

The top half of the page features a background of the Nunavut flag, which is white with a blue star in the upper right and a yellow section on the left. Overlaid on the left is a large, stylized red Inuktitut syllable 'UQAUSIVUT'.

UQAUSIVUT



THE PROPOSED COMPREHENSIVE PLAN

PURSUANT TO THE LANGUAGE ACTS

2011-2014



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MESSAGE FROM THE MINISTER OF LANGUAGES

I am pleased to present for public circulation the Government of Nunavut's proposed Uqausivut Comprehensive Plan, which outlines the Government's commitments to implement the various provisions of Nunavut's new language legislation.

In 2008, Nunavut took an important legislative step to protect and promote the Inuit Language in a very significant way, while protecting the rights of those using English or French in the Territory. I want to warmly thank my predecessor, Louis Tapardjuk, on behalf of all Nunavummiut, for his key role in the passing of the new *Official Languages Act* and *Inuit Language Protection Act*.

The promise of Nunavut lies in the protection of its unique culture and language. That is our destination; this document represents our path forward.

The proposed Uqausivut Comprehensive Plan is the result of extensive research, Inuit participation, and more than a year of consultation with various stakeholders in Nunavut. It lays out the Government of Nunavut's proposed commitments and actions to protect and strengthen the use of the Inuit Language in education, work and daily life throughout Nunavut, while acknowledging the contribution of the English language to an increasingly bilingual society, and presenting concrete measures to protect the French language minority.

The proposed Uqausivut Comprehensive Plan will serve as a "living document", evolving over time in response to the needs of Nunavut's official language communities, and adapting to new conditions and the availability of resources.

I would like to invite Inuit, Francophones and Anglophones and other stakeholders likely to be impacted by the proposed Uqausivut Comprehensive Plan to review and respond to its content. They can submit their comments to the Department of Culture, Language, Elders and Youth by August 26, 2011.

The Honourable James Arreak
Minister of Languages

EXECUTIVE SUMMARY

More than three decades ago, the Inuit of Nunavut took the first steps toward achieving their dream of self-determination. They envisioned a territory and a public government based on the linguistic, cultural and societal values and aspirations of Inuit.

In 2008, Nunavut moved closer to that vision by adopting new language legislation of unprecedented strength to protect and promote the Inuit Language, while protecting the rights of those using English and French in our territory.

The Language Acts

Nunavut's new *Official Languages Act* was approved by the Legislative Assembly on June 4, 2008, and received the required concurrence from the federal Parliament on June 11, 2009. The Act recognizes the Inuit Language, English and French as Nunavut's three Official Languages. It addresses their use in the Legislative Assembly, the Courts, and in communications and services provided by territorial government institutions to the public.

The *Inuit Language Protection Act* was unanimously approved by the Members of the Nunavut Legislative Assembly on September 18, 2008. It responds to the challenges confronting the Inuit Language and its speakers by protecting and promoting its quality and prevalence throughout Nunavut society.

The Act guarantees the right to education in the Inuit Language, protects unilingual and bilingual territorial public servants who prefer to work in the Inuit Language, and defines specific obligations for government, municipalities, and businesses for the provision of day-to-day services in the first and preferred language of the majority of Nunavummiut. The Act also authorizes special measures to revitalize the use of the Inuit Language among age groups and communities experiencing language loss, and to support its development and standardization in modern government and business settings.

The proposed Uqausivut Comprehensive Plan

Subsections 25(1) & (2) of the *Inuit Language Protection Act* deal with implementation duties of the Minister of Languages, including the development of a comprehensive plan. This document is a response to that requirement.

The proposed Uqausivut Comprehensive Plan (the proposed "Plan") is a statement of the commitment from departments of the Government of Nunavut and public agencies to live up to their obligations under Language Legislation, and a road map to be followed in meeting that commitment. Additionally, until such time as the new *Official Languages*

Act comes into force, Section 25(2) directs the Minister to set out the implementation of the *Official Languages Act* in the proposed Plan.

