum and resource development, assessment, and educator training for all subject areas. More culturally relevant curriculum will enhance the delivery of courses in Inuktitut.</p> <p>The new curriculum is grounded in Inuit Qaujimajatuqangit, and reflects Inuit language and culture. The made-in-Nunavut curriculum will allow students to receive instruction that will address their needs and that is more reflective of their identity and environment. The goal of the curriculum is to strengthen and preserve Inuit language and culture while equipping students with the skills they need to succeed academically.</p> <p>In fall 2025, the Department will begin the implementation of its new made-inNunavut curriculum in Kindergarten and grade 1 across the territory. Phased implementation will continue for the remaining grades over the next several years.</p> <p>The Department of Education is also reviewing its Language of Instruction Regulations. The department created a working group with NTI, CNDEA, and the Department of Culture and Heritage to review the Language of Instruction Regulations. The department is currently traveling to all communities to consult on proposed changes to the Regulations. Changes are based on bilingual education research and community feedback.</p> <p>The proposed changes to the Regulations focus on 4 areas:</p> <ul style="list-style-type: none"> - Changes to the bilingual education models that support early language acquisition, and allow for current community capacity (limited number of Inuktitut speaking educators) - Changes to the education model community selection process to streamline and simplify - Territory-wide student assessment on language in grades K, 3, 6, 9 and 12. - Increased accountability for the department in the implementation of language of instruction <p>The Department of Education hopes to have new Regulations in place by summer 2025.</p>
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				<p>To support and focus on strong cultural and linguistic identity in our students, the Education Act, mandates that Elders be involved in schools. Elders provide guidance on cultural activities, language promotion, traditional skill building and lifelong learning. Also, District Education Authority (DEAs) or the Commission scolaire francophone du Nunavut (CSFN) may offer additional or optional courses that provide variety, local relevance, cultural and language learning opportunities, as well as flexible learning environments. Locally developed courses or resources are submitted according to specific criteria set out by our department, but they can be very different according to the community, region, or geographical area that they are offered in. Locally developed courses and resources are facilitated in Inuktitut language and use the expertise of Elders, geologies, hunters and trappers. Some locally developed programs are also shared with and adapted by other schools and communities, including a fox hunting/trapping course.</p> <p>NAC Response: The College continues to explore efforts to strengthen the presence of Inuit language and culture within its campuses and programs. Efforts include language instruction, cultural skill learning, increased presence of elders in programs, and land-based learning. In the 2024-2025 academic year, a number of its programs included specific on land learning and language learning, Including the Nunavut Teacher Education program, Social Service Worker Program, the Bachelor of Social Work, Environmental Technology and others.</p> <p>The College is happy to confirm it has hired a student life coordinator in Cambridge Bay and anticipates filling this position in Rankin Inlet and Iqaluit in Spring 2025. These roles will ensure there are supports present for student activities for the 2025-26 academic year, which will include cultural and language programs.</p> <p>The revised Nunavut Teacher Education program, which is currently being offered in 15 communities in the 2024-25 academic year will have its first official graduates in 2025/26, and 2026/27. The College recognizes that the learning completed by these students will follow them into the classrooms they teach – impacting up to 20 students (at minimum) every year. The year over year potential of this positive impact is hundreds over their teaching career.</p> <p>The Nunavut Teacher Education Program continues to work to fill key positions in its programs across communities, including elder advisors and Language specialists to ensure students in this respective program have the supports necessary for language and cultural learning,</p>
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41	2014-2015 / Department of Education	The OLC recommends that there be a broad approach to education encompassing preschool, primary and secondary education, and teacher education.	2015-2016 AR: Response from the Department of Education - The Department of Education is committed to achieving objectives that will lead to visible progress for Nunavummiut, by providing quality education for students and increased training opportunities and support for educators.	<p>EDU Response: The Department of Education is committed to enhancing education at all levels. By creating a Nunavut made curriculum, the department is working to ensure that there is a series of language curricula to support all students in Nunavut schools. By providing a variety of language curricula, students will benefit from accessing languages of instruction that provides them an opportunity to increase their fluency, no matter where they are with their language.</p> <p>The new made-in-Nunavut curriculum, once implemented will be from kindergarten to grade 12, and will allow students to seamlessly transition between skill levels, with learning outcomes that are aligned, and promote fluency in both Inuktitut and English.</p> <p>A K-12 curriculum designed and developed in Nunavut for Nunavummiut students also allows for a better, and more seamless transition between early learning, and elementary school.</p> <p>Implementing a new curriculum to deliver a bilingual education for all of Nunavummiut has multiple stages. The four stages of development and implementation are: curriculum development; creation of assessment, evaluation and reporting that aligns with curriculum learning outcomes; creation of resources that align with curriculum learning outcomes; and finally, creation and delivery of training to support teachers in the implementation of the curriculum. Finalizing all curriculum development with training supports for teachers ensures that learning objectives are met, which will enhance a bilingual education system.</p> <p>NAC Response: Thanks to funding secured to revise and expand the delivery of the Nunavut Teacher Education Program, the College has been working to expand the ways in which the College supports Inuktitut language and culture learning within its program. Efforts have included expanded land and cultural skill-based learning, as well as Inuktitut music and drama.</p>

42	2014-2015 / Department of Education	The OLC recommends that action be taken now to make improvements in the delivery of education given the current explosion in our youth population within the territory to capitalize on this vast pool of energy and talent.	2015-2016 AR: Response from the Department of Education - The Department is currently developing a legislative proposal for amending the Education Act. These amendments will be driven by the Department's continual analysis of the	EDU Response: As part of the Nunavut made curriculum, the Aulajaaqtut curriculum has Career and Program Planning embedded in the coursework, where students explore career opportunities based on their interests and abilities. This supports the transition from high school to post-secondary education or the labour market. Our department also supports opportunities for experiential and hands-on learning, such as work experience courses and job shadowing programs. These will be incorporated further as our department implements its curriculum development plan.
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			implementation and administrative challenges inherent in the 2008 legislation, as well as the 2015 report of the Special Committee, and the 2013 Office of the Auditor General (OAG) report.	<p>Based on the Department of Education's revised staff funding formula, beginning in the 2023-24 school year, funding is provided to allow for guidance counsellors in all Nunavut high schools.</p> <p>Locally developed courses/programs that defined by the District Education Authority or the Commission scolaire francophone du Nunavut may be offered for credit as optional courses at the school level. These courses are based on students' learning objectives and may meet outcomes across several subject areas or outcomes that are specific to a certain set of skills, knowledge, and attitudes.</p> <p>The department is also exploring the possibility of implementing dual credit courses so that some grade 12 courses may offer a student credit towards a college program.</p> <p>In 2024, the Department of Education completed a Comprehensive Review of the Financial Assistance for Nunavut Students (FANS) program. The Comprehensive Review, completed by a project team, including members from Nunavut Tunngavik Inc., presents 35 recommendations to completely re-envision the FANS program and significantly increase funding and supports for post-secondary students, and remove barriers to higher education.</p> <p>In winter 2025, Bill 64 – The Post Secondary Student Support Act had its third reading in the Legislative Assembly. This new legislation paves the way for a revised and revamped FANS program that aligns with the recommendations coming out of the Comprehensive Review.</p>

