



# MINISTER OF LANGUAGES

Annual Report

2018-19



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## MESSAGE FROM THE MINISTER OF LANGUAGES

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On behalf of the Government of Nunavut, it is my pleasure to submit the Minister of Languages 2018-19 Annual Report, in accordance with the *Official Languages Act* and *Inuit Language Protection Act*.

This report outlines and summarizes how the government departments and public agencies met their obligations under both acts and the resources used to meet these objectives. The Department of Culture and Heritage plays a central role in administering and coordinating the implementation of Nunavut's language acts.

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

Thank You

Honourable Joanna Quassa  
Minister of Languages

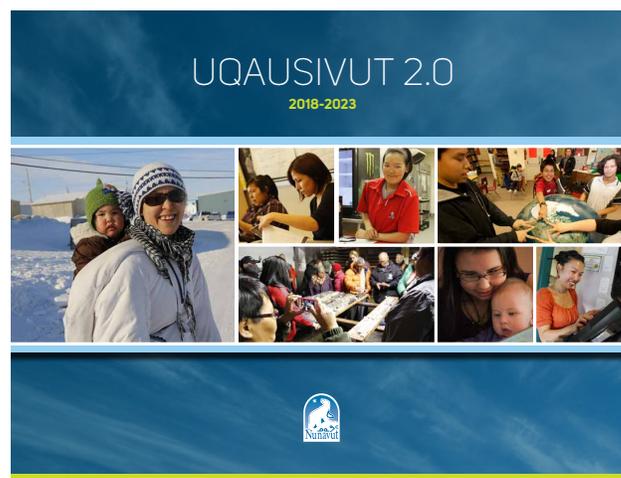
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## UQAUSIVUT: IMPLEMENTING NUNAVUT'S LANGUAGE LEGISLATION

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The Legislative Assembly of Nunavut adopted the *Official Languages Act* and *Inuit Language Protection Act* in 2008, two bills which were designed to enhance the rights of the three linguistic groups in Nunavut: Inuit, French, and English. These policies are also aimed at creating positive measures to promote the revitalization and use of Inuktitut across the territory.

Uqausivut is the Government of Nunavut's comprehensive plan to implement Nunavut's language legislation, the *Official Languages Act* and *Inuit Language Protection Act*. The Minister of Languages tabled this four-year (2012-16) plan in October 2012 followed by the five-year (2018-23) Uqausivut 2.0 in June 2018.



Uqausivut 2.0 identifies objectives enabling Government of Nunavut departments and public agencies to meet their obligations under the language legislation. Under this plan, departments and public agencies must take action under four areas of focus:

1. **Language of Learning:** A long-term increase in the number of mother-tongue Inuktitut speakers, by supporting Inuktitut learning and training, in early childhood education, in the school system and in adult education.
2. **Language of Work:** Expansion of the use of Inuktitut in the workplace and an increase in employment where language skills are required, by supporting workplace language training initiatives.
3. **Language of Services:** Improved access to language programs and services from governments and private sector organizations, by supporting language planning and coordination.
4. **Language Revitalization:** Increase in knowledge and use of Inuktitut, particularly in communities most affected by language loss, by supporting collaboration and community language initiatives.

Each area has been identified as a high priority by governments and language stakeholders, and each plays a key role in achieving the overarching goal of Uqausivut 2.0 to increase the number of people learning and speaking Inuktitut across Nunavut.

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

- The Inuit Language Implementation Fund
- The *Canada-Nunavut Agreement on French Language Services and Inuktitut Language 2016-17 to 2019-20*

This report presents the results these programs have achieved, as well as other activities undertaken by the Department of Culture and Heritage.

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## SOURCES OF FUNDING

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### **Inuit Language Implementation Fund**

The Government of Nunavut's Inuit Language Implementation Fund provides \$5 million annually to assist government departments and public agencies in their efforts to achieve the objectives set out first in Uqausivut and now in Uqausivut 2.0.

This fund is primarily intended to strengthen capacity to deliver programs and services in Inuktut, so that delivery in Inuktut becomes a regular part of operations and planning. Specifically, the Inuktut Language Implementation Fund supports initiatives under the above-mentioned areas of focus over the next three years and advances the 11 intended outcomes and 44 strategic priorities identified under Uqausivut 2.0.

## Canada-Nunavut Agreement

From 1999 to 2016, the Department of Culture and Heritage, through the *Canada-Nunavut General Agreement on the Promotion of French and Inuit Languages*, provided \$1.45 million annually for programs and services to be delivered in French, and \$1.1 million annually to support community-based Inuktitut initiatives.

The *Canada-Nunavut Agreement on French Language Services and Inuktitut Language 2016-17 to 2019-20* marks a renewed collaboration between Canada and Nunavut for Inuktitut Language initiatives. The Government of Canada contributed an incremental amount of \$1.9 to \$4.5 million for French Language Services and an incremental amount of \$1.5 to \$5.1 million annually for Inuktitut Language. This enabled the territorial government to expand a number of its language programs, including increased supports for grassroots projects across the territory.

The Government of Canada is and will remain an essential partner in the implementation of Nunavut's language legislation and the

Government of Nunavut, along with its partners, will continue to advocate for a new Nunavut-specific language funding agreement with the Federal Government.

## Management and Accountability

The two funds described above are administered by the Department of Culture and Heritage, which is responsible for ensuring effective management and accountability to achieve Uqausivut 2.0 objectives and the implementation of Nunavut's language legislation.

Accountability provisions under the language legislation require departments and public agencies to submit detailed qualitative and quantitative reports on their efforts.

## About this Report

### Part I – Inuktitut Language

The first part of this report presents implementation measures undertaken and results achieved within 2018-19 for Inuktitut Language under both funds.

All activities pertaining to the Inuktitut Language were funded by both the Government of Nunavut and the Federal

Government and aligned with the four areas of focus of Uqausivut 2.0:

1. Language of Learning
2. Language of Work
3. Language of Services
4. Language Revitalization

### **Part II – French Language Services**

The second part pertains to French Language Services which is aligned with Uqausivut 2.0 Language of Services.

All activities were funded by the Federal Government under the Canada-Nunavut Agreement towards the achievements of the following objectives:

1. Support for the planning, development and delivery of French programs and services in Nunavut
2. Promote the vitality of the francophone community in Nunavut
3. Improve overall management and accountability

### **Part III – Translation Services Language**

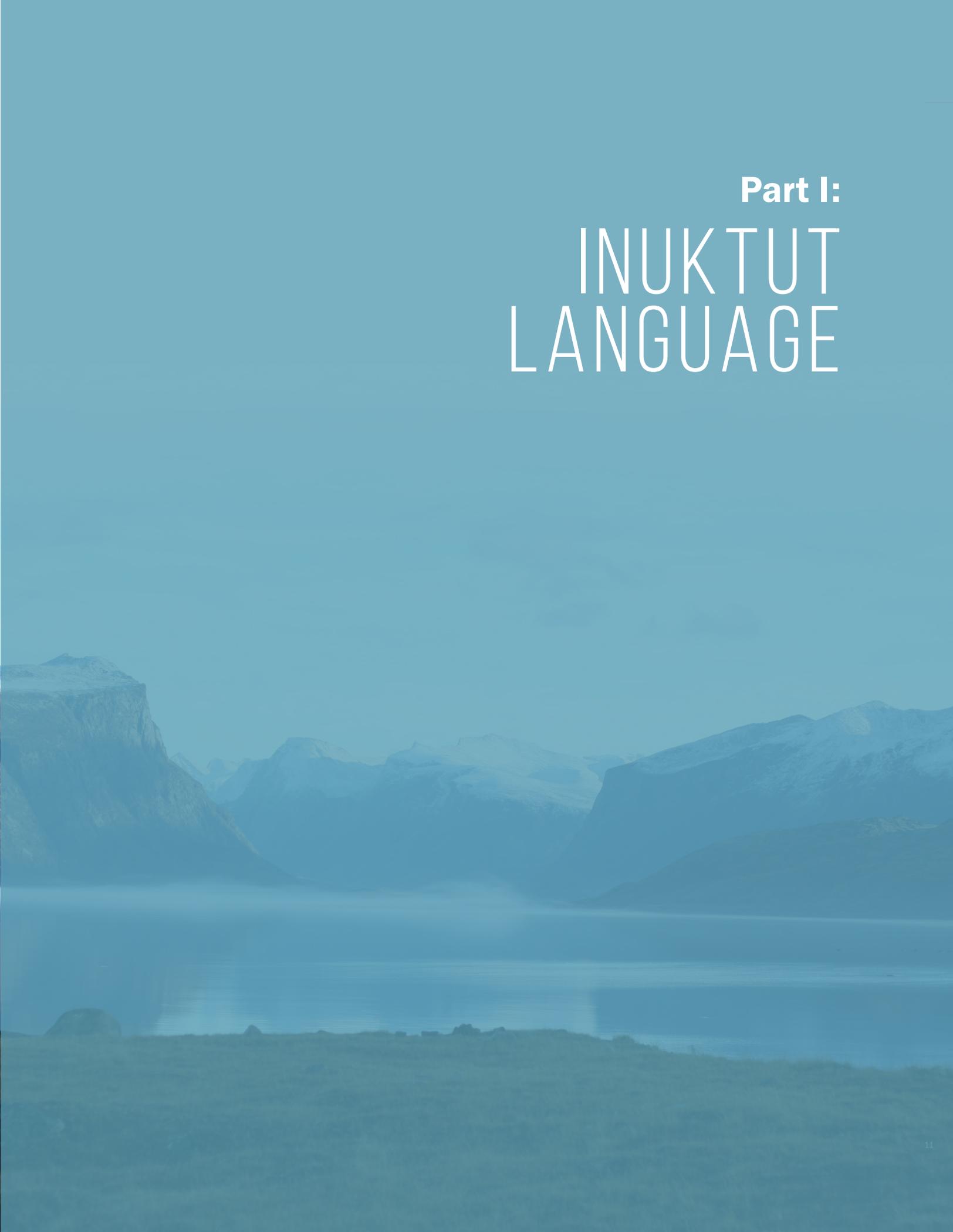
Departments of the Government of Nunavut and public agencies are required to issue public documents in accordance with Nunavut's *Official Languages Act* and *Inuit Language Protection Act*. The Translation Bureau of the Department of Culture and Heritage provides translation services in Inuktitut (both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

French and English to departments and approved public agencies.

### **Part IV – Budget**

Budget allocations and expenditures are described in this section.





**Part I:**  
INUKTUT  
LANGUAGE

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## LANGUAGE OF LEARNING

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### **Kindergarten to Grade 12 – Bilingual Education**

#### **Department of Education Inuktitut Balanced Literacy and Guided Reading Resource Development**

Balanced reading is a key component in the Department of Education's literacy initiative. This project is developing a series of books in Inuktitut and Inuinnaqtun for teachers and students to use in guided reading for the first seven levels (kindergarten) of the Roman orthography-based text gradient system.

In 2018-19, the Department of Education continued the development of the Inuktitut Uqalimaariuqsaniq/Titiqqiriniq, a holistic literacy program combining all aspects of balanced literacy: reading, writing, and word study in Inuktitut for young children. The program aligns with the Inuktitut Language Arts curriculum and includes a series of progressively difficult levelled reading books, as well as assessment books and teacher support.



- Balanced literacy teacher guides on word study
- Social-emotional learning program
- Book studies and associated activities
- Scope and sequence (math, science, social studies)
- Book studies for elementary school and middle school
- High-low magazine
- Digital media app
- Early Childhood Education app
- E-book reading app
- Residential schools book
- Shared reading package
- Writing continuum (K-3)
- Phonics Level 3
- Assessment video
- Program binders (Independent Grade 4 - Levels 15-16 binder; updates to other binders; writing binder)
- Levelled books were also created by partners (Health, Family Services, Environment, Representative of Children and Youth).

Inuinnaqtun resources included reader reports, wall cards, and literacy centres.

The Department of Education presented on these resources at the Inuugatta Inuktuuqta Language Conference in March 2019 as part of a panel discussion on Inuktitut resources in the

territory. A display of resources was also made available during the conference for participants and the public to view.



### Findings

While there is a need to continue creating levelled books (a robust literacy program requires at least 70 books at each level), it is equally important to develop teacher resources that support classroom instruction (a wide range of teacher resources have been created or are in development). Also, because books at the higher levels are longer and involve more sophisticated text it is not necessary to create as many books at those levels. As a result, the Department

plans to create two to four books per year for Levels 15 up.