This document was developed through several stages, including a review of literature on the current state of official languages in the Territory, as well as examples of language planning initiatives from other jurisdictions across Canada and around the world, including New Zealand (Maori), Greenland (Kalaallisut), and Scotland (Gaelic).

Priorities were established through Inuit participation in regional roundtables held in 2009, with input from the Francophone community during the 2009 Implementation Forum, and through the Nunavut Language Summit held in February 2010. Input was also sought and received from other stakeholders, including the business community, municipalities, and departments and public agencies of the Government of Nunavut.

Addressing Nunavut's Challenges: One Plan, Two Strategies

Use of each official language varies considerably in Nunavut. According to 2006 census data, Inuit formed 84% of the territorial population. Despite that majority, a comparison of mother tongue to language use in the home reveals cause for concern; while approximately 70% of Nunavummiut reported the Inuit Language as their mother tongue, only 54% identified it as the main language used in their home.

In comparison, while only 26% of Nunavummiut reported English as their mother tongue, 44% identified English as the main or only language used at home, and 88% of the entire territorial population reported being able to speak English.

The French language community is a small minority group in Nunavut. The majority of French-speaking Nunavummiut live in the territorial capital, Iqaluit. Approximately 1.4% (about 415 individuals) of Nunavummiut reported French as their mother tongue in 2006. The use of French in the home, where one out of two Francophones use mainly English, is also a cause for concern. The number of bilingual Nunavummiut that speak both English and French is 4% of the territorial population, approximately 1,200 people.

These trends are alarming, given that children have fewer opportunities to hear and acquire their mother tongue in a home setting. These findings also echo research that shows youth are increasingly hearing and speaking English, and losing the ability to speak the Inuit Language. Similar concerns have been raised with respect to French.

The Government of Nunavut is proposing a framework to ensure that both Inuit and Francophones have the means necessary to safeguard and strengthen their cultural expression, collective life and linguistic heritage for future generations.

Active intervention is required, but no single strategy can address the unique circumstances of very different cultural groups; to be effective, each intervention must respond appropriately to the specific needs of each language community.

The Government of Nunavut is committed to protecting, revitalizing and promoting the use of Inuit Language throughout Nunavut society, and to improving the delivery of government services to members of the Francophone community. This proposed Plan therefore sets out two distinct strategies in support of the Inuit and French languages.

Inuit Language Strategy

To ensure the survival of the Inuit Language in Nunavut, the Government is proposing to take positive action to reverse the shift towards language loss, counteract the dominance of English, and facilitate the growth of the Inuit Language as a living language in all sectors of Nunavut society.

The Government of Nunavut is proposing a broad Inuit Language Strategy that will:

- Strengthen the governance, policy and administrative framework supporting Nunavut's *Inuit Language Protection Act* and *Official Languages Act*;
- Facilitate planning and coordination of Inuit Language services provided by the Government, private sector organizations and municipalities to the public on a day-to-day basis;
- Support Inuit Language learning and training at all stages of life—within the school system, in early childhood education, and for adults who wish to learn or enhance language skills;
- Develop programs and services to support the revitalization and promotion of the Inuit Language, particularly among age groups and communities where there are concerns of language loss;
- Create work environments conducive to the use of the Inuit Language as a working language of government;
- Support the development and standardization of the Inuit Language, so that it can be fully used in modern government and business, and in new and expanded domains.

French Language Strategy

The Government of Nunavut must respond to the needs of Francophones, a small linguistic minority with limited access to French programming and resources in the Territory.

The proposed French Language Strategy will provide a framework for the Government to improve its delivery of services to the Francophone community.

The Government is proposing a French Language Strategy that will:

- Strengthen the governance, policy and administrative framework in support of Nunavut's *Official Languages Act*;
- Facilitate planning and improve government services directed to the public in French, in a manner responsive to the needs of the Francophone community;
- Promote the vitality of the French language and Francophone community in Nunavut.