				<p>The Department of Education aims to phase-in significant program changes to FANS, with the first major changes beginning in fall 2025.</p>
43	2014-2015 / Inuit Uqausinginnik Taiguusiliuqtiit	<p>The OLC strongly urges the IUT to complete important work required to achieve a standard writing system for Inuktitut.</p>	<p>2015-2016 AR: Response from the Inuit Uqausinginnik Taiguusiliuqtiit - The IUT has participated in the ITK task force on unifying the writing system and provided support for a community consultation held by ITK in Igloolik in January 2015, as well as taking part in the Language Summit held in August 2015. The IUT board endorsed the task force's</p>	<p>No decision has been made so far regarding the unified writing system. IUT has officially recommended the use of the ICI writing system in years past and, pending further consultations with the various Nunavut communities, this former recommendation still applies.</p> <p>.</p>

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			recommendations in August 2015 and undertook to produce a final report by the end of the 2016–2017 fiscal year on the feasibility of implementing a unified writing system.	
44	2013-2014 / Department of Culture and Heritage – Minister of Languages	The OLC recommends that the Minister of Languages pass regulations on expected language services and communications for all municipalities according to their respective significant demand.	2015-2016 AR: We are pleased to see that the GN is planning to develop regulations to outline “significant demand” for municipalities. We have received concerns that were not deemed admissible because those regulations have yet to be developed.	CH Response: In 2020, the Department of Culture and Heritage established a Language Acts Implementation section within the Official Languages Division. As of March 2025, the Language Acts Implementation Unit is now fully staffed. This new team will be dedicated solely to language Acts and Uqausivut 2.0 implementation, including the development of regulations for OLA and ILPA, as well as continuing to work on developing regulations around “significant demand”.
45	2013-2014 / Department of Culture and Heritage – Minister of Languages	The OLC recommends that the Minister of Languages and Executive Council bring into force sections 3-5 of the ILPA. (Recommendation was first made in 2011-2012)	2015-2016 AR: Our 2014–2015 annual report quotes the GN: “...the Uqausivut Plan committed to the coming into force of these provisions within three years of the adoption of the Uqausivut Plan, or in other words, no later than the end of 2015–2016. The government aims to have these provisions come into force April 1, 2016.” This has not been achieved. An important number of concerns received by our office are related to the private sector; they represent 65% of the inadmissible concerns we received in the last five years.	CH Response: With the passing of Made-in-Nunavut Language Legislation in 2008, Nunavummiut have been informed that the protection, promotion, and enhancement of the Inuit Language is one of the top priorities for the Government of Nunavut (GN) and that Nunavummiut can expect to receive more services in the Inuit Language. Sections 3 to 5 of ILPA and 12(7)(c) of OLA came into force on July 9, 2017. This date was chosen due to its symbolic importance for Nunavut Inuit, respectively as Nunavut Day, or the day that the Nunavut Land Claims Agreement became law in 1993.
46	2013-2014 / Department of Culture and Heritage – Minister of Languages + Department of Economic Development and	The OLC recommends that the Minister of Languages, in collaboration with departments such as Economic Development and Transportation and organizations such as the Inuit Uqausinginnik Taiguusiliuqtiit (IUT), work towards providing adequate	2015-2016 AR: Response from the Inuit Uqausinginnik Taiguusiliuqtiit - IUT staff are collaborating with the federal Translation Bureau and the Nunavut Department of Culture and Heritage to launch a terminology database using the Termium platform (used by the federal Translation	CH Response: The Termium platform, used by the federal Translations Bureau, does not allow for publishing terminology in Inuktitut for the time being. In collaboration with IUT, CH is developing “Termweb”, a terminology database which will be accessible to translators and to the public. Termweb will give IUT the capacity to update the database on an as needed basis.

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	Transportation + IUT	and appropriate support for terminology development, training as well as software requirements.	Bureau) which will be accessible to translators and to the public.	This project is in progress.
47	2013-2014 / Department of Culture and Heritage – Minister of Languages	The OLC recommends that the Minister of Languages work with appropriate bodies towards establishing an accredited translation bureau for all the official languages.	2015-2016 AR: Response from the Department of Culture and Heritage - While the Act and pursuant regulations are the responsibility of the Minister of Languages, it will be incumbent upon the Inuit Uqausinginnik Taiguusiliuqtiit (IUT) to “develop and publish competency levels” in Inuktitut, including recommending or administering tests to certify an individual’s level of language skills. In collaboration with territorial and national partners, namely the Canadian Translators, Terminologists and Interpreters Council, the IUT will identify options to reintroduce a certification mechanism for Nunavut translators and interpreters during the 2016–2017 fiscal year.	CH Response: The Department of Culture and Heritage completed a reorganization, which established a new standalone Translation Bureau Division. The Translation Bureau is now the largest division with 33 PY’s. The change provides the required leadership and administrative support to manage translations more effectively for staff located in the Iqaluit, Kugluktuk and Igloolik offices.

48	2013-2014 / Department of Culture and Heritage – Minister of Languages + IUT	The OLC recommends that the Minister of Languages, in collaboration with IUT, raise awareness about the IUT's role as a central institution to clarify dubious terminology by targeting the private sector.	2015-2016 AR: Response from the Inuit Uqausinginnik Taiguusiliuqtiit - The IUT has worked at increasing its public visibility through hosting or cohosting major events such as the Interpreters/Translators Conference (February 2016) and the Inuit Language Recognition Awards (annually), and through media appearances associated with these events.	CH Response: CH, OLC and IUT previously worked on a poster outlining roles and responsibilities of each organisation. In 2022-2023, a working group was established in order to update the current poster in order to make the diffusion of information more efficient and effective. Work is ongoing.
49	2012-2013 / Department of Culture and	We recommend and strongly urge the Minister of Languages to prepare and submit the annual report, which is called for in the	2015-2016 AR: OLC Comments - The Minister last tabled a report on the Inuit Language Protection Act on June 12, 2014, for the years 2010–	CH Response: The Minister has tabled annual reports up to 2017-2022 as required by both OLA and ILPA. The 2022-2023 annual report was tabled on the fall 2024 sitting, and the Department anticipates tabling the 2023-2024 annual report during the spring 2025 sitting.