### **Challenges**

Terminology development continues to be challenging. There is limited capacity with regard to qualified translators and language experts, particularly in Inuinnaqtun, and currently, the Inuinnaqtun work is not keeping pace with the Inuktitut. To address this situation another series of working group meetings in 2019-20 is planned. This should facilitate the development of Inuinnaqtun books and supporting resources for Level 9 and up.



Additional funding was allocated to the Department of Education to undertake two more projects.

### **Kindergarten Resource Development**

As noted above regarding challenges with terminology, the Department of Education undertook more work to adapt the Fountas and Pinnell reading system in English to Inuktitut Language learning, so it can continue to support the ongoing design of reading levels in Inuktitut as well as series of exemplars from Kindergarten to Grade 8.

The goal is to ensure that all Inuktitut Language learning material aligns with this well-established reading system and with curricular outcomes for Nunavut students. There were four Inuktitut terminology meetings during the year, which covered terminology for math, science, social studies, and curriculum-specific terms; as well as math and science glossaries. Four Inuinnaqtun meetings were also held, focusing on terminology, and translating and editing Inuinnaqtun levelled books.

### **Inuktitut Terminology Development**

The Department of Education collaborated with a regional Inuit organization to develop foundational resources for language instruction, including manipulative books, sensory

books, items for play-based learning, and more. The goal is to provide teachers with access to Inuktitut Language resources for early childhood students and additional supports for students not enrolled in early childhood education facilities.

By piggybacking on the work done by the Early Learning and Child Care division at the Department of Education as well as the Qikiqtani Inuit Association (QIA), all parties can benefit from volume discounts, as quantities ordered will be higher than if only day cares were participating. QIA has a special interest in early childhood education and they are creating resources appropriate for K-1 classrooms. This collaboration between Education and QIA ensures that work is not duplicated.

A number of resources were developed in 2018-19 to support Kindergarten and Grade 1 classrooms, including:

- Magnetic syllabics for language learning and phonics
- Wooden blocks featuring syllabics and images representing specific syllabic characters
- Plastic characters based on Inuktitut books for play-based learning
- Sensory-themed books with northern images and vocabulary (two titles)
- Can You Find? Interactive book with northern scenes

- Song books (two titles) of Inuktitut children's songs
- Level 7 books for in-class reading (11 titles)



## Adult Learning

### Family Engagement Resources

Following the completion of a family engagement website last year, in 2018-19, the Department of Education began developing a 10-year Family Engagement Strategy. Until such time as this strategy is in place, there are limited activities taking place. In 2018-19, the department completed the following:

- Ipitiki family literacy bags: QIA created family literacy bags for the Qikiqtani region and the Department purchased additional bags for distribution in the other two regions
- Completed outstanding translation for the current Family Engagement website.

## Nunavut Teacher Induction Program (NTIP)



### NUNAVUT TEACHER INDUCTION PROGRAM

The Department of Education is developing an orientation and mentoring program in partnership with the Nunavut Teachers' Association (NTA). This program is for all Inuit teachers, with a particular focus on Nunavut Teacher Education Program (NTEP) graduates.

Teacher turnover rate is particularly high in Nunavut. More support is needed for teachers, particularly those coming from the Nunavut Teacher Education Program. Research shows that teacher preparedness, knowledge and retention have a direct impact on student learning.

To address these needs, an orientation and mentoring program will provide appropriate support during the first two years of a teacher's career. The program will include an orientation website, a school-based orientation kit, and a formal mentoring program to match experienced Inuit teachers with NTEP graduates to foster a positive teaching experience for new teachers.

The Nunavut Teacher Induction Program (NTIP) is an initiative led by the Nunavut Department of Education, in collaboration with the Nunavut Teachers' Association (NTA). The program aims to:

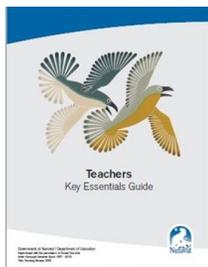
- Promote teacher retention by addressing new educators' orientation and mentoring needs.
- Facilitate an informed and supported transition for new educators into the Nunavut school system.
- Support new staff members' understanding of traditional and modern Inuit culture so they can bring this knowledge into their practice.
- Support teachers' development so that it, in turn, enhances students' academic achievements and learning.

The NTIP website is now complete (<http://www.edu.gov.on.ca/eng/teacher/induction.html>), including a Communities of Practice portal. The site was developed in English, with Inuktitut, Inuinnaqtun and French in translation, and provides newly hired educators with:

- Orientation for all new teachers. This will help Nunavut schools develop or enhance their own staff orientation and will give new teachers and principals access to a welcoming and helpful orientation at the beginning of the school year.

- Mentoring for new teachers by experienced teachers, to help new hires become familiar with their schools, communities, and positions.
- Professional learning relevant to the individual needs of new teachers. At its core, NTIP is really about empowering new hires so that their transition to education in Nunavut is a success!

It is estimated that NTIP will provide orientation and mentorship to approximately 50 new teachers by 2020. For 2018-19, three-day cultural awareness Indigenous Cultural Competency (ICC) training workshops were delivered in all three regions, to approximately 19 new teachers. The website will be the primary tool to access orientation and mentorship in all official languages. Mentorship will continue to be developed into 2020-2021.



A draft *School Leaders Quick Start Guide* as well as a draft *Teachers Key Essentials Guide*

were completed in English with Inuktitut, Inuinnaqtun and French in translation.

## Nunavut Arctic College (NAC)

With respect to the commitment to develop and provide materials and programs for adults who want to learn or improve their proficiency in Inuktitut, both in community learning environments and through post-secondary education, Nunavut Arctic College undertook several initiatives in 2018-19.

## Adult Language Acquisition and Upgrading

The Adult Language Acquisition and Upgrading Program supports Inuit Language learning at the post-secondary level in all programs offered at the three regional Nunavut Arctic College campuses.

This program involves the development of an Inuit Language immersion program to be offered by NAC at Piqqusilirivvik in Clyde River as well as the development of online Inuit Language credit courses that will be accessible by the public. In addition, it supports Inuit Language training at the community level by providing two evening language courses in the fall and winter semesters in all 25 community learning centres throughout Nunavut.

In 2018-19, NAC initiated a staffing process to hire an Inuit Language Coordinator; once this position is filled NAC will hire an Inuit Language Immersion Instructor.

Also, in 2018-19 the following four courses were delivered to 31 students (an increase of 13% over 2017-18, in which there were 23 students):

**Sept. 11-27, 2018 (Iqaluit)**

- History of Inuit Language and Culture, delivered by Emily Angulalik (10 students completed)

**Nov. 13-28, 2018 (Cambridge Bay)**

- Inuinnaqtun Phonology and Orthography, delivered by Emily Angulalik (12 students completed)

**March 15-19, 2019 (Pangnirtung and Coral Harbour)**

- Inuktut Terminology, delivered by Leese Mary Kakee (five students completed)

- Inuktut Second Language, delivered by Doreen Siutinnuar (four students started)

NAC aims to increase Inuit Language resource materials as part of the Inuit Language and Culture Centre of Excellence. Community Learning Centres are located in all 25 communities of Nunavut to bring NAC programs home to people throughout the territory. These Centres are a doorway to a wider world of learning opportunities.

The resources development was a success for 2018-19 as NAC released 21 publications, greatly exceeding its target of seven. These included a website, record album, books, digital audio, films and audio/video.



#	Material/Resource Title (English-Inuktitut)	Material/Resource Description	Number of pages
1	Lucien Ukaliannuk manuscript development - Book (Inuktitut/Eng.)	Translation of text	100
2	Anijaarniq - website (Inuktitut/Eng.)	Inuit land skills and wayfinding learning resource; featuring excerpts from the Igloodik History Project	n/a
3	Voices of Baffin Development - Book (Inuktitut/Eng.)	Editing of Inuktitut text and English translation - derived from Parks Canada Interviews from Pangnirtung and Qikiqtarjuaq	155
4	NAC Radio - Development - Digital Audio (Inuktitut/Eng.)	Phase 1 of development to create online streaming access of Inuktitut oral histories	n/a
5	Ukialliviit Oral History Project - Film (Inuktitut)	Developed with Iqaluit Elder group - discussions in Inuktitut about life in winter camps prior to full settlement	n/a
6	Traditional Law Book - Development - Book (Inuktitut/Eng.)	Editing and translation of text	111
7	Fisheries & Sealing Cook book Development - Book (Inuktitut/Eng.)	Editing of text	195
8	Hunter Education USB copies - Film (Inuktitut/Eng. subs)	Copies of Inuktitut hunting films for greater distribution	n/a
9	Hunting Narwhal Development - Film (Inuktitut/Eng. subs)	Editing of film - accompanying book also in production - see below	n/a
10	Hunting Seal (Inuinnaqtun) - Book (pdf)	Inuinnaqtun version of Hunting Seal in the Summer (some revisions still required)	32
11	Archival collection - Photographs	Acquisitions from people and institutions holding archival photos from Eastern Arctic	n/a
12	Noah Piugaatuk manuscript development - Book (Inuktitut/Eng.)	Editing and translation of text	281
13	Marine Safety - Film & book (Inuktitut/Eng)	Film and book dedicated to arctic marine safety - funded by Irving Shipbuilding	280
14	Hunting Narwhal - Book (Inuktitut/Eng)	In partnership with DOE and Feds	92
15	Oral history collection - Arviat - Film/Audio (Inuktitut/Eng subs)	In partnership with EDU	n/a
16	Tulugaq Recording - Record Album (Inuktitut)	In partnership with the Swedish Royal Institute of Art	n/a
17	Drum Dance - Piqqusilirivik - Film (Inuktitut/Eng subs)		n/a
18	Qarmaq Build - Piqqusilirivik - Film (Inuktitut/Eng subs)		n/a
19	Digitized Inuktitut Language materials - audio/video		
20	Climate Change Conference Film editing	Film	
21	Traditional Survival Workshop Film Documentation and editing	Film	

**For a total of pages**

**1246**

## Interpreter/Translator Training Program

The Interpreter/Translator Program is designed for students interested in the more technical aspects of the Inuktitut Language and who wish to pursue a career in this field. The first-year places special emphasis on language development, communication skills and technical skills necessary in translation. The second year is designed to assist

students to develop the knowledge, skills and attitudes required as an interpreter. Emphasis is placed on helping the student acquire specialized vocabulary in technical areas, and on consecutive and simultaneous interpreting skills.

In 2018-19, there were 45 classes, with 328 students in Iqaluit and two students in Rankin Inlet. Details below:

Course	Students	Classes
Aboriginal Language 110	8	1
Aboriginal Language 115	9	1
Aboriginal Language 120	15	1
Aboriginal Language 125	19	1
Aboriginal Language 130	33	1
Aboriginal Language 140	7	1
Applied Research	6	1
Applied Translation	3	1
Business for Interpreter Translators	7	1
Computer Tech for Translators	9	1
Design 1-Skin Prep	9	1
Dialectology	4	1
Interpreting in the Legislature	3	1
Inuit Cosmology	9	1
Inuktitut Phonology & Morphology	13	2
Inuktitut Writing Lab	8	1
Language Analysis	3	1
Language Change	3	1
Language in Inuit Society	8	1
Legal Interpret II-Criminal	9	1

Course	Students	Classes
Legal Interpret-Criminal	9	1
Legal Interpreting IV-Civil Law	4	1
Legal Interpreting III-Jury Trial	4	1
Legal Module 5	4	1
Medical Interpret II-Anatomy	11	1
Medical Interpret-Anatomy	10	1
Medical Interpret IV-Disease	3	1
Medical Module 5-Mental Health	10	1
Medical Term III-Anatomy	5	1
Methods of Social Control	8	1
Morphology & Syntax	3	1
Music of the Inuit	8	1
Professional Development	9	2
Professionalism & Self Care	4	1
Research Methods	12	1
Simultaneous Interpreting I	9	1
Simultaneous Interpreting II	4	1
Special project 1	2	2
Special project 2	4	1
Traditional & Small Tool Construction	8	1
Transition to Christianity	5	1
Translation methods	9	1
<b>Grand Total</b>	<b>330</b>	<b>45</b>





## Certificate in Aboriginal Language Revitalization

This program responds to the urgent need to have more language revitalization programs in Nunavut. Working with the University of Victoria, NAC continues to deliver a Language Revitalization Certificate Program in Nunavut. The program is available to students who are passionate about the preservation and promotion of the Inuit Language.