Implementing the proposed Plan

Implementation of Nunavut's new language legislation is a responsibility shared between Nunavut and Canada, but also by private sector organizations, Inuit organizations, the Inuit Uqausinginnik Taiguusiliuqtiit, Nunavut's Languages Commissioner, the media, and families and individuals. All must take an active role in realizing the goal of a strong Inuit Language and culture in our homes and communities, while promoting the cultural and linguistic diversity of our Territory.

Both the Inuit and French language strategies contained in the proposed Plan provide a framework for action by territorial institutions to meet their legal obligations under the language legislation. Based on this framework, departments of the Government of Nunavut and public agencies will prepare individual work plans outlining priorities and actions. These work plans will be reviewed annually to assist with the evaluation of the proposed Plan. They will also provide a base from which progress can be measured, and establish a mechanism for informed change when needed.

The Government of Nunavut will implement the language legislation as effectively and economically as possible in a climate of limited resources and fiscal restraint. The Government of Nunavut will actively seek and establish collaborative partnerships with the Government of Canada, to help ensure for more adequate and sustained federal resources for the continued protection and promotion of Official Languages in the Territory.

THE LANGUAGE ACTS

The next section presents a brief summary of the provisions of the new *Official Languages Act* and the *Inuit Language Protection Act*. The various provisions of the language legislation are to be met by many public sector and private sector organizations.

For further details about the Language Acts, readers are directed to the consolidated statutes posted in the Legislation section of the Nunavut Department of Justice's website: <http://www.justice.gov.nu.ca>.

The Official Languages Act

When Nunavut was created in 1999, it inherited the Northwest Territories *Official Languages Act*. The Act granted full equality between English and French, and a lesser set of rights to seven aboriginal languages, Inuktitut included. This approach was outdated and not appropriate for the new Territory.

Nunavut's new *Official Languages Act* was approved by the Nunavut's Legislative Assembly on June 4, 2008. It also received the required concurrence from federal Parliament on June 11, 2009. The Act will maintain and enhance all of the rights and privileges that English and French speakers currently enjoy, while raising the Inuit Language to equal status.

The new Act recognizes that the social unity of Inuit, their common language and cultural values, and their occupancy of lands, water and land-fast ice existing in the Territory for countless generations, establish Nunavut as a distinct society within Canada.

It affirms that the Inuit Language is the spoken and preferred language of a majority of Nunavummiut, and a defining characteristic of Inuit as a people of Nunavut and the wider circumpolar world. It is an important element in the social, economic and cultural well-being of Inuit, as contemplated by the *Nunavut Land Claims Agreement*.

The Act pays tribute to the contribution that all three Official Languages have made to Nunavut, while recognizing the need to take positive action to protect and promote both the vitality of the Inuit Language and French.

Even though the new Act is not currently in force, territorial government institutions must prepare to manage their new obligations. Meanwhile, effective compliance with the existing *Official Languages Act* as inherited by the Northwest Territories and with applicable common law requirements must be improved.

Nunavut's new *Official Languages Act* guarantees the following:

- The Inuit Language, English and French are Nunavut's three Official Languages.
- For the purposes of this legislation, the Inuit Language is defined generally as Inuinnaqtun in the western communities of the Kitikmeot region, and Inuktitut in all other communities throughout Nunavut. In its application to Inuinnaqtun, territorial institutions must prioritize measures supporting its revitalization, and improve access to services in Inuinnaqtun-speaking communities.
- The Act guarantees that members of the public have the right to communicate with their government and receive services in the Official Language of their choice.
- The Government of Nunavut and most public agencies will issue and display all public signs and publish all written communications directed to the public in the Inuit, English and French languages, with equal prominence.
- The administrative heads of every department of the Government of Nunavut, and most public agencies, will take measures to ensure that the offices they manage provide an active offer of services where the Act applies, and ensure that members of the public can be served in the Official Language of their choice.
- The Act requires the provisions of services that are culturally appropriate