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	Heritage – Minister of Languages	Inuit Language Protection Act, subsection 27(1) and (2).	2011 and 2011–2012. The absence of reports for the following years makes it difficult for us to evaluate the progress made in implementing the language acts.	

50	2012-2013 / Department of HR (Finance)	<p>Article 23 of the Nunavut Land Claims Agreement recognizes priority hiring of Inuit and Inuitlanguage speakers.</p> <p>We recommend that the Department of HR (Finance) create a policy related to hiring including consideration for the preferred hiring of persons with the ability to communicate in French and English as a second priority.</p>	<p>2015-2016 AR: OLC's comment - The Minister of Finance did not provide an answer to this recommendation. The lack of designated bilingual (French-English) positions is an important issue in regard to the implementation of the active offer, in accordance with the OLA.</p> <p>We would like to see some actions demonstrating that the GN is taking steps to improve this issue.</p>	<p>HR Response: A Language Services Plan was developed and implemented.</p> <p>A new process for posting job ads and all HR materials on the GN/HR website requiring translations into French and Inuktitut was implemented.</p> <p>Interviews are available in the Inuit language and employee relations issues (including performance reviews) are available in the employee's preferred language.</p> <p>All new and revised Human Resources policies and directives are being translated into all languages. Due to capacity in Translations Bureau existing materials are taking long to be translated.</p> <p>Interpretation is being provided when needed in the daily operations within GN workplaces.</p> <p>The current job advertisements indicate that applicants may submit their applications in any of the official languages of Nunavut. As part of implementing the Fusion Cloud system, HR is reviewing and updating the entire hiring process related Human Resource Manual directives and policies to ensure candidates are aware that they can apply for positions, be interviewed and work in Inuktitut, as their preferred language</p>
51	2012-2013 / Government of Nunavut	The OLC recommends that extra effort be made by the GN to protect and revitalize Inuinnaqtun.	2015-2016 AR: Response from the Department of Culture and Heritage - The Department awards about \$1.6 million annually in grants and contributions to community-based language initiatives. In the last five years, the Department awarded grants and contributions to several dozens of community-based language initiatives in the Kitikmeot region. These initiatives aimed at providing support to the revitalization	<p>CH Response: CH is dedicated to ensuring the revitalization of Inuktitut, including Inuinnaqtun. The Department of Culture and Heritage will explore options on how to enhance efforts to revitalize Inuinnaqtun.</p> <p>NAC Response: The College recognizes the importance of revitalization efforts to support Inuinnaqtun. The College is exploring how its operations can be adjusted to ensure dedicated supports are provided to Inuinnaqtun specifically.</p>

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			of Inuinnaqtun and the preservation of Nattilingmiutut. They used literacy, media and language training opportunities for youth. By doing so, they were able to build capacity to assess and address local language needs, priorities and plans.	
52	2012-2013 / Department of Culture and Heritage – Minister of Languages + Nunavut Arctic College	I recommend that the Minister of Languages direct his department, and work in collaboration with organizations such as the Nunavut Arctic College (NAC), to develop and deliver more affordable and accessible training in the Inuit language for private sector entities.	2015-2016 AR: Response from the Department of Culture and Heritage - The Department continues to work with its partners and has expressed the need for affordable and accessible language training programs for the private sector. The Department makes it a priority under the Uqausivut Plan to coordinate and promote leadership in the delivery of quality services in Inuktitut to the general public with economic development organizations.	<p>NAC Response: The College continues to consider ways to create additional opportunities to provide specific language training to public sector entities. The College does have facilities available and can work with partners to identify instructors within communities. Funding is required to expand this program. It is important to acknowledge that the Interpreter/Translator program does have sector specific language learning, such as medical and Justice are currently being offered by the College. This program continues to explore opportunities for expanded sector learning.</p> <p>CH response: a grant of \$5,000 per year is available to the private sector to support expenses related to their translation efforts or employee training in order to comply with the ILPA (Inuit Language Protection Act).</p>
53	2012-2013 / Department of Culture and Heritage – Minister of Languages + Nunavut Arctic College	We recommend that the Minister of Languages work with NAC to develop and deliver an Inuit language immersion program.	2015-2016 AR: Response from the Department of Culture and Heritage - The Department has been working with its partners to diversify the language training offering for adults who wish to acquire or upgrade their language skills. This includes language revitalization courses offered to government and nongovernment employees through the Department of the Executive and Intergovernmental Affairs and Piruvik Centre, language training for municipal employees through the Municipal Training Organization, and language classes for all postsecondary programs delivered by	<p>CH Response: The language training function was transferred from the Department of Human Resources to the Department of Culture and Heritage in 2021. The Department of Culture and Heritage has established a Language Training Unit to coordinate and ensure delivery of language training for GN employees. The Department of Culture and Heritage will develop and implement an Inuktitut Language training Strategy to guide the work of the unit, starting in 2025-2026. The first Language Training Programs Manager's under CH has officially started on August 2024.</p> <p>NAC Response: The College recognizes the necessity of immersion learning opportunities in efforts to strengthen language strengthening and acquisition. Piqqusilirivvik in Clyde River provides an opportunity to offer the immersion experience. The College remains committed to exploring the opportunity to explore opportunities for this learning opportunity, which includes working around Piqqusilirivvik academic schedule.</p> <p>The College does recognize the delivery of Inuktitut intensive learning at multiple levels, currently offered in the territory by entities outside the College.</p>

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			Silatusarvik at its three main campuses.	
54	2011-2012	<p>We recommend that a decision be made for section 3 of the ILPA to come into force within the next two years.</p> <p>(Recommendation was reiterated in 2013-2014)</p>	2015-2016 AR: OLC comments - Our 2014–2015 annual report quotes the GN: "...the Uqausivut Plan committed to the coming into force of these provisions within three years of the adoption of the Uqausivut Plan, or in other words, no later than the end of 2015–2016. The government aims to have these provisions come into force April 1, 2016." This has not been achieved. An important number of concerns received by our office are related to the private sector; they represent 65% of the inadmissible concerns we received in the last five years.	<p>CH Response: With the passing of Made-in-Nunavut Language Legislation in 2008, Nunavummiut have been informed that the protection, promotion and enhancement of the Inuit Language is one of the top priorities for the Government of Nunavut (GN) and that Nunavummiut can expect to receive more services in the Inuit Language.</p> <p>Sections 3 to 5 of ILPA and 12(7)(c) of OLA came into force on July 9, 2017. This date was chosen due to its symbolic importance for Nunavut Inuit, respectively as Nunavut Day, or the day that the Nunavut Land Claims Agreement became law in 1993.</p>
55	2011-2012 / Territorial institutions	We recommend that messages that are related to public safety must be released in all the official languages within 24 hours.		CH Response: Government of Nunavut documents are posted in official languages as per the Corporate Communications Policy.
56	2011-2012 / Territorial institutions	We recommend that public service announcements and press releases must be issued simultaneously in all official languages; if there is a delay in translation to an official language, the missing language must be published within 48 hours.		<p>CH Response: The Government of Nunavut posts public service announcements and press releases in all official languages.</p> <p>In rare circumstances, such as health emergencies, the GN may post PSA's and press releases in less than all four official languages. However, the GN is committed to ensuring that PSA's and press releases are eventually translated into all official languages.</p> <p>EIA Communications Response: EIA Communications complies with this recommendation on behalf of all departments. One exception is the closure of offices, which is currently done in English only; EIA Communications is working with CGS to build a template to bring this into compliance.</p>