In 2018-19 there were six courses delivered, 31 students attended and 27 completed, an increase of two courses and 11 students from the previous year. The courses were delivered in Kugluktuk, Cambridge Bay and Gjoa Haven. Also, while in 2017-18 no students received the Aboriginal

Language Revitalization Certificate, five received it in 2018-19.

### **Indigenous Language Revitalization 259**

- May 7-12, 2018
- Delivered in Kugluktuk and Cambridge Bay
- Three students completed Instruction in Inuinnaqtun language at the second-year level.

### **Indigenous Language Revitalization 159**

- Nov. 26-Dec. 1, 2018
- Delivered in Kugluktuk and Cambridge Bay
- Six students completed Instruction in Inuinnaqtun language at an introductory level, focusing on the spoken language.

### **Introduction to Linguistics for Language Revitalization 181**

- Dec. 3-8, 2018
- Delivered in Kugluktuk, Cambridge Bay, and Gjoa Haven
- Six students attended, three completed

Introduces topics in the study of language and linguistics, providing a foundation for understanding language revitalization.

### **Indigenous Language Revitalization 180**

- Jan. 21-26, 2019
- Delivered in Kugluktuk, Cambridge Bay, and Gjoa Haven
- Six students completed

Introduces human dynamics and political and social factors associated with Indigenous language shift and language loss, including the profound psychological, intellectual and spiritual effects on individuals, families, communities and cultures.

### **Indigenous Language Revitalization 259**

- Jan. 28-Feb. 2, 2019
- Delivered in Kugluktuk and Cambridge Bay
- Seven students attended, three completed

Instruction in Inuinnaqtun language at the second-year level.

### **Indigenous Language Revitalization 359**

- Feb. 18-23, 2019
  - Delivered in Kugluktuk and Cambridge Bay
  - Six students completed
- Instruction in the Inuinnaqtun language for Inuinnaqtun speakers with Inuinnaqtun writing skills at the third-year level.

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## LANGUAGE OF WORK

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### **Working in Inuktut**

#### **Inuit Uqausinginnik Taiguusiliuqtiit (IUT)**

##### **Inuktut Language Incentive Program**

Even though the Inuit Uqausinginnik Taiguusiliuqtiit (IUT) was faced with many challenges, they exceeded their target of completing 40% of the language assessment test for 2018-19. Challenges varied from cancellation of flights due to weather, to not having enough applicants in smaller communities, having to deal with different dialects and difficulty finding local assessors. Though not ideal, one of the remedies is conducting interviews by telephone.

There was a total of 448 applicants, of which 304 (68%) were assessed at the following levels:

- Level 1 = 0
- Level 2 = 193
- Level 3 = 111



## Executive and Intergovernmental Affairs (EIA) Inuktitut Language Training for Public Servants

With respect to the commitment of promoting Inuktitut as a language of work within the territorial public service, the Department of Executive and Intergovernmental Affairs led efforts during 2018-19, in collaboration with Pirurvik Centre, to support the enhancement of language training programs made available to Government of Nunavut employees.

The following materials were developed:

- A set of 100 flashcards for Inuktitut Second Language Programs
- Expansion of the content available on the Tusaalanga.ca website, which consisted of 25 new dialogues and 250 new vocabulary items
- Delivery of six Inuktitut courses in Iqaluit and eight videoconference courses to various communities. Among the 98 participants enrolled, 84 (86%) completed these courses.

Four courses were held in Iqaluit:

- Allurvik: Inuktitut Foundation 2:  
May 15 to June 15, 2018

- Pigiavik: Inuktitut Foundation 1: January 14 to February 15, 2019
- Allurvik: Inuktitut Foundation 2: January 14 to February 15, 2019
- Atangiivik: Inuktitut Foundation 3: February 18 to March 22, 2019

Ten Introduction to Inuktitut videoconferences were held:

- Gjoa Haven, Taloyoak and Kugaaruk: June 1, 2018
- Pond Inlet and Igloodik: June 4, 2018
- Cambridge Bay and Kugluktuk: June 7, 2018
- Taloyoak and Kugaaruk: March 12, 2019
- Rankin Inlet and Baker Lake: March 14, 2019
- Pangnirtung: March 19, 2019
- Iqaluit: March 22, 2019
- Arviat and Coral Harbour: March 25, 2019
- Iqaluit: March 26, 2019
- Gjoa Haven: March 27, 2019



## Terminology

### Department of Culture and Heritage (CH)

#### Translation Services

#### Training Activities–Iqaluit, Igloodik and Kugluktuk

This year the training for translators, reviewers and project management teams continued on Memsorce exploring intermediate to advanced features of the tool as well as reviewing the basics. Project management training and mentoring focused on invoice verification, existing processes as well as new processes for specific file types or requests.

The team of Inuktitut translators is distributed in three locations: Iqaluit and Igloodik with 12 Inuktitut translators and two reviewer-translators; and Kugluktuk with six Inuinnaqtun translators and one reviewer-translator.

The project management team is in Iqaluit with one Project Manager and one casual Project Coordinator. Some members of the translation team help the project management team occasionally. The Administrative Assistant in Kugluktuk helps with tasks related to project management as well.

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## LANGUAGE OF SERVICES

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### **Departments and Public Agencies**

#### **Executive and Intergovernmental Affairs (EIA)**

##### **Inuktut Languages**

##### **Communications with the Public**

In 2018, attempts were made to hire an Inuktut Language Communication Coordinator; a position requiring an individual who can read, write and speak Inuktut.

EIA Communications Division has begun a reassessment of the roles and responsibilities of the Inuktut Language Coordinator position to ensure that they will be able to hire, train and retain a resource that meets the language requirements. This process is ongoing.

There is no system in place to capture the number of communications with the public in Inuktitut; however, per the corporate communications policy, all communication products produced in French and English were also produced in Inuktitut.

## Department of Health Medical Terminology Training Workshops

This project provides funding to the Department of Health to improve communications and services to the public in Inuktitut. This ensures accurate assessments and understanding between health providers and clients.

The purpose of this project is to provide two medical terminology courses each year to improve the delivery of medical services in Inuktitut; expand the vocabulary available to interpreters; and improve communication skills of interpreters when working one-on-one with clients in the hospital/clinical setting. Additionally, this project includes a review of current subject-specific language terminology workshops and identifies other areas in need of development (e.g. palliative care, physician assisted dying, dialysis, mental health, substance abuse).

Nunavut Arctic College (NAC) offered the medical terminology courses as part of their regular academic calendar. Medical

Further, EIA Communications Division is developing a GN-wide monitoring and evaluation tool for media requests to facilitate follow-ups and internal reporting in all official languages.

interpreting courses and modules are offered as part of NAC's Interpreter-Translator Program.

Enrollment of Health staff in the medical interpreting modules is subject to the number of students enrolled in the first- and second-year Interpreter-Translator Program. This has enabled the Department to send staff to the training programs as they are already being offered by NAC.



In May 2018, the Department, in conjunction with NAC, offered Medical Terminology Module IV (Ailments) in Iqaluit using a service contract. A language instructor from the College taught the language component of the course, and the College hired a registered nurse to teach the clinical content.

Interest from staff in the medical terminology training increased dramatically. The names of 52 staff members were submitted for consideration. Twenty-four staff members (clerk interpreters, home care workers, administrative assistants) attended training sessions, an increase of four from last year. These included staff from: Iqaluit, Taloyoak, Cape Dorset, Pangnirtung, Hall Beach, Grise Fiord, Winnipeg, Coral Harbour, Kimmirut, and Igloolik.

Interactions between the two groups of students was beneficial to all. NAC staff reported positive interaction between experienced interpretation staff (Department of Health) and the interpreter-translator students, and the real-world experiences related by Department staff improved the educational experience of NAC students.

Participants expressed their desire to continue their professional development by taking the remaining medical terminology modules, and one staff member has completed all five courses.

Module	Date	Location	Staff	Nunavut Inuit
II - Physiology	April 5 - 19, 2018	Iqaluit	4	4
IV - Ailments	May 22 - June 6, 2019	Iqaluit	8	8
III - Diseases	November 9 - 27, 2018	Iqaluit	2	2
I - Anatomy	January 7 - 23, 2019	Iqaluit	2	2
V - Mental Health	February 26 - March 13, 2019	Iqaluit	7	7
II - Physiology	March 19 - April 4, 2019	Iqaluit	1	1

## Department of Justice

### Legal Translation and Interpreting Services

The provision of interpreting services is an essential part of Nunavut Courts Services. Interpretation is needed and required daily. All legislation introduced in the Legislative Assembly is published in English, French, and Inuktitut in accordance with the *Official Languages Act*.

Consolidations of changes to acts and regulations are also prepared and published in English, French and Inuktitut to provide access to the public of these legal documents. The Legislation Division website publishes all legislation in Inuktitut.

During 2018-19 there were 18 bills translated in Inuktitut for a total of 172 pages, 15 acts published for a total of 186 pages and three statutory instruments translated and published in Inuktitut for a total of seven pages.

Between April 2018 and March 2019 there were 124 court proceedings where interpreting service was provided in Inuktitut. Organized by region:

- Baffin: 75 sittings
- Kivalliq: 30 sittings
- Kitikmeot: 19 sittings



## Nunavut Housing Corporation (NHC) Improved Access to Public Services in Inuktitut

This project provides funding to Nunavut Housing Corporation (NHC) to improve access to residential and housing services by ensuring reception and customer services are available in Inuktitut, including any notices, warnings or instructions provided to tenants. The funding is also used to support training, workshops and translation that improve Inuit Language public services.



Translation of materials and quizzes into Inuktitut and Inuinnaqtun enables unilingual clients to understand the tools, kits and/or forms which are

required for NHC programs, and ensures they understand notices such as signs at Housing offices. The following translations were completed:

### **Local Housing Organization (LHO) Signage**

NHC had numerous signs translated for LHOs to give prominence to the use of Inuktitut in the community. The following translations of LHO signage were completed:

- Notice – for all GN tenants (Cannabis) (into French, Inuktitut and Inuinnaqtun)
- Mold Root cause Analysis Report (into Inuktitut)

### **Building Trades issues**

Directorate Technical staff developed, and had translated, a set of training materials and quizzes. This makes learning proper terminology and procedures more interesting. This is also excellent for people who could not read/write in English or were not able to understand the terminology but are now able to understand the translation of what the words in English actually mean.

The following translations were completed:

- NHC Contract & Procurement Report (into Inuktitut)
- TRO manual, lease agreement, RS procedures, rental letter and final notice documents (into Inuktitut and Inuinnaqtun)
- NHC allocation methodology documents (into Inuktitut)
- NHC Annual Report 2017-18 (into French, Inuktitut and Inuinnaqtun)

### **Condominium Documents**

This type of housing is new to many Nunavummiut. The following translations were provided to give clients a better understanding of the program and its requirements:

- Survey Consent Form: Home Ownership and GN Staff Survey (into French, Inuktitut and Inuinnaqtun)
- Homeownership Survey (into Inuinnaqtun)
- NHC Home Ownership Final Revised Report (into French, Inuktitut and Inuinnaqtun)

## **Qulliq Energy Corporation (QEC)**

### **Improve Customer Services and Communications in Inuktitut**

Qulliq Energy Corporation provides the communities of Nunavut with safe, reliable, sustainable and economical energy supply and service.

The Inuit Language Implementation Fund is used to allow QEC to enhance its profile in all communities and undertake outreach projects to customers, providing materials and services in Inuktitut and Inuinnaqtun.

In total, there were 19 documents for public/website distribution translated, nine promotional documents,

one presentation and three other publications (i.e. brochures, inserts, cards, etc.).

The following documents were produced and/or translated:

- Net Metering Program materials
- Standing committee materials
- Power outage brochures
- Executive Council presentation
- Alianait advertising banner
- Annual Procurement Reports (CARPALAR)
- Business cards
- Christmas advertising and messaging



municipalities desire the use of Inuktitut in the municipal workplace as it best serves the municipality, their employees and their residents. Courses encourage and strengthen the use of Inuktitut in the municipal workplace.

During 2018-19, MTO developed and/or delivered the following courses in Inuktitut for municipal employees, allowing them to learn skills and competencies in their preferred language.

#### **Management Communications Course**

This course is part of the Municipal Government Program and was offered in Inuktitut. The training introduces the necessary skills to communicate efficiently in Inuktitut in the workplace.

Content covers the communication process; writing process; characteristics of written communications; correspondence; longer forms of writing; public presentations; non-verbal communication and meeting.

The course was developed in 2017-18 and offered online in both fall 2018 and winter 2019 but cancelled both times due to low registration.

#### **Municipal Customer Service Course**

This course was developed in 2017-18 and offered to municipal employees and

volunteers online in 2018-19. A self-directed online course, it is available in both English and Inuktitut. Despite heavy promotion in 2018-19, participation was minimal.

Content covered includes the roles of a public servant; customer service; dealing with difficult people; the communication cycle, and development of a personal action plan.

#### **Traditional Terminology Workshop**

Led by two Elders, this challenging and captivating course explored traditional Inuktitut terminology in areas such as environmental knowledge, justice, community relations, human health and much more. The Inuit Language at this articulate level features rich and very specific terms, many of which have disappeared from daily use with the dominance of English in the workplace and education system.

Six participants attended this training workshop representing three municipalities: Iqaluit (two), Pangnirtung (two) and Pond Inlet (two).

#### **Inuktitut Note Taking**

The focus of this course was to improve participants' abilities to use the ICI writing system and to combine it with

proper terminology for effective note taking in a bilingual setting.

MTO offered a five-day workshop in Iqaluit, which was unfortunately cancelled due to low registrations.



**INUKTITUT NOTE TAKING**

The focus of this course will be to Improve participants Abilities in Using the ICI writing System, combined with proper terminology for effective note taking in a bilingual setting.

Location: Iqaluit Date: Jan 28–Feb 1, 2019

**Main Content:**

- The ICI Writing System & Technical Tools for qaniujaapait (syllabics) and qaliujaapait (roman orthography)
- Preparing minutes, documents, formal letters and briefing notes in Inuktitut
  - Working from Context using a Workplace Glossary



**MTO Contacts**  
Toll Free: 1-866-770-5218  
Lawrence Inuit-Sackett 867-975-5361  
[info@mto.ca](mailto:info@mto.ca) [L.Inuit-Sackett@mto.ca](mailto:L.Inuit-Sackett@mto.ca)

For more information on upcoming courses, visit [www.mto.ca](http://www.mto.ca)  
Other contacts include your local SAO.

### Municipal Libraries

Nunavut municipalities face challenges in effectively communicating in Inuktitut in the workplace and with residents. There is a need for printed reference materials in Inuktitut.

To meet this challenge, MTO purchased a library of resources municipal employees can use in their day-to-day activities or when speaking with a resident. Each municipality chose the books they needed from a list of available

material. A total of 346 books selected by the municipalities were received by the Municipal Training Organisation at the end of this fiscal year and will be distributed to the municipalities that requested them, in 2019-20.

Ten municipalities participated in the program:

- Arctic Bay
- Arviat
- Baker Lake
- Cape Dorset
- Chesterfield Inlet
- Clyde River
- Hall Beach
- Nauyasat
- Pond Inlet
- Resolute Bay

### Support for Municipal Compliance

Municipal Governments have obligations under the *Inuit Language Protection Act* to include Inuktitut on their public signs, including emergency and exit signs, posters and advertising, and provide in Inuktitut their reception, customer or client services that are available to the public. Contribution funding is provided to municipalities on a project basis, with an aim to improve municipal compliance under the Act.

The following municipalities accessed funding to translate signs, posters, and ads in Inuktitut during 2018-19:

- Arviat – Translation Services
- Cape Dorset – Translation Services
- Clyde River – Translation Services
- Igloolik – Translation Services
- Resolute Bay – Translation Services
- Taloyoak – Road Signs and Translation Equipment



There were 68 municipal signs made in Inuktitut compared with 70 signs last year, 610 documents were translated in 2018-19; however, the number of words was of about 26,000 less. There was also 154 hours of translation at public meetings, an increase of 130 from last year.

Thirty-eight municipal employees provided reception and client services in Inuktitut, in the following communities:

- Arviat: eight employees
- Cape Dorset: seven employees
- Clyde River: seven employees
- Igloolik: seven employees
- Resolute Bay: one employee
- Taloyoak: eight employees

## Private Sector

### Department of Culture and Heritage (CH)

#### Private Sector Inuktitut Support Program

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

This program provides grants to eligible private sector organizations operating in Nunavut that are seeking to comply with the requirements of the *Inuit Language Protection Act*.

The Department of Culture and Heritage provided funding to 14 communities in 2018-19, double the number of projects funded last fiscal year.

Following are the projects funded:

#### **Inuinnaqtun Capacity Building (Kitikmeot Heritage Society [KHS], Cambridge Bay)**

Inuinnaqtun is threatened and the KHS would like to build its capacity to play a positive role in the preservation and recovery of the language.

The KHS wants to increase its capacity to receive and deal with its clients and stakeholders in Inuinnaqtun. In support of this objective KHS supported its Executive Director to improve her Inuinnaqtun Language skills.

Tamalik & Associates offers Inuktitut mentoring programs in different dialects. The mentor begins with an interview and questionnaire and develops a custom learning plan to suit the goal and current language level of the learner.

Over the course of six months of mentoring/coaching from September 2018 to February 2019, the goal of the KHS Executive Director to become confident in having full conversations with Elders and other Inuinnaqtun speakers was reached.

### **Upgrade Business Signs and Cards (JL Repair, Rankin Inlet)**

The project objective was to comply with the *Inuit Language Protection Act* by upgrading two signs and business cards. Hinaani Design was hired to produce the new materials.

### **Inuktitut Translations Initiative (Aksut Media Ltd, Iqaluit)**

The Aksut Media website and a variety of support materials were translated from English to Inuktitut. Also translated

were social media posts (Facebook and Instagram), copyright, quote and photo/video release documents.



### **Ilinniapaa Bilingual Language Compliance Project (Ilinniapaa Skills Development Centre, Iqaluit)**

The objective was to support private sector firms to be compliant with the *Inuit Language Protection Act* by providing bilingual Inuktitut/English signage, written communications, phone services, and social media in both languages.

The following communication products were produced:

- Translations and production marketing materials on their training programs and services in English/Inuktitut, including a marketing brochure.
- Business cards for all team members.



Nunastar partnered with translation services in order to achieve the translations to documents, signage, and web advertising.

### **Translation of Online Platform (Alianait Entertainment Group, Iqaluit)**

The social media, app and website are the most recent developments in the Alianait Entertainment Group's constant evolution to better serve the public. Funds were used to translate these platforms into Inuktitut (both syllabics and roman orthography), along with French.

Also translated were the following public signs used during concerts and festivals:

- Emergency contact information signs
- Exit signs
- Accessibility entrance signs
- Entrance fees
- No smoking signs

### **Outdoor Signage for Ayaya Communications Inc. (Ayaya Communications Inc., Iqaluit)**

Our objective was to produce and install a new outdoor signage with English and Inuktitut lettering. New box with LED lighting and signage with white plexiglass face with vinyl cut lettering were successfully produced and installed.

### **Travel Iqaluit Tourism**

- English to Inuktitut translation of all banners, flyers, brochures, documents, reports, and advertising material such as, T-shirts, magnets, key chains, stationary envelopes and letterhead.
- Video subtitles in Inuktitut.
- Interpretation of video from English to Inuktitut.

### **New Building Signage (Aulajuq Ltd, Rankin Inlet)**

Aulajuq is constructing a new commercial building in Rankin Inlet and installed signs on the building to identify the company in Inuktitut and English.

### **Inuktitut Advertising (Arctic Fresh, Igloolik)**

All advertising materials for Arctic Fresh were translated in Inuktitut.

### **Translation of Signage and Posters from English to Inuktitut and Inuinnaqtun (Nunavut Moving & Services, Iqaluit)**

The translations (into Inuktitut and Inuinnaqtun) were done for the following:

- Plaza and entrance signage
- Truck lettering/vinyl to be removed and replaced with new lettering
- Change old business cards, posters and print material for local distributors

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### **Inutsiaq Consulting, Iqaluit**

Marketing and promotional materials (Facebook page, website, logo) were translated into Inuktitut, business cards were designed and translated, and consulting reports translated.

### **Interpreting Equipment Application (Susan Salluviniq, Resolute Bay)**

Funds were used to purchase interpreting equipment for Susan Salluviniq, with the assistance of Philip Manik, EDO. The equipment will be used for both Inuktitut to English and English to Inuktitut.

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## LANGUAGE REVITALIZATION

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### **Community Initiatives**

#### **Department of Culture and Heritage (CH) Community Radio Stations**

Under the Inuit Language Fund Program, the following nine communities were provided with funding to support their community radio stations.

#### **Uqausiliriniq 2018 Radio Show (Marguite Nakoolak, Coral Harbour)**

The project objective was to host a radio show about Inuit culture three or four times per week, with topics ranging from hunting, to health, body parts, singing and story telling. Uqausiliriniq by Marguite Nakoolak is a very successful program in which Elders and youth speak about Inuit culture and Inuit Qaujimajatuqangit.

Elders also held a gathering at a local parish hall where they spoke of Inuit life long ago and provided advice for dealing with modern challenges. They also played some dice games.

### **Local Radio Program (Kimmirut)**

This daily broadcast has a morning session from 10:00 to noon, and an evening session from 07:00 pm to 09:00 pm. The show is spoken entirely in Inuktitut, and often the announcer will host a game of naming an object or saying a certain word.

### **Community Radio (Naujaat)**

The community radio station is used to deliver public service announcements in Inuktitut to those who are unilingual or do not use social media. Other programs that were delivered in Inuktitut include radio bingos, community meetings, search and rescue announcements, school announcements and other community announcements.

### **Issatikpaluk Radio (Whale Cove)**

This program provides entertainment, messages, news, and announcement to the public.

This year there were 1,500 hours of on-air time used by two announcers and multiple community members who provided comments, advice, storytelling and news. There was also collaboration with the school and other organizations in the community.

### **Radio Station Equipment (Taloyoak)**

Funding was used to either upgrade or purchase equipment for the radio station. The station is used to inform the community of news and events, as well as relay messages and announcements.

### **Community Radio Program (Grise Fiord)**

Inuktitut storytelling, announcements, words of encouragement, and music were delivered by this project. Programming was scheduled in the mornings from 10:00 to noon, Monday to Friday.



### **Taloyoak Radio (Taloyoak)**

This program includes public service announcements, local fundraising, mentorship opportunities, educational content, health information, job opportunities, and information for Elders and youth. Air time for public service announcements was scheduled Monday to Friday 12:00 pm to 1:00 pm and 05:00 pm to 07:00 pm, with fundraising shows taking place at 08:00 pm to 10:00 pm.

### **Radio Announcers (Cape Dorset)**

A casual employee was hired to keep the local radio station operational. The Cape Dorset station is used to broadcast local announcements and publicize events, as well as for search and rescue.

### **Qikiqtarjuaq Radio Station (Qikiqtarjuaq)**

This project assisted the Recreation Department of the Municipality of Qikiqtarjuaq with the yearly operating cost of community radio.

The current community broadcast schedule was successfully maintained at a rate of 33 hours per week, with two permanent part-time announcers.

Content includes:

- Job listings
- Community calendar
- Public health concerns

Also completed was a public survey to ensure the needs of the listeners are met for both information and entertainment value.

## **Inuktit Language Community Initiatives**

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

The Department of Culture and Heritage provides grants and contributions to community-based initiatives in language revitalization, language resources, language planning, and language development.

All funds under this objective were allocated to 19 language initiatives in 2018-19. While there were a large number of applications from the territorial capital and regional centres, many of these projects involved different

age group participants and took place in other communities.

Over 1,000 persons from across Nunavut benefited from these language initiatives and resources. Some events (particularly festivals and concerts) had more of an audience, while workshops

offered a more interactive experience for participants. Resources developed such as books, applications, DVDs, webisodes and radio programs benefited children, students, linguists, instructors, teachers, parents, Elders, adults, authors, filmmakers, musicians, and performers.

<b>Community Initiatives Summary 2018-19</b>	
<b>Event</b>	<b>Details</b>
Workshops with deaf persons and their families	4 workshops
Inuit Language training to day care students	416 hours
After-school Literacy Program	30 children
Movie Night	1
Mentorship	Many opportunities
Community feast	1
Digital application reviewed by children	30 children aged 7&8
Stories written by youth with help from Elders	23 stories
Story-telling radio shows	24 shows
<b>Inuktit classes for non-Inuit</b>	
First accredited course in Pisiit	40 students
Videos of Pisiit being adapted to educational application	10 videos
Auditions for artists	10
Attendance at Nunavut Drum Dancers Festival	30 Kitikmeot dancers
Sewing Program	5 communities
Books printed	11 books, 8,800 copies distributed
Nunavut Deaf Society memory games	8 games
Nunavut Deaf Society Nunavut Life Story booklets	3 booklets
Nunavut Deaf Society Nunavummiut Life story booklets	2 booklets
Kitikmeot Heritage Society: Documenting Inuinnaqtun terminology and developing online application	With the guidance of linguists from Université de Québec and Carleton University.