				CGS IM/IT has created standard fill-in-the-blank templates to ensure most communications to be sent out by the Help Desk can be sent in all official languages.
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57	2011-2012 / Territorial institutions	We recommend that voice messaging systems of head and central offices must be in all Nunavut’s official languages.		EIA Communications Response: EIA Communications is working with departments and public agencies to ensure their compliance with the Official Languages Act.

58	2011-2012 / Department of Culture and Heritage + IUT	We recommend that upon graduating from the college translation program, translators should apply for certification to prove competency for professional work.	2015-2016 AR: Response from the Department of Culture and Heritage - While the Act and pursuant regulations are the responsibility of the Minister of Languages, it will be incumbent upon the Inuit Uqausinginnik Taiguusiliuqtiit (IUT) to “develop and publish competency levels” in Inuktitut, including recommending or administering tests to certify an individual’s level of language skills. In collaboration with territorial and national partners, namely the Canadian Translators, Terminologists and Interpreters Council, the IUT will identify options to reintroduce a certification mechanism for Nunavut translators and interpreters during the 2016– 2017 fiscal year.	CH Response: CH will work on a response in close consultation with IUT.
59	2011-2012 / IUT	As per subsection 16(2) of the ILPA, competency levels or standards of Inuit language use or correctness should be put in a place by the Inuit Uqausinginnik Taiguusiliuqtiit (IUT) as soon as possible.	2015-2016 AR: Response from the Inuit Uqausinginnik Taiguusiliuqtiit - In February 2016, the IUT hosted a conference on Inuit language with interpreters/translators to discuss professional standards and governance for interpreters/translators (including the formation of a professional association) to ensure consistency and quality in Inuit language translations.	CH Response: CH will work on a response in close consultation with IUT.

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60	2010-2011 / Department of Culture and Heritage	Funding is required for employee language training in the private sector.	2015-2016 AR: Response from the Department of Culture and Heritage - The Department continues to work with its partners and has expressed the need for affordable and accessible language training programs for the private sector. The Department makes it a priority under the Uqausivut Plan to coordinate and promote leadership in the delivery of quality services in Inuktitut to the general public with economic development organizations.	CH Response: The Department of Culture and Heritage, through its Inuit Language Implementation Fund division, support municipalities and the private sector in their efforts to comply with Nunavut's language legislation and to provide languagetraining opportunities for their employees. A \$5,000 grant per year is available under CH to the private sector to support expenses related to their translation efforts or employee training in order to comply with the ILPA (Inuit Language Protection Act).
61	2010-2011 / Nunavut Arctic College	We recommend that the Cabinet consider measures, including increased funding, that would strengthen the Nunavut Arctic College's ability to deliver both the Translator and Interpreter Program and the Nunavut Teacher Education Program.	2015-2016 AR: Response from the Nunavut Arctic College - The Nunavut Arctic College, with support and funding from the ILI [Inuit Language Implementation Fund] has engaged in a comprehensive review of the Interpreter/ Translator program. Staff at the College is still actively engaged in reviewing curriculum for an enhanced program meeting the needs of departments requiring translators and interpreters.	NAC response:In 2021, the College, along with Culture & Heritage, the Department of Education and Nunavut Tunngavik Incorporated secured funding from Canadian Heritage to revise and expand the delivery of the Nunavut Teacher Education Program. In the 2024-25 academic year, NTEP is being offered in 15 communities. The first two years of the program focusses on Inuit language and culture, allowing its students to get explore too, or grounding in, Inuit language and cultural expression. The College is awaiting final confirmation on third party funding in support of the Interpreter/Translator program. Formal details of this funding were not formally confirmed at the time of this update. The Interpreter/Translator program continues to engage with external stakeholders to identify opportunities for sector specific training in the program.
62	2010-2011 / Department of Culture and Heritage	Funding needs to be available, possibly through grants, for the initial costs of reprinting and/or producing material.	2015-2016 AR: Response from the Department of Culture and Heritage - Funding is available through grants, contributions and other expenses in reprinting and producing materials as part of promoting, enhancing and revitalizing the Inuktitut language through books, cards and posters, amongst others. Since this recommendation was made by the Office of the Languages	CH Response: Funding is available through grants and contributions and other expenses in reprinting and producing materials as part of promoting, enhancing and revitalizing the Inuktitut language through books, cards and posters, amongst others, on a yearly basis.

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			Commissioner, the Department of Culture and Heritage awarded approximately \$1.8 million to 58 publication projects. These included publications by the Nunavut Bilingual Education Society (NBES) such as Ilitaqsiniq and Ikajuqtigiit, amongst other applicants.	
63	2009-2010	This Annual Report contained a 10year review of recommendations		These responses cover updates requested by OLC on all past recommendations.
64	2008-2009 / Government of Nunavut	2009-2010 AR - I recommend that the GN makes it a priority to create a strategy for increasing Inuit content exponentially for all age levels	2009-2010 AR: GN response – Under ILPA, the Minister of Languages has the responsibility to develop policies and programs that promote the increased production, distribution and access to Inuit language content using all kind of media (print, film, television, radio, digital audio or video, interactive or any other media), whichever has the greatest potential to promote the use or revitalization of the Inuit language. Increase support for Culture and Arts is also one of the top priorities of the GN under Tamapta.Etc.	CH Response: Under ILPA, the Minister of Languages has the responsibility to develop policies and programs that promote the increased production, distribution and access to Inuit language content using all kind of media (print, film, television, radio, digital audio or video, interactive or any other media), whichever has the greatest potential to promote the use or revitalization of the Inuit language. This is done through CH's Grants and Contributions, as well as through funding from the Canada-Nunavut Agreement on French Services and the Inuktitut language, and through ILIF funding for Departmental initiatives.