Following is an account of 2018-19 community initiatives:

#### **Nunavut Hitmakerz Phase 4 (Iqaluit)**

This multi-year project aims to end the cycle of cultural loss by providing youth the tools to make music through song writing and music-production workshop tours across Nunavut.

Nunavut Hitmakerz has four objectives:

1. Promote confidence and self-esteem for Nunavummiut
2. Strengthen and celebrate Inuit culture
3. Provide marketable skills training
4. Expand community capacity by promoting career development opportunities

This year Hitmakerz visited Pangnirtung and Cape Dorset, involving 75 workshop attendees, and over 500 enthusiastic audience members. In addition to the concert in Cape Dorset (see video at [www.youtube.com/watch?v=xHyY\\_LV3e8M](http://www.youtube.com/watch?v=xHyY_LV3e8M)), the following workshops were delivered:

- Song Writing Workshop: Updated and revised curriculum were implemented to teach the Nine Essential Skills as well as IQ Principles.
- Music Projection Workshop: A handful of students were given thorough instruction, practice and mentoring in using studio equipment, and additional training



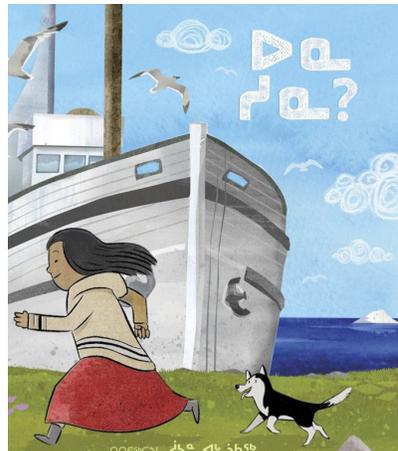
was provided to several of the local studio caretakers (see the workshop: <https://www.youtube.com/watch?v=W3glwNDnPv8&t=2s>)

- Working in the Arts Workshop: Three instructors told their stories of success and explained how others could follow their actions. Emphasis was placed on continued education and access to local educational and health resources (see the workshop: [https://www.youtube.com/watch?v=gSt\\_k1HDcLI](https://www.youtube.com/watch?v=gSt_k1HDcLI))

Movie Night attendance was high, featuring movies with empowering themes and Inuit content.

Mentorship was another project element, with youth mentored by the Instructors and Program Assistant. This usually occurred at the hotel or on-site at the program events.

The community feasts, as usual, were extremely popular. The local Hamlet and other local organizations often supplemented the feast with locally caught country food (see a time-lapse of a feast <https://youtu.be/DMS01eweqrc>).



**ᐃᓇ ᓱᓇ?/Una Huna? Inuktitut children's book written by Susan Aglukark, edited by Monica Ittusardjuat (Nunavut Bilingual Education Society, Iqaluit)**

The objective of creating a children's book with Susan Aglukark was to provide Nunavut children with an Inuktitut resource that highlights the challenges change brings to a community.

The target audience for this book is Nunavut children aged 6-8. Text is Inuktitut and illustrations depict northern traditional life. A working group composed of 5 adult participants from Iqaluit, Igloolik and Arviat was involved in the development of the project.

Eight-hundred copies of the book were printed and distributed to libraries and education facilities across Nunavut, and a free digital version is available at [www.nbes.ca](http://www.nbes.ca).

Inhabit Media supplied the illustrators as well as production management and printing.

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**/ The Origin of Day and Night - Inuktitut children's book written by Paula Ikuutaq Rumbolt, edited by Monica Ittusardjuat (Nunavut Bilingual Education Society, Iqaluit)**

This Inuktitut book for children aged 5-7 is based on a traditional story and provides the opportunity for children to learn Inuktitut terminology and grammar. Author Paula Ikuutaq Rumbolt retells a traditional story from her home community (Baker Lake) about the origins of day and night. A working group composed of five adult professionals from Baker Lake, Iqaluit, and Igloolik contributed to the project.

Eight-hundred copies of the book were printed and distributed to libraries and education facilities across Nunavut, and a free digital version is available at [www.nbes.ca](http://www.nbes.ca).



Inhabit Media supplied the illustrators as well as production management and printing.

**Tuktut Innaruqpallianingit - Inuktitut children's book created by NBES (Nunavut Bilingual Education Society, Iqaluit)**

Tuktut Innaruqpallianingit is an Inuktitut, Nunavummiut-authored non-fiction book that introduces young readers aged 5-8 to traditional Inuktitut terms for caribou through illustrations. A working group composed of five adult professionals from Iqaluit, Pond Inlet and Igloolik contributed to the project.

Eight-hundred copies were printed and distributed to libraries and educational facilities across Nunavut, and a free digital version is available at [www.nbes.ca](http://www.nbes.ca).

Inhabit Media supplied the illustrators as well as production management and printing.





**Preservation, Promotion and Revitalization of Inuit Sign Languages (Canadian Deafness Research and Training Institute [CDRTI], Montreal)**

Eight new ISL cards and a newly developed ISL memory game card set were produced for early education. Three new Deaf Nunavut Life Story booklets have been printed, and Inuktitut, English and French translations are underway. Finger spelling translations are included on ISL cards in English and Inuinnaqtun.

In addition, two new Deaf Nunavummiut Life Story booklets (of late Johnny Umingmak and Rhoda Idlout) and the Project History booklet (Glossary) are being disseminated and are available on the CDRTI website.

**ᑦᓴᓄᑦᑕᑦ ᑲᑦᑦ/Miqqulit Kamiit - Inuktitut book written by Mary Akulukjuk, edited by Monica Ittusardjuat (Nunavut Bilingual Education Society, Iqaluit)**

This informative instructional Inuktitut book by seamstress Mary Akulukjuk introduces youth and adults to techniques and terminology involved in the making of kamiit, while increasing and exercising Inuktitut Language skills.

Akulukjuk walks readers through the process of making their very own traditional sealskin kamiit. This book applies traditional knowledge to contemporary kamik-making in a way that is both relevant and practical.

There was a working group from Iqaluit, Igloodik and Pangnirtung with a total of five participants.

Eight-hundred copies were printed and distributed to libraries and educational facilities across Nunavut, and a free digital version is available at [www.nbes.ca](http://www.nbes.ca)

Inhabit Media supplied the illustrators as well as production management and printing.





The program consisted of 238 hours of language instruction for the entire day care, including staff. The Arctic Animal Puppets set was purchased and used for instruction to help teach Inuktitut names of animals.

Also, Inuktitut books by Elisabeth Hadlari were purchased to make use of certain language tools, Inuit drums for drum dancing were created and iPads were purchased in order to ensure Inuit content was available when the instructor was not present.

This project served about 48 youth enrolled in the daycare and involved a number of adult educators (approximately 10) as well as a number of Elders (approximately five).



### **Inuktitut Book about Sled Dogs (Unaaq Cultural Society, Iqaluit)**

Through a fictional story, award-winning Arviat dog musher Darryl Baker shares traditional knowledge about sled dogs with children aged 6-8. This book is designed to teach Nunavut children the basics about caring for sled dogs and dogsledding.

Community members from Arviat, Iqaluit and Igloolik participated in this project. (Four participants, three communities)

Eight-hundred copies were printed and distributed to libraries and educational facilities across Nunavut, and a digital version is available at [www.nbes.ca](http://www.nbes.ca).

### **Inuktitut (Digital) Motion-Graphic Novel based on a Traditional Story (Unaaq Cultural Society, Iqaluit)**

This interactive graphic novel for Inuit youth preserves and promotes Inuktitut literacy. Eight participants from Iqaluit, Rankin Inlet, Clyde River, and Igloolik contributed to the project.

Inuktitut editor Monica Ittusardjuat and Nancy Goupil were hired to provide specialized language expertise, and Nadia Sammurtok and Neil Christopher consulted on the educational elements in the book.

Unaaq Cultural Society collaborated with NBES for this project, and this digital resource is available at [www.nbes.ca](http://www.nbes.ca).

### **Inuktitut Anthology of Inuit Survival Stories (Unaaq Cultural Society, Iqaluit)**

This Inuktitut book was created to share an Elder's survival stories, and to encourage youth to read in Inuktitut. Eight participants from Iqaluit, Clyde River, and Igloodik took part in the project.

Eight-hundred copies were printed and distributed to libraries and educational facilities across Nunavut. Unaaq Cultural Society collaborated with NBES for this project, and the digital version is available at [www.nbes.ca](http://www.nbes.ca).

### **Child Inuktitut Literacy (Ilisaqsivik Society, Clyde River)**

Funding was used to support the following programs:

- After-School Literacy Project: approximately 30 children participated daily in the after-school program at the Ilisaqsivik Family Resource Centre, where they focused on Inuktitut reading and writing.
- Tutoring Initiative: Literacy teachers offered one-on-one support to primary age children in the After-School Program.
- Pre-School Initiatives: Ilisaqsivik Society teaches Inuktitut literacy during Pre School and Parents and Tots programs at the Ilisaqsivik Family Resource Centre.
- Literacy Radio: Community radio is a very important means of communication in Clyde River. Once a week, during both a daytime and an evening show, Inuktitut and English stories are read by teachers, community members, Elders and children. There were approximately 50 participants in Clyde River.



### **Inuinnaqtun Terminology Workshops and Inuinnaqtun Language Atlas (Kitikmeot Heritage Society, Cambridge Bay)**

This project documented Inuinnaqtun terminology in the form of spoken pronunciations; recorded sentences and phrases using the term in speech; recorded interviews explaining the meaning of terms; and used diagrams to illustrate the meaning of terms.

An online application was developed to preserve this information and make it available to all Inuinnait, as well as to provide a forum where Inuinnaqtun specialists can continue to contribute content.

Linguists from Université de Quebec à Montreal and Carleton University provided advice and guidance on language documentation methodologies, and the design of the *Inuinnaqtun Language Atlas*.

Software development will be carried out at the Geomatics and Cartographic Research Centre to allow the *Inuinnaqtun Language Atlas* and the *Inuktitut Lexicon Atlas* to update each other as word spellings and pronunciations are added to both systems.

### **Inuktitut Uqalimaarluta (Ilitaqsiniq – Nunavut Literacy Council, Rankin Inlet)**

Ilitaqsiniq recently released *Uqalimaarluk*, a digital Inuktitut reading application for children designed to promote, support, and strengthen Inuktitut Language skill development and emergent reading skills.

An evaluation session was held with 30 children aged 7 and 8. Feedback was positive; the kids enjoyed how the stories came to life and liked the sound effects.

The proposed syllabic learning application is based on the highly rated “endless alphabet” learning app. Reviews from a parent and day care operator describe the app as fun and educational.

*Uqalimaarluk* is available on the App Store at: <https://apps.apple.com/ca/app/uqalimaarluk/id1348117314>) and on Google Play/Android.



### **Bringing Inuit Language Back to Igloodik (Hamlet of Igloodik)**

The intent of this project was to encourage everyone in Igloodik to speak and understand Inuktitut fluently. The following activities took place:

- An Inuktitut Project Leader was hired to communicate in Inuktitut only (written and verbal).
- A shared written activity was held. Elders worked with youth to write 23 stories utilizing verbal and written Inuktitut.
- Youth and adults joined Elders to build a traditional Inuit village and learn words from the past for tools and activities no longer in use.
- Participants hosted 24 story-telling radio shows. The community was invited to call in and tell stories in accordance with various themes.
- All Inuit music was collected and hosted through radio shows. Some radio shows were about past artists and local artists, etc. (24 shows in total)
- Thirteen non-Inuit participated in classes at two levels: Beginner and Intermediate.
- Elders in schools told stories and named tools and activities no longer in use. Students were respectful and excited to listen to the stories.

There were 853 participants in the community of Igloodik.

### **Inuktitut Revitalization & Promotion Through Stories, Songs and Performance.**

#### **Pisiit Choir Project - Tigliqtuq (Qaggiavuut, Iqaluit)**

The Pisiit Course is the first accredited course in Pisiit, the ancient songs of Inuit, ever taught in Canada. While Qaggiavuut has been collecting, documenting, filming and working with knowledge-keepers to share Pisiit for more than eight years, this marks the first opportunity to deliver Pisiit as a course in the Qaggiq School of Performing Arts.

This Pisiit Course delivers advanced training and education on traditional Inuit songs from all regions of Canada's Arctic. The course is delivered over seven days by experts in Pisiit, Inuit drum, choreography and voice.

Lectures and group discussions were facilitated by Inuit knowledge-keepers and Elders. Activities included demonstrations and practice of traditional song performance, Inuit drum techniques training, design and construction, individual study and performance, and group and ensemble practice and performance.



Over 40 students and facilitators from approximately 12 communities attended and participated in the program. Ten professional videos of the Pisiit along with the storytelling/teaching of the songs are being adapted to an interactive, education digital app for free download and to provide to youth workshops in Pisiit.

In November 2019, Qaggiavuut held an audition for 10 artists to continue developing a professional production of Pisiit that will be performed in Nunavut communities and available as a cultural export to world music festivals.

#### **Kitikmeot Inuit Association (KIA) and Culture & Heritage Collaboration Framework (Cambridge Bay)**

The following projects were completed involving all five communities in the region:

- Annual Nunavut Drum Dance Festival, Rankin Inlet: Thirty Kitikmeot drum dancers attended from all five Kitikmeot communities.
- Language Promoter Orientation, Training and Program Planning: The program focus was to identify cultural programs, language exposure and use of the language.

- Sewing Program: Each community ran a sewing program where the language promoters met to discuss Inuinnaqtun language use. Communities included: Kugluktuk, Cambridge Bay, Taloyoak, Kugaaruk and Gjoa Haven.
- TV Network Programming: Community TV network staff in Taloyoak, Gjoa Haven and Kugaaruk were engaged in filming projects such as tool making, fish netting, sewing and drum dances.
- KIA Language Advisory Working Group: In January 2019, the Kitikmeot Inuit Association put out a call for people interested in sitting on the KIA Language Advisory Working Group for the next two years. Twenty-six letters of interest were received, and five participants selected.



## Creating Materials in Our Language

### Department of Economic Development and Transportation (EDT)

With respect to the commitment to support the revitalization and promotion of Inuktitut, several initiatives were undertaken in 2018-19. The Department of Economic Development and Transportation supported two programs under this commitment.

#### Inuktitut Language Music Productions

Support for Nunavut's burgeoning music industry, specifically through funding of Inuit language music recording, helps to create an environment where artists and others can create, teach, and share art and performances as a means of transmitting language and culture.

Since 2013-14, the Department of Economic Development and Transportation (EDT) has provided funding assistance for the costs to professionally record music including studio time, recording costs, mixing, editing and travel to recording studios.

The Investing in Nunavut's Music Industry Fund supports Inuit Language use and revitalization and the Government of Nunavut commitment under Uqausivut,

the Comprehensive Plan Pursuant to the *Official Languages Act* and the *Inuit language Protection Act*.

Musicians that receive funding range from emerging talent to established artists and come from all regions of Nunavut.

When compared with the previous fiscal year, there was an increase of four artists that had their music on CDs produced for a total of nine artists as follows:

1. Eruk Pauloosie
2. Kugluktuk District Education Authority
3. Hamlet of Cambridge Bay
4. Thor Simonson
5. Looee Arreak
6. Angela Amarualik
7. Artcirq
8. Northern Haze
9. Corey Panika

#### Inuktitut Language Film Productions

From 2013-14 to 2018-19, EDT has provided Nunavut Film Development Corporation with \$200,000 annually from the Inuit Language Implementation Fund for its Inuit Language Incentive for film. The program has been very

successful over the last five years, supporting an impressive number of film and digital productions.

In 2018-19 the following projects were funded:

**Inuktitut Language Incentive:**

1. Anaana's Tent Season 2: (Taqqut)
2. Angakuksajaujuq: A Shaman's Apprentice (Kingulliit/Taqqut)
3. Silakuut: Where We Live Now (Kingulliit)

4. Uakallanga! Season 2 (Inuit Broadcasting Corp.)
5. Nunavummi Mamarjavut Season 2 (Inuit Broadcasting Corp.)
6. Gnawer of Rocks (Andrea Flaherty)
7. Mahaha (Babah Kalluk)

**Inuktitut Language Versioning:**

1. Planet Earth (Taqqut)
2. Tundra Friends (Taqqut)



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## MANAGEMENT AND ACCOUNTABILITY

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### **Department of Culture and Heritage (CH)**

The Department of Culture and Heritage oversees the management and accountability of the Inuit Language Implementation Fund. In 2018-19, funds were used for casual employee and contractors' support to ensure effective implementation and compliance. Results included the development of funding guidelines, procedures, accountability reporting, and the initiation of funding agreements or contracts with five departments and three public agencies.

**Part II:**

# FRENCH LANGUAGE SERVICES



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## FRENCH LANGUAGE SERVICES

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### OBJECTIVE 1:

**Support for the planning, development and delivery of French programs and services in Nunavut**

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### **Proceedings of the Legislative Assembly**

#### **Office of the Legislative Assembly**

The Office of the Legislative Assembly of Nunavut provides French translations for the Research Division, including advertising, news releases, reports and limited legislative sessional materials in French.

On the Assembly's website, there were 12 news releases available in French as well as five reports. Ministers and members of the Legislative Assembly tabled an additional 50 reports and other documents in French.

## **Acts, Regulations and the Nunavut Gazette**

### **Department of Justice**

The Lawyer/Legal Translator position ensured that the following documents were translated and published in French:

- 18 bills totaling 129 pages.
- 23 acts published totaling 140 pages.
- 56 statutory instruments translated and published totaling 279 pages.

Access to the above documents for francophones is identical to access for anglophones.

In addition to the above, 446 pages of appointments, official notices, and statutory instruments were published in French in the *Nunavut Gazette*, and nine acts and four regulations consolidated and published. All French consolidations were made available at the same time as English versions.

The Nunavut Official Editor/Territorial Printer received and responded to questions concerning legislation and other information in French. Access to this service for francophones is identical to access for anglophones.

The Legislation Division's website received a total of 68,330 pageviews from January 1, 2018 to December 31, 2018 (all languages combined).

## **Administration of Justice**

### **Department of Justice (Nunavut Court of Justice – NCJ)**

The NCJ Court Information System urgently needs to be updated to track court files based on language of proceedings. Though there is no budget for this project, Court Services will engage its IT provider to deploy this requirement and will seek funding.

Court Services has reviewed and refined its policy for staff that mandates the written documentation of data relating to French Language proceedings. Furthermore, Court Services has hired a bilingual Executive Legal Officer who works closely with Court staff delivering French Court services.

The Nunavut Court of Justice continues to experience high demand for French Court services. There were three weeks of French Language sittings in Iqaluit this fiscal year in addition to the three circuit weeks.

The Court provides interpretation in French when requested. Therefore, job descriptions for court clerk positions now include French speaking capability.

Over 120 individuals were provided services in French at the front registry counter this year, an increase of 20 over last year.

## **Communication and Services to the Public**

### **Department of Culture and Heritage (CH)**

#### **Translation Services**

This year CH continued to focus on Memsourse (a cloud-based translation platform) exploring intermediate to advanced features of the tool as well as reviewing the basics. Project management training and mentoring focused on invoice verification, existing processes as well as new processes for specific file types of requests.

A new Junior French Translator was hired in Iqaluit, effectively doubling in-house French resources. With one Junior Translator and one Senior Reviewer/Translator, the team is slowly and surely building capacity.

A French Legal Terminology training session was held in Iqaluit in March. The trainer was from the Professional Development Division at the Translation Bureau of Canada. Attendees included employees from the GN Translation Bureau, the French Language Programs Officer, and employees from the departments of Justice and of Education.

Five participants attended the first day of training, but by the third day the group had grown to nine. Topics included the legal systems of Nunavut and of Canada, legal terminology, and online resources.



## **Department of Executive and Intergovernmental Affairs (EIA)**

### **French Communications with the Public**

The Media Language Communications Coordinator addressed various inquiries and reported the following numbers for French communications with the public:

- 15 news releases
- 137 public service announcements
- 7 statements
- Over 100 social media posts
- 11 GN newsletters

There is no system in place to accurately capture the number of communications with the public in French; however, per the corporate communications policy, all communication products released in Inuktitut and English were also produced in French.

Regarding tracking and evaluation of media requests and coverage analysis, EIA Communications Division is developing a GN-wide monitoring and evaluation tool for media requests to facilitate follow-ups and reporting on media-related communications with the public in all official languages.

EIA doesn't have a system in place to capture the number of new pages posted on their website; however, all new pages posted in English were also posted in French.

### **French Language Training for Public Servants**

Carrefour Nunavut was contracted by the Public Service Training Division to deliver six French Language training courses in Iqaluit and six in other communities (one in Kugluktuk, one in Cambridge Bay and two each in Arviat and Igloodik).



Following are the courses delivered in each community:

**Iqaluit:**

- Introduction to French - September 26, 2018
- Intermediate French - October 1-22, 2018
- Advanced French - October 2-31, 2018
- Breakthrough Beginner French - November 5-16, 2018
- Beginner French - November 19-30, 2018
- Front Line French - March 19-20, 2019

**Arviat:**

- Introduction to French - February 4, 2019
- Front Line French - February 5-6, 2019

**Iglolik:**

- Introduction to French - March 18, 2019
- Front Line French - March 19-20, 2019

**Kugluktuk:**

- Breakthrough Beginner French - January 14-25, 2019

**Cambridge Bay:**

- Beginner French - February 18-March 1, 2019

Among the 52 enrolled participants, 28 were Nunavut Inuit (54%) and 27 front-line staff (52%). Thirty-eight participants completed the courses, 21 of whom were Nunavut Inuit (55%) and 20 front-line staff (53%).

## **Department of Finance Bilingual Public Services**

A French Advertising Strategy was introduced in 2017-18 to ensure effective marketing of job opportunities to Nunavut's francophone community. This strategy is meant to encourage and attract French speaking or bilingual individuals to the GN. Job ads are advertised in northern newspapers in all official languages. In addition, job ads are posted on the Government of Nunavut's website in French.

French Advertising Strategy Previous Year Comparison		
	2017-18	2018-19
Enquiries in French	12	51
Resumes in French	2	80
Job Offers in French	0	6
Requests for Interviews in French	7	12
References in French	15	15
Bilingual Hires	3	6

The Staffing Consultant provides most of the French services for the Staffing Division and has done a tremendous job as requests for French services have increased.

The lack of expertise to assess the technical competencies of candidates requesting that their interviews be conducted in French, however, is a challenge and often increases the timeline of the competition.

This fiscal year there were 705 job advertisements (162 more than last year), all provided in the French Language. These ads were available on the Government of Nunavut's website as well as Northern Media.



Biweekly ads were placed in *Le Nunavoix*. Weekly radio ads were aired on CFRT 107,3 FM and a weekly ad was placed on the CFRT website. There were 40 French applications from Nunavut residents, compared with none in 2017-18. There was one relocation to Nunavut for a designated bilingual position, compared to three last year.

Relocation Officers who do not speak French may have to rely on the Staffing Officer for assistance. All the French hires speak English so not an ongoing concern. The relocation guidelines are not available in French at the moment; however, they are being updated and will be translated once completed. They will then be posted on the GN website and provided to bilingual hires in their official language of choice.

## All Departments Designated Bilingual Positions



By Aaron Einstein (Aaron Lloyd) - Own work, GFDL, <https://commons.wikimedia.org/w/index.php?curid=16296439>

In 2017-18 the Government of Nunavut began transitioning away from the bilingual bonus system into an Inuit Language Incentive (ILI) program for GN employees who had demonstrated languages skills in Inuktut. However, the bilingual bonus system remained in place for GN employees who are required to perform their duties in French.

The distinction between Inuktut and French Language bilingual bonuses are in some instances difficult to identify in the pay system. For this reason, even though the numbers are a very good estimate, they may not be 100% accurate.

In 2018-19, 79 bilingual bonuses for French were identified across 10 territorial institutions.