65	2008-2009 / Government of Nunavut	2009-2010 AR - I recommend the need for territorial institutions to make available to their employee's tools such as Microsoft's Inuit Language interface at every workstation. I also suggest that the GN provide assistance to freelance translators to have access to these tools.	2009-2010 AR: GN response – The Inuit language interface pack of Microsoft Office is available to any employee upon request. The Inuit language interface pack is also freely available for download directly from Microsoft's website. Instructions to install the language interface pack are also available on Microsoft's, as well as Pirurvik Center's website.	<p>CH Response: The Inuit language interface pack of Microsoft Office is no longer available as the system which supported it (Microsoft XP) is no longer in use by the GN. Microsoft has not continued to produce an updated Inuit Language interface.</p> <p>The development of the Microsoft Translation tool has been ongoing since June 2020.</p> <p>Before handing the project off to the client department (C&H) CGS initiated the project with MS and managed the initiative; providing coordination and technical expertise as required and CH provided translation databases and expertise in Inuktitut.</p>
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				<p>Machine translation and validation of Roman Orthography, Inuinnaqtun and Inuktitut v2 was completed and deployed in February 2022.</p> <p>Data collection continues to improve the translation and text to speech language models.</p> <p>December 2024 text to speech was launched for Inuktitut.</p> <p>The MS Translator is available to anyone who has a device and internet connection. The functionality is available in Outlook, Word, Excel, Power Point, Edge Browser, Bing Translator.</p>

66	2008-2009 / Government of Nunavut + Department of Culture, Language, Elders and Youth	2009-2010 AR - I recommend the creation of a strategy for reducing the costs of producing, translating, and publishing printed and electronic documents.	2009-2010 AR: GN response - The department of Culture, Language, Elders and Youth has acquired a Multilingual Translation Memory and Terminology Management System from Multicorpora through a tender process. The Multitrans system allows for greater control of the translation process, by capturing and organizing past translations into a single database, and by ensuring consistent language and terminology use in translation projects.	<p>CH Response: The Translations Bureau used the “Flow” Multilingual Translation Memory and Terminology Management System from Multicorpora from 2012-2022.</p> <p>Beginning in May 2022, the Translations Bureau will be transitioning to “Memsource”, which will allow even greater control of the translation process, by capturing and organizing past translations into a single database, by ensuring consistent language and terminology use in translation projects and through following a process done within one same system for applicants, suppliers, and translators.</p> <p>Memsource performs much more efficiently than other software previously used.</p>
67	2008-2009 / Government of Nunavut + IUT	2009-2010 AR - We recommend that the Government of Nunavut collect data on language use every two years.	2009-2010 AR - GNs response: The newly established IUT has the legislated mandate to undertake or supervise research, in collaboration with organizations from outside of Nunavut, including providing periodic assessments of the strength or needs of the Inuit language. The Senate of Canada has also recommended, in its report Language Rights in Canada’s North: Nunavut’s New Official Languages Act, that Statistics Canada should also	<p>CH Response: CH commissioned Statistics Canada to prepare a detailed analytical report on the use of Inuktitut and other languages in Nunavut. The “Evolution of the Language Situation in Nunavut, 2001 to 2016” was released on July 9, 2019, in English, French, Inuktitut and Inuinnaqtun.</p> <p>The department now have baseline data that he can use to measure our work in achieving our goal to increase the use of Inuktitut. Following the 2021 Census, the department updated the analysis report in collaboration with Statistics Canada. The report was published on Statistics Canada’s website on November 7, 2024. For the first time, the report was made available on a federal website in the 4 official languages of Nunavut (English, French, Inuktitut and Inuinnaqtun).</p>

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			<p>monitor the use of aboriginal languages in Nunavut.</p> <p>Implementation of the Languages Commissioner's recommendation would require substantial financial and human resources. It would also require collaboration and partnerships with a number of stakeholders, including various GN departments and agencies, the Federal government, Inuit organizations, the Office of the Language Commissioner, and the involvement of language communities.</p>	<p>HR Response: The Government of Nunavut conducts the Nunavut Government Employees Survey. The NGES was last conducted in summer 2021. This is a confidential, online survey that provides employees with the opportunity to express opinions about their experiences in the workplace, including:</p> <ul style="list-style-type: none"> • languages used at work. • access and barriers to job training. • interest in career advancement. <p>This information will help government and Inuit organizations identify what is working well and where improvements should be made. The information may also help find ways to increase Inuit employment in government. The results of the survey are currently being analyzed and a report of the findings will be released in due course.</p> <p>GN Response: The Government of Nunavut participates on a tripartite working group, the Nunavut Inuit Labour Force Analysis (NILFA) Technical Working Group. The NILFA Technical Working Group is made up of (Government of Canada, Government of Nunavut, and Nunavut Tunngavik Inc). The NILFA Technical Working Group has developed community Inuit labour force profiles based on the comprehensive NILFA reports and will provide training to the GN to ensure that IEPs reflect the data and analyses obtained from this important work.</p>
68	2007-2008	RECOMMENDATION FOCUSED ON CHANGES TO THE OLC BASED ON NEW MANDATE		
69	2006-2007 / Government of Nunavut	I am recommending that the GN perform an evaluation of its Inuit language training program in order to identify any barriers to the program and find ways to improve attendance and completion levels.		<p>CH Response: The language training function was transferred from the Department of Human Resources to the Department of Culture and Heritage in 2021. The Department of Culture and Heritage has established a Language Training Unit to coordinate and ensure delivery of language training for GN employees. The Department of Culture and Heritage will develop and implement an Inuktitut Language training Strategy to guide the work of the unit, starting in 2025-2026.</p>
70	2006-2007 / Legislative Assembly + Government of Nunavut	I strongly encourage the Legislative Assembly to contemplate my recommendations that the Nunavut Arctic College develop competency targets and implement policies that require proficiency in the Inuit language before graduation. I also		<p>NAC Response: The Nunavut Arctic College appreciates the intent of this recommendation. The revised Nunavut Teacher Education Program, which is the largest program the College offers, offers two streams of language learning: Proficient and Emergent, allowing this program to support language learning at these levels.</p>