### Bilingual Bonuses Previous Year Comparison

Institutions	2017-18	2018-19
Culture and Heritage	4	2
Community and Government Services	2	2
Economic Development and Transportation	3	4
Education	11	15
Executive and Intergovernmental Affairs	3	2
Family Services	3	3
Finance	3	3
Health	7	21
Human Resources	0	0
Justice	6	18
Nunavut Housing Corporation	0	4
Office of Legislative Assembly including the Language Commissioner	1	5
<b>TOTAL</b>	<b>43</b>	<b>79</b>

## Department of Health

### Health Services in French

In 2017-18, a consultant completed a Government of Nunavut Department of Health Capacity Assessment to Offer Services in Inuktitut, Inuinnaqtun and French: Preliminary Evaluation Report and an Options Report.

An action plan identifying actions, expected outcomes, and timelines was submitted, and the Department of Health approved the Language Action Plan on March 29, 2018.

The activities in the action plan have been delayed due to limited staff capacity. When staff are hired into the positions referred to in the action plan, the Department of Health will have the capacity to work on the activities.

The Office of Patient Relations (OPR) does not track concerns based on language; therefore, it is not possible to provide the number of French-speaking patients who access these services. However, as recommended in the options report, the Department is looking at the possibility of using e-health records to capture this data. This activity is also included in the Department of Health Language Action Plan.

To remedy the situation, the Office of Patient Relations increased outreach to francophone clients by hiring a French-speaking Client Services Coordinator on a relief contract. The relief employee was with the OPR until August 2018.

A French Medical Interpreter position was advertised, but the successful candidate declined the position. However, the Department of Health provides a Medical French Escort to travel with francophone patients whenever required. The Department will undergo another staffing process in 2019-20.

Qikiqtani General Hospital does not collect data such as the number of French-speaking patients who receive interpretation services. However, as a temporary solution, there are French-speaking staff available to assist in the emergency cases that require French interpreting services.

## **Department of Education**

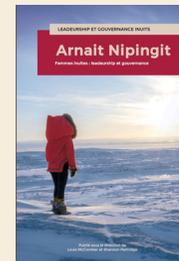
### **Communications and Promotional Materials**

The French Education Service Coordinator attended a professional development workshop at the Translation Bureau of Canada, aimed to develop employee competencies to provide French services of equal quality to educators, students and public.

In 2018-19 the Department of Education translated, printed and in some instances published French versions of the following documents intended for the French-speaking public and educational staff:

- *DEA/CSFN Roles and Responsibilities*: This online manual is a teaching resource on roles and responsibilities of the board members of District Education Authorities (DEA) and the Commission scolaire francophone du Nunavut (CSFN). It has been translated for the benefit of French-speaking DEA and CSFN staff and elected members. (15,907 words)

- *The Ethnographic Recordings of Inuit Oral Traditions Part II:*  
A book related to Inuit oral traditions has been translated in French (translation of 30,246 words; to be published in 2019-20)
- *Marine Mammals of Nunavut:* A book about marine mammals of Nunavut, (layout and publishing of 22,399 words)
- *We Need to Know Who We Are: The Life and Story of Paul Quassa*
- *Arnait Nipingit: Inuit Women in Leadership and Governance:*  
A book about women leaders of Nunavut. Published for the members of the francophone community and Francophiles (layout and publishing of 54,907 words)



Other activity included three Google display ads and three Facebook ads in French for the Teacher Recruitment Campaign.

## Department of Culture and Heritage (CH) Complementary French Language Services to the Community

In 2018-19, 1,366 French patrons visited the Iqaluit Centennial Library, an average of 113 per month. Across Nunavut, 714 French Language books were in circulation, mainly in Iqaluit, with others in Kugluktuk, Cambridge Bay and Clyde River. Nunavut Public Library Services purchased 402 new French Language books this year.

The Iqaluit Centennial Library held five Saturday afternoon French reading programs in 2018-19. This programming is usually undertaken by volunteers. The programs consist of reading a few children's books and having children make crafts that they can bring home. A total of 68 parents and children participated.

## **Municipal Communication and Services**

### **Department of Culture and Heritage (CH)**

#### **Support to the City of Iqaluit**

Funding for French Language support was used in a number of areas, primarily translation of City of Iqaluit documents, such as the City recreation guide; public service announcements and news releases; Council agendas, minutes and motions; City presentations, procedures, policies and programs; tips and information on being water wise; advertisements and posters; and an end-of-year newsletter for residents. More specifically:

- Council Documents: 100
- Public Service Announcements/News Releases/Cut-lines: 160
- By-laws/Policies: 2
- Recreation Guide: 1
- External Presentation: 1
- End-of Year Newsletter: 1
- Other (posters/advertising material): 30

Funding was also used to provide support to a public consultation on the City's new landfill and waste management site that was held at the Food Centre. The event was an opportunity for the Mayor and City staff to update residents on this important project and answer questions from the audience. Translation of materials was provided in French, and simultaneous translation/interpretation into French was also offered at the event. The end result was a more engaged audience, who were able to receive information and engage in conversation in the language of their choice.

The City also produced an end-of-year newsletter that provided highlights of key projects and success stories. In addition to English and Inuktitut, the material was also translated into French, to ensure the information could be accessed by all residents in the language of their choice.

Translated materials and French Language simultaneous translation assist the City in reaching a key target audience, and increase awareness and understanding of City services, programs and policies.

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## OBJECTIVE 2:

### **Promote the Vitality of the Francophone Community in Nunavut**

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#### **Department of Culture and Heritage (CH)**

##### **Support to local organizations proposing community-based solutions for the delivery of French Language Services**

The Department of Culture and Heritage supports local organizations proposing community-based solutions for the delivery of French Language Services in priority areas such as early childhood, communications, immigration and health that are not covered under other Canada-Nunavut governmental agreements such as the *Canada-Nunavut Agreement in Education*.

Five community-based initiatives were funded in 2018-19 to promote French Language Services and foster the development and vitality of Nunavut's French Language community:

##### **Le Nunavoix: Association des francophones du Nunavut (AFN)**

*Le Nunavoix* is Nunavut's only French Language newspaper. It is published biweekly by the AFN and plays a central role in ensuring that Nunavut's francophone population is informed on local and national issues, including about territorial government programs, services and other announcements.

*Le Nunavoix* issued 23 editions this year: 150 paper copies were distributed at various points throughout Iqaluit, while 200 copies were sent electronically to readers living in Nunavut and abroad.

Volunteers contributed more than 120 volunteer hours to the project through the collaboration of seven volunteers and associates. Content consists of both articles published in various national newspapers and articles from local writers.

### **French Language Programming: Aakuluk Daycare**



Aakuluk Daycare offered French Language programming as part of a 12-week program taught by four local French Language instructors. The lessons were intended for children and designed to meet early childhood learning goals (counting, learning the alphabet in French etc.).

There were over 30 children engaged in French Language learning over the period of the program.

### **Services d'accueil et d'intégration professionnel, Stages 2018-19 (SAIP) – Réseau de santé en français au Nunavut (RÉSEFAN)**

The Réseau de santé en français au Nunavut (RÉSEFAN) welcomed 12 internship students to Iqaluit. The Services d'accueil et d'intégration professionnel (SAIP) program delivers access to French services through the territorial health system and the Qikiqtani General Hospital.



This year's program included:

- Two students in pharmaceutical studies (four weeks)
- Six medical students (one to four weeks)
- Two students in respiratory therapy (four weeks)
- One recreational therapy intervention student (14 weeks)
- One speech therapy student (six weeks)

The project was supported by multiple partnerships, including: various departments of the Government of Nunavut as well as the University of Ottawa, le college La Cité, the University of Montreal, Cégep du vieux Montréal, le Collège Lafèche, as well as le Consortium National de formation en santé, le Secrétariat Québécois aux Relations Canadiennes and many local partnerships.

### **Projet radio CFRT 107,3 FM: 3500 microcapsules d'info – Association des francophones du Nunavut (AFN)**

CFRT 107,3 FM is Nunavut's only French Language radio station, providing its listeners with information on government affairs and community news while ensuring that French Language obligations are met under the *Official Languages Act* of Nunavut.

With this year's funding 3500 microcapsules were produced, featuring eight daily segments covering Iqaluit-specific news, five segments covering news stories throughout Nunavut and the rest of Canada, and one segment reporting on sport news.

There were three locally produced radio shows through CFRT this year, run by three volunteers. Interviews of four artists were also conducted by a local volunteer and have been made available on CFRT's website.

### **Traduction et adaptation du codage de l'application Health NU pour le français – Réseau de santé en français au Nunavut (RÉSEFAN)**



The Réseau de santé en français au Nunavut (RÉSEFAN) collaborated with the Qaujigartiit Research Center to offer a version of the *Health NU* application in French.

The application contains relevant and useful information for new health care workers in Nunavut, such as tips for working and communicating in a multi-lingual environment, the organization of the health system, the Inuit historical context, important aspects of health care practice, and values and expectations in the health care setting.

The application is available for download at <https://apps.apple.com/ca/app/health-nu/id1285299925?l=fr>.

## Artistic and Cultural Development Support Program

The objectives of this program are to support and strengthen the cultural, artistic and heritage activities of Nunavut's francophone community, and to promote the rich and diverse culture, arts and heritage of Nunavut's francophone community both within and beyond the territory's borders.

Four community-based initiatives were funded in 2018-19 to promote French through arts and culture and foster the development and vitality of Nunavut's French Language community.

These projects reached approximately 900 people. Considering there are 630 native French speakers in Nunavut, the program greatly exceeded its target of reaching over 10% of the francophone population. Following are the project summaries:

### Les rencontres musicales 2018-19

The Association francophone du Nunavut's (AFN) received funding for three concerts featuring renowned artists in the francophone music scene: Karim Ouellet, Klô Pelgag and Samian.

Two of the artists presented workshops to local youth from École des Trois-Soleils, Nunavut's only francophone school, as well as at Aqsarniit Middle School, which offers a "French as a second language" intensive program.

Over 165 tickets were sold and approximately 250 Nunavummiut attended the shows and workshops. A local volunteer conducted interviews with the artists which are featured on the website of the AFN's local radio station CFRT 107,3 FM at <https://www.cfrr.ca>.



## Les Rendez-vous de la francophonie

The Association francophone du Nunavut (AFN) received funding for events to celebrate the 21<sup>st</sup> edition of the Rendez-vous de la francophonie (RVF), which is celebrated countrywide by francophone speakers.

Over 300 Nunavummiut participated in the festivities. The AFN reports that attendance at this event has been growing from year to year.

The following activities took place, and details can be found at the RVF website:

<https://rvf.ca/fr/calendrier>:

- A movie screening featuring Canadian films in French, as well as a francophone family movie day at the Astro cinema. Seventy-five adults and children attended.
- “La Super Francourse” is a race for youth, ages eight and up, throughout Iqaluit. The race consists of six activities and/or check points at francophone institutions and places with a significance to the community. There were nine participants, and a team of 11 adults facilitated the event.
- Members of the francophone community were also invited to the Banquet de la francophonie. Invitees included representatives from the Language Commissioner’s Office and from the Department of Culture and Heritage. Recognition awards “Le prix Uiviit, le Frileux and le prix Coeur de Lys”, celebrating achievements and key actors within the community, were presented throughout the evening.



- The programming also included a comedy show featuring Mike Ward, Justin Dionne and Eddy King, and a grand finale featuring The Lost Fingers, a musical quartet from Quebec City. Both shows were sold out, with 80 adult attendees at each event.



### **Le Petits Nanooks**

The Centre de la Petite Enfance Les Petits Nanooks hosted le Renard à la guitare, a children's musical group. The children were introduced to basic musical ideas with the goal of awakening their musical abilities and interests.

The show was presented at the Francophone Center, to children from the Early Childhood Center les Petits Nanooks, the French elementary school École des Trois-Soleils and other Anglophone and Inuktitut Early Childhood Education centers. The shows were enjoyed by 250 adults and children.

### **CFRT 107,3 FM 25th Anniversary**

The Association Francophone du Nunavut's CFRT 107,3 FM is Nunavut's only French radio station. This year marked its 25th anniversary on the air.

Full day writing workshops were offered to the public over a two-day period in order to develop eight radio spots featuring historical content and highlighting moments from the station throughout the years.

The workshops were facilitated by a professional radio host from CBC and presented to 40 members of the francophone community. The event was held at the Francophone Center.



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## OBJECTIVE 3: Improve Overall Management and Accountability

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### Department of Culture and Heritage (CH) Coordination, Management, Monitoring and Evaluation

Department of Culture and Heritage, Francophone Affairs continues to coordinate and to monitor the implementation of a multi-year action plan for the delivery of government services in French in collaboration with Nunavut departments and agencies.

#### **The Interdepartmental Working Group on French Services**

The Interdepartmental Working Group on French Language Services met at the office of Culture and Heritage. Of the 14 departments/territorial institutions that are members, only two were not represented.

Due to limited staff capacity and other priorities such as the Ministerial Conference on the Canadian Francophonie, no other meetings were held during this fiscal year.



#### **Development of a policy and regulatory framework to assist departments and public agencies in meeting their obligations under the *Official Languages Act***

The Department of Culture and Heritage continues to research and explore policies, frameworks and concepts already in place in Canada and abroad that would meet our needs in Nunavut, including the concept of substantive equality with respect to communications and services in the official languages. (Substantive equality is the recognition of and response to the fact that not all people start off from the same position and that this unequal status makes it more difficult for some to be successful.)

### **French Active Offer Program**

To ensure francophones feel welcome when communicating with and receiving services from departments and public agencies in their official language of choice, French Active Offer pins were received in July 2018.

The program was presented to French Language Services Coordinators in December 2018 and will be rolled out in the next fiscal year. GN departments will distribute them with instructions to greet members of the public in all official languages, including French (e.g. “Ullaakut, Bonjour and Hello”) when answering the phone or in formal emails.

### **Promote awareness and better understanding among territorial institutions, municipalities and the public about the legislation and its implementation**

The Department of Culture and Heritage continued to promote the service through advertisements in the local French Language paper *Le Nunavoix* (23 biweekly ads) as follows:

- Twenty-three ads alternating between: En français, s.v.p. and the GN’s French services poster, highlighting programs and services offered throughout the last fiscal year.
- One ad on behalf of the French Working Group in relation to the Rendez-vous de la francophonie

The Department also worked on developing frameworks to assist departments with their language planning, monitoring and accountability.

### **Maintain a central referral system in French by phone and email through “Ligne-5544” that provides general information to the public on government programs and services in French**

The Ligne 5544 is a referral call system which the public can access via phone or email to obtain information about territorial government programs in French. In 2018-19, use of this service was practically non-existent.

Given a staff shortage, it was not possible to dedicate time to assess the need of the service among community members. However, there will be a survey completed in 2019-20, and questions about the need for a referral call system will be included.

### **Centrally administered French Language funding through Service Agreements with recipient territorial institutions**

A consultant was hired to assist with some catching up in regards to the 2017-18 reporting requirements. A final draft of the certified annual report was completed and ready for financial input by end of this fiscal year.

In 2018-19, five departments (Education, Health, Executive and Intergovernmental Affairs, Finance, Justice), two territorial institutions (Office of the Legislative Assembly and the Office of the Languages Commissioner) and one public agency (City of Iqaluit) received funding for French Language programs and services.

To facilitate accountability, a new reporting template was developed, pre-filled with each departments' specific objectives and planned activities for 2018-19 and sent to the departments/agencies receiving funding.

### **Office of the Languages Commissioner (OLC) Enforcement of French Language Rights**

The Investigator/Researcher Officer position at the Office of the Languages Commissioner gathered the following information:

- There were no concerns nor inquiries from francophones this fiscal year.
- Ninety-seven percent of 328 written communications were issued in French.
- No email verification was conducted; however, a website verification was completed. The investigator monitored the websites of territorial institutions by examining three levels of links from the menu, namely the main menu, the submenus and all the links contained in the menus. About 2,900 pages were verified. When content is available in official languages other than English, it is often available in Inuktitut (58%) and French (48%) which is an improvement of 7% for both Inuktitut and French since 2015-16.

- Each year, the OLC develops communication tools and promotional activities for Les Rendez-vous de la Francophonie. An awareness-raising campaign on language rights and the OLC's role was conducted via print and radio.
- The OLC's 2017-18 annual report was tabled in the Legislative Assembly on October 26, 2018.

## Official Languages Promotion Fund

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

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

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

During 2018-19, the balance of the account was \$101. No new monies were credited to the fund.

Note: There is a penalty of \$20 annually when no new monies are credited to the fund.

**Part III:**

# TRANSLATION SERVICES



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## TRANSLATION SERVICES

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### **Translation Bureau**

#### **The Department of Culture and Heritage (CH)**

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

In 2018-19, the Bureau processed a total of 8,408 requests for 22 client departments and public agencies for translation, correction, revision, proofreading, updating and terminology services. The Bureau processed a total of 7,566,789 words in all languages, representing approximately 30,042 pages of text. This represents an increase of 52% in production volume from the previous fiscal year.

The Translation Bureau processed about 1,997,219 words from English to French in 2018-19 and about 81,886 words from French to English; this is a total of 665,825 more words translated than last year. Services included translation, correction, revision, proofreading, updates, and terminology.

Translation project management tools continued to be implemented to enhance productivity and terminology consistency. The Translation Bureau managed a total of 3,254 unique documents for French.

During this fiscal year 406 new French terms were added to the Translation Bureau's terminology databank, including names of divisions, programs, and services.

In addition, the Translation Bureau worked on a list of gendered job titles in French for 4,400 positions within the territorial public service. About 70% were completed.

Translated into the following language:

<b>Fiscal Year</b>	<b>2017-2018</b>	<b>2018-2019</b>
English	54,414	81,886
French	1,358,866	1,997,219
Inuktitut	2,199,815	3,758,745
Inuinnaqtun	1,354,789	1,728,939
<b>Total</b>	<b>4,967,884</b>	<b>7,566,789</b>

## Words Processed by Client and Language

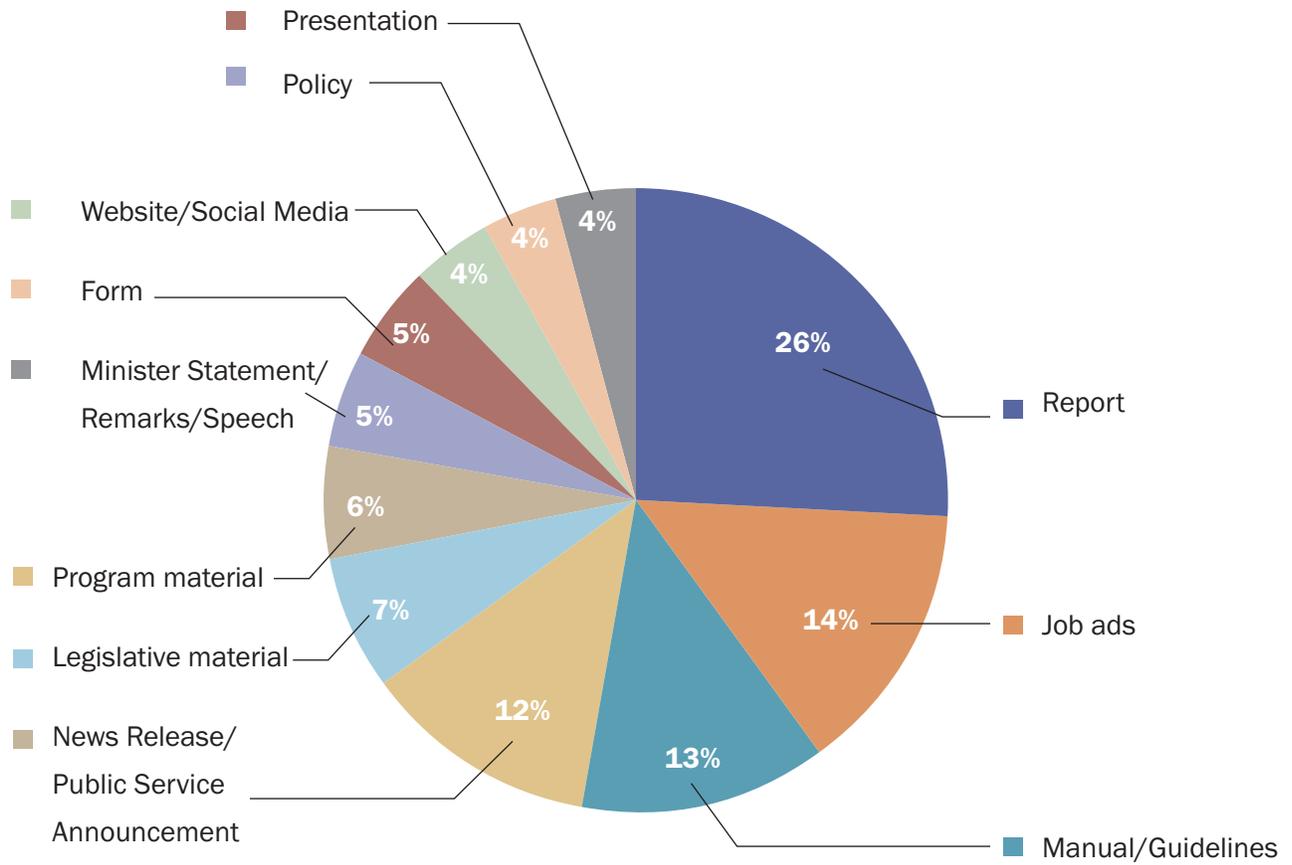
### Inuktitut

2018-2019 -TOTAL WORDS BY DEPARTMENT/AGENCY		
Department/Agency (22)	INUKTITUT	INUINNAQTUN
Executive & Intergovernmental Affairs	1,067,488	186,985
Finance	463,204	236,468
Health & Social Services	405,388	268,691
Education	248,539	249,148
Community and Government Services	232,871	154,618
Environment	326,630	90,037
Legislative Assembly	274,219	104,670
Culture and Heritage	207,359	117,158
Family Services	86,436	72,235
Economic Development & Transportation	99,652	69,946
Nunavut Arctic College	89,181	23,338
Justice	72,013	35,054
Representative for Children and Youth	28,293	48,749
Nunavut Housing Corporation	73,350	34,115
Qulliq Energy Corporation	51,943	25,920
Nunavut Business Credit Corporation	5,661	312
Qullit Nunavut Status of Women Council	5,472	5,322
Nunavut Development Corporation	11,139	1,227
Worker's Safety & Compensation Commission	6,925	2,344
Human Resources	1,618	1,238
Inuit Uqausinginnik Taiguusiliuqtiit	818	818
Translations Account	546	546
<b>GRAND TOTAL</b>	<b>3,758,745</b>	<b>1,728,939</b>

## French

Departments	TO ENGLISH	TO FRENCH	GRAND TOTAL
Finance	45,900	461,250	507,150
Health & Social Services	7,274	263,791	271,065
Community and Government Services	0	198,333	198,333
Education	1,520	193,957	195,477
Executive & Intergovernmental Affairs	335	159,910	160,245
Environment	0	158,057	158,057
Legislative Assembly	0	94,461	94,461
Family Services	4,590	67,636	72,226
Culture and Heritage	18,997	51,093	70,090
Nunavut Arctic College	0	69,621	69,621
Representative for Children and Youth	0	62,773	62,773
Qulliq Energy Corporation	0	60,529	60,529
Justice	2,903	49,491	52,394
Economic Development & Transportation	195	42,225	42,420
Nunavut Housing Corporation	0	35,977	35,977
Nunavut Business Credit Corporation	0	19,448	19,448
Qullit Nunavut Status of Women Council	0	5,443	5,443
Human Resources	172	1,179	1,351
Nunavut Development Corporation	0	1,227	1,227
Inuit Uqausinginnik Taigusiliuqtiit	0	818	818
<b>GRAND TOTAL</b>	<b>81,886</b>	<b>1,997,219</b>	<b>2,079,105</b>

## Types of Documents Most Translated into French



# EXPENDITURES



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## EXPENDITURES

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2018-19 EXPENDITURES		
DEPARTMENT OF CULTURE AND HERITAGE	BUDGET	ACTUAL
Official Languages Branch	\$10,871,000	\$11,092,505
<b>Third-Party Funding</b>		
Inuktitut Language Initiatives	\$5,100,000	\$5,100,000
French Language Services	\$4,185,236	\$3,103,461
Development of Arts and Culture - French	\$75,000	\$75,000

The Department of Culture and Heritage spent \$11,092,505 in 2018-19 for its official language programs and services, which included translation services, Inuktitut and Francophone Affairs programs, grants and contributions to community-based Inuit language initiatives and supporting the implementation of Uqausivut priorities by departments and public agencies.

This was complemented with third-party federal funding under the Canada-Nunavut Agreement on French Language Services and the Inuktitut Language 2016-2020 and the Canada-Nunavut Agreement on the Development of Arts and Culture in the Francophone Community 2018-2020.