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		recommend that in order to finance the extra resources needed to implement these changes, the GN increase its funding for Nunavut Arctic College.		<p>To date, the College has not tracked student language levels, but this is an area the College can consider moving into the future. Understanding the experience of NAC students in language is an important area and will be tracked once its systems are in place.</p> <p>In other program, such as Interpreter/Translator and Inuit Studies, or learning at Piquisilivvik, students must know Inuktitut to take the program, allowing them to enhance their language skills as they take their program.</p>
71	2005-2006 / Sports Nunavut	2009-2010 AR - We recommend that Sport Nunavut add a language component to their awards program as an incentive to make an Inuit language the language of sport in Nunavut. This could involve rewarding participants in Sport Nunavut events for communicating with their teammates in the Inuit language, speaking to the press in the Inuit language, and speaking to officials and the public in the Inuit language as well.	2009-2010 AR – GN response Currently, all public sporting events are conducted in the local language of preference, either Inuktitut or English.	<p>CGS Response: All public sporting events continue to be conducted in the local language of preference, either Inuktitut or English.</p> <p>Team Nunavut translates all social media posts to all four languages and promotes Inuktitut posts on the Twitter and Facebook channels.</p> <p>Team Nunavut attempts to use Inuktitut in team slogans on official uniforms and promotional material.</p> <p>Recently attended Avaannaa Games encouraged athletes and cultural performers to share their Inuktitut terminology with other northern regions for Arctic Sport and Dene Games.</p> <p>Non-profit organizations are encouraged to post their policies in Inuktitut on their websites</p>
72	2005-2006 / Government of Nunavut	I recommend that the GN share with private sector some of its talent through a work-release volunteer program in each community.		The GN requests clarification on this recommendation.
73	2004-2005 / Government of Nunavut	We strongly recommend that the GN continue to work toward developing the new made-inNunavut Official Languages Act and Inuit Language Protection Act.	DONE	COMPLETED

74	2003/04 Department of Health	2009-2010 AR - I recommend that the Department of Health and Social Services take all the steps necessary to bring their communications practices into	2009-2010 AR: OLC comments - This recommendation is not an easy one to report on. The HSS is a department that provides mostly essential services. Language	HEA Response: The Department of Health has concentrated its resources on the development and implementation of an Active Offer Initiative (attached). This Active Offer Plan focused on the design and development of the Active Offer Initiative and the areas of policy and procedures and training, both of which are essential in terms of supporting the provision of an active offer.
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		compliance with the <i>Official Languages Act</i> of Nunavut. They must take appropriate measures to ensure that Nunavummiut can communicate to them in person, in writing or by any other means in the Official Language of the citizen's choice. I further recommend that the department assign one of their ADMs to oversee the adherence of the department's communications to the Official Languages Act, thus ensuring that the department does not ignore its obligations under the Act in the future.	services are critical and are more than simply the availability of telephone reception and website information. They include health patients having the ability to choose their language in services such as inpatient or outpatient care at nursing stations or hospitals, dealings with social services, and obtaining vital information. To report fully on the status of this recommendation would require a systemic investigation, which will need to occur at another time.	CH Response: Since 2013, the Office of Patient Relations is fully operational and is set up to proactively address patients' questions, concerns and issues about their journey through the health care.
75	2003-2004 / Cabinet	2009-2010 AR - I recommend that Cabinet direct each GN department to inventory all forms sent out to the public and ensure all are available in Inuktitut (and/or Inuinnaqtun when required), French and English. This is a requirement outlined in the Official Languages Services Guidelines written by Culture, Language, Elders and Youth. The GN should be prepared to accept forms completed by members of the public in any official languages.	2009-2010 AR: OLC comments - It is difficult to know whether an inventory was ever done on all public GN forms. Our office asked the Department of Executive and Intergovernmental Affairs whether they knew this tool place or not but never got a reply. On the GN website, all forms are in English. We called each department and asked if they were available in other official languages. Results are in the 20092010. Conclusion: Our view is that the forms are in need of an information update and made available in all official languages.	CH Response: The Government of Nunavut transitioned to a new content management system for the Government of Nunavut website. The GN website will continue to be available in all official languages. The Government of Nunavut ensures government documents are translated into official languages. The Government of Nunavut has a Corporate Communications Policy that departments and agencies are required to follow. The policy outlines that the GN communications will adhere to provisions contained in OLA and ILPA. EIA Communications Response: Departments are responsible for their own forms and their availability in all languages. As part of the new website project, EIA Communications (with assistance from CGS) is converting all provided forms to webforms in all languages. Any forms missing languages are being sent to translation. This work is near completion.

76	2003-2004 / Government of Nunavut + Department of Human Resources	2009-2010 AR - I would like to recommend that employees designated to serve the public in any official language be given the training necessary to properly discern what services are needed, and then direct members of the	2009-2010 AR: The OLC conducted a survey. Results are in the AR. No conclusions drawn.	CH Response: The GN and CH are committed to creating work environments that focus on the use and advancement of Inuktitut as a working language of government. The language training function has been transferred from HR to CH Culture and Heritage. CH is developing a strategic plan to administer and deliver comprehensive language training programs, starting in 2025-2026.
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		public to where they may be accessed.		

77	2003-2004 / Department of Human Resources	I recommend that funds and appropriate support be put in place within the Department of Human Resources to provide for one fulltime indeterminate Inuktitut Languages Instructor.		<p>HR Response: In 2005-2006, the Department of Human Resources conducted an extensive Inuktitut/Inuinnaqtun language training needs assessment with GN employees. A full-time language instructor in HQ (Iqaluit) and Kivalliq's Nunavut Arctic College campus increased the number of deliveries for Inuktitut language programming. A self-directed second-language CD-ROM was developed. Inuktitut first language literacy courses were updated, terminology training workshops were held (in partnership with CLEY) and DM language training was done.</p> <p>In 2007-2008 the Department of Human Resources hired a full-time Training & Development Consultant responsible for managing the Inuktitut/Inuinnaqtun language program.</p> <p>In 2007-2008 the Department of Human Resources entered into a multi-year contract with Kivalliq & Nunatta Campus' of Nunavut Arctic College (NAC) to each hire a dedicated, full-time language instructor for the Kivalliq region to allow for greater flexibility in course delivery, more consistent programming and modification of curriculum into their respective dialects.</p> <p>The Inuktitut Language Training function and responsibility was transferred from the Department of Human Resources to the Department of Culture and Heritage, effective April 1, 2021.</p> <p>CH Response: The language training function was transferred from the Department of Human Resources to the Department of Culture and Heritage in 2021. The Department of Culture and Heritage has established a Language Training Unit to coordinate and ensure delivery of language training for GN employees. The Department of Culture and Heritage will develop and implement an Inuktitut Language training Strategy to guide the work of the unit, starting in 2025-2026.</p>
78	2002-2003 / Government of Nunavut	2009-2010 AR - My recommendation is to require use of Pigiarniq and Uqammaq fonts in all GN documents (including training of users).	2009-2010 AR: OLC comments - It has been reported to us that this recommendation has been fully implemented.	Completed
79	2002-2003 / Department of Culture and	2009-2010 AR - I recommend that at least on new position be created within this division of Culture,	2009-2010 AR – GN response: As part of the Minister of Languages' Comprehensive Implementation	CH Response: Culture and Heritage is committed to ensuring that Nunavummiut have access to quality communications in their Official Language of choice.

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	Heritage (Culture, Language, Elders and Youth)	Language, Elders and Youth to proofread all translations produced by the GN for public release, including (or especially) those produced or contracted out by individual departments. The person in this position must be very literate in Inuktitut and must be expert in the use of the standardized dual writing systems. In the case that the proofread material is too much to be addressed by the proofreader(s), Culture, Language, Elders and Youth should have a priority listing of the types of documents to be proofread starting with high-profile items like signage and ending with internal departmental working documents.	Plan, Culture, Language, Elders and Youth has identified the creation of Reviewer/Editor positions for Inuktitut, Inuinnaqtun and French as a priority. These positions would work closely with the IUT to ensure the standardized terminology, orthography and other Inuit language usage standards are consistently used in all government communications.	CH completed a reorganization, which established a new standalone Translation Bureau Division. The Translation Bureau is now the largest division with 33 PY's. The change provides the required leadership and administrative support to manage translations more effectively for staff located in the Iqaluit, Kugluktuk and Igloolik offices.
80	2002-2003 / Government of Nunavut	2009-2010 AR - I would also like to re-state my wish to see the GN offer language enhancement training for Inuktitut speaking staff at various levels of ability. We recommend hiring a full-time instructor to run beginner, intermediate and advanced Inuktitut courses simultaneously throughout the fall-spring seasons, with a planning and development period allocated for the summer. (First recommended in 2000-2001)	2009-2010 AR: OLC comments - In the GNs 2001-02 business plan, one of their priorities was an Inuktitut language training strategy. It seems this recommendation has been put into action. ... In 2007-08, HR's business plan stated they will work with both the Department of Culture, Language, Elders and Youth and Nunavut Arctic College to expand and develop curriculum and materials to deliver first language courses.	CH Response: The GN and CH are committed to creating work environments that focus on the use and advancement of Inuktitut as a working language of government. The language training function has been transferred from HR to CH Culture and Heritage. CH is developing a strategic plan to administer and deliver comprehensive language training programs, starting in 2025-2026. NAC Response:The College continues to engage with various Language stakeholders in the territory and is taking stock of program offerings offered by those outside the College. As the College continues to develop its Interpreter/Translator program and through other programs working to include Language learning its courses, the College remains committed to having a wide range of dialectal expressions to encourage the expanding of Inuktitut knowledge by its students.

81	2002-2003 / Department of Justice	2009-2010 AR - The Languages Commissioner is calling on the Department of Justice to develop a long-term recruitment, training and	2009-2010 AR: OLC comments - Department of Justice does not have a strategic long-term recruitment, training, and retention plan for	JUS Response: Court Services has been successful in obtaining funding for two Court Interpreter positions to provide essential Inuktitut interpretation services for litigants appearing before the Nunavut Court of Justice. Of the two full-time positions, one is currently staffed with housing. Recruitment is ongoing to fill the
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		retaining strategy with the goal of ensuring that there are Inuktitut interpreters available for all of the Nunavut Court of Justice's proceedings within a reasonable timeframe.	Inuktitut interpreters for Nunavut Court of Justice (NJC). However, NJC partners with Nunavut Arctic College to assist in the Interpreter/translator course. We were informed by justice officials that an interpreter is always on hand when court is sitting.	second position. These indeterminate positions are supported by additional contract interpreters who provide interpretation services in both Iqaluit and on every Nunavut Court of Justice circuit throughout the Territory. Court Services continues to actively support the Court Interpreting Program at Arctic College and would be a willing partner in any stakeholder initiative to build interpretation skills as the need for interpretation in Court hearings is and will always be ever present. NAC Response:The College appreciates its responsibility to supporting this recommendation. The College's Interpreter/Translator program continues to include a justice module in the program. The Interpreter/Translator Program has an effective working relationship with the Department of Justice, and the Department of Justice has prove to be creative and open to ensuring students of the College understand the functions of the department, and to understand present and future work opportunities.
82	2002-2003 / Nunavut Court of Justice	2009-2010 AR - We recommend the Nunavut Court of Justice take a pro-active role in informing those involved in proceedings of their right to an interpreter in appropriate circumstances.	2009-2010 AR: OLC comments - According to court official, informing those appearing in court that they have the right to receive services in an official language is at the discretion of individual judges.	JUS Response: The Nunavut Court of Justice issued Practice Directive #22, Implementation of the Official Languages Act, on December 21, 2009. The Practice Directive is used daily by counsel and litigants appearing in the Nunavut Court of Justice. The Practice Directive requires all filings to have a Language Needs Endorsement in Form 22A, modified as the circumstances may require, filed with the pleading. The Practice Directive facilitates and helps ensure the efficient provision of interpretation and translation services to litigants in Nunavut both in court and in the written Orders and decisions resulting from appearances. The Practice Directive ensures individuals appearing before the court are aware of their language rights and it is not left to the discretion of individual judges.
83	2002-2003 / Nunavut Court of Justice and Nunavut Law Society	2009-2010 AR - Nunavut Court of Justice and the Nunavut Law Society to make it clear to judges and attorneys that informal interpreting by family members is an unacceptable practice.	2009-2010 AR: OLC comments - From our communication with court officials, it seems directives and/or rules in the NJC dealing with proposer interpretation services are non-existent. Again, this seems to be left at the discretion of the judge.	JUS Response: Ad hoc or familial interpreting is not a practice engaged in by the Nunavut Court of Justice. Court Services is cognizant of the conflict such relationships pose and works diligently, if an interpreter is known to be somehow related to a case through family or friend, to secure an alternate interpreter. The Nunavut Court of Justice is very conscious of the need to have confidence in interpretation as it is essential to the proper functioning of the justice system. The Court is diligent about ensuring appropriate practices and procedures with respect to interpretation services during court proceedings.

84	2001-2002 / Government of Nunavut	2009-2010 AR - The GN takes immediate steps to ensure the signs it puts up inside and outside its offices in Cambridge Bay and Kugluktuk are written in Inuinnaqtun	2009-2010 AR: OLC comments - We have been advised this recommendation has not been implemented. Government posts and signs continue to be in syllabics in Inuinnaqtun speaking communities	Completed
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		using roman orthography (qaliujaaqpait).	(Kugluktuk and Cambridge Bay) where the writing system is based on the roman orthography.	
85	2000-2001 / Cabinet	2009-2010 AR - In keeping with the goals of the Bathurst Mandate, we strongly urge Cabinet to strike a working group of senior officials to begin work on a comprehensive language strategy aimed at establishing Inuktitut as the working language of the GN. The working group should also consider ways to improve the delivery of services to the public in all of Nunavut's official languages.	2009-2010 AR: OLC comments - We questioned the lead department at Human Resources on their readiness to implement this section of the Act. Their reply was: "In collaboration with our stakeholders, the department is developing a comprehensive implementation plan to address the language of work requirements of the Inuit Language Protection Act. This is a major goal or objective for 2012011 in our business plan. It seems unrealistic to expect full implementation when the department has delayed including this requirement in its business plan until the current fiscal year. The likely delay is a major concern, especially considering this office has been pushing GN for this since 2000-2001.	CH Response: The Department of Culture and Heritage has developed and implemented two comprehensive language plans; Uqausivut and Uqausivut 2.0. The department has initiated the review of Uqausivut 2.0 in early 2025 and will develop a new comprehensive plan in 2025-2026. The Department of Culture and Heritage completed a reorganization and created the Language Acts Implementation Section. This new structure will provide greater support to manage and coordinate government-wide planning and reporting regarding the implementation of Uqausivut 2.0 and future language plans.

86	<p>2000-2001 / Cabinet</p> <p>2000-2001 / Cabinet+ Department of Human Resources</p>	<p>2009-2010 AR - We recommend that Cabinet request all GN departments and the Legislative Assembly comply with the Official Languages Act by making their websites available in Inuktitut, Inuinnaqtun and French.</p> <p>2009-2010 AR - We recommend that Cabinet encourage the Department of Human Resources to develop a new language bonus system that would provide an incentive for all GN employees to</p>	<p>2009-2010 AR: OLC comments - The graphs demonstrate that official langue use on GN websites require a fundamental change in management policy, particularly in view of the new language legislation.</p> <p>2009-2010 AR: OLC comments - The bilingual bonus system is still in place within the public service of territorial government. A language incentive program is not yet in place. Each year since 2003-04 HR's business plans contain a statement on either</p>	<p>Completed</p> <p>NAC Response: The College is committed to actioning this recommendation.</p> <p>HR Response: COMPLETED In 2017-2018 an Inuit Language Incentive Program and Policy to promote Inuktitut as working language of the GN as well as supporting the development of language and literacy skills among was developed and implemented.</p> <p>CH Response: The Government of Nunavut, through the Department of Human Resources, has the Inuktitut Language Incentive Policy. IUT has the mandate to develop, review, recommend and administer tests that evaluate Inuit Language proficiency for purposes such as this incentive program to certify an individual's educational or employment skill or competency level in the Inuit Language.</p>
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		acquire or improve upon their Inuktitut language skills and to use Inuktitut in the workplace.	reviewing the bilingual bonus program or a proposal for language incentive programs. It has been nine years since the recommendation, and seven years since HR included in their business plan. The recommendation still has to be implemented.	The GN is committed to encouraging employees to use the Inuit Language as the working language of the public service. The Inuit Language Incentive Policy encourages employees to increase their Inuit language skills and compensates them according to skill level.

87	2000-2001 / Cabinet + Department of Culture and Heritage (Culture, Language, Elders and Youth)	2009-2010 AR - We recommend that Cabinet encourage the Department of Culture, Language, Elders and Youth and Human Resources to devote more resources to language enhancement training for Inuktitut speaking employees.	<p>2009-2010 AR: OLC comments - In the GNs 2001-02 business plan, one of their priorities was an Inuktitut language training strategy. It seems this recommendation has been put into action. ...</p> <p>In 2007-08, HR's business plan stated they will work with both the Department of Culture, Language, Elders and Youth and Nunavut Arctic College to expand and develop curriculum and materials to deliver first language courses.</p>	<p>HR Response: In 2007-2008 the Department of Human Resources hired a full-time Training & Development Consultant responsible for managing the Inuktitut/Inuinnaqtun language program.</p> <p>In 2007-2008 the Department of Human Resources entered into a multi-year contract with Kivalliq & Nunatta Campus' of Nunavut Arctic College (NAC) to each hire a dedicated, full-time language instructor for the Kivalliq region to allow for greater flexibility in course delivery, more consistent programming and modification of curriculum into their respective dialects.</p> <p>CH Response: The Department of Culture and Heritage is committed to promoting the use of Inuktitut in government workplaces and increasing employment where language skills are required.</p> <p>CH is working with its partners to expand the range of language learning opportunities and performance incentives for territorial public servants.</p> <p>The language training function was transferred from the Department of Human Resources to the Department of Culture and Heritage in 2021-2022. The Department of Culture and Heritage has established a Language Training Unit to coordinate and ensure delivery of language training for GN employees. The Department of Culture and Heritage will develop and implement an Inuktitut Language training Strategy to guide the work of the unit in the longer term.</p> <p>NAC Response: The College is committed working with Culture and Heritage to support this work and where needed, to secure funding to ensure delivery opportunities.</p>
88	2000-2001 / Cabinet + Nunavut Arctic College	2009-2010 AR - The training of language professionals, including Inuktitut and Inuinnaqtun	2009-2010 AR: OLC comments - Training language professionals will take a good long-term effort to	CH Response: The GN and CH are committed to creating work environments that focus on the use and advancement of Inuktitut as a working language of
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		<p>instructors, translators, and interpreters, must become a much greater priority for the government. We recommend Cabinet consider measures, including increased funding, that would strengthen Nunavut Arctic College's ability to deliver both the Translator and Interpreter Program and the Nunavut Teacher Education Program.</p>	<p>overcome the challenges involved in protecting, and in some communities revitalizing, the Inuit language. We anticipate that the implementation plan for Inuit Language Protection Act will include the training of language professionals.</p>	<p>government. The language training function has been transferred from HR to CH Culture and Heritage.</p> <p>CH is developing a strategic plan to administer and deliver comprehensive language training programs, starting in 2025-2026.</p> <p>NAC Response: The Nunavut Teacher Education program continues to be funded through the Nunavut Partnership Table on Education. The College is also exploring additional third-party funding to ensure the expanded deliver continues to get supported beyond March 31, 2026. The Investment from the Nunavut Partnership Table has strengthen the program and has allowed the College to diversify its delivery model. Important operational lessons and considerations have been gained through this funding. The College is also awaiting final confirmation of additional funding to support its Interpreter/Translator program. At the time of this update, the details were not yet confirmed.</p> <p>As the College continues to roll out this revised program and assess lessons learnt from instructors and students, the College will continue to work to revise and seek support for those revisions.</p>
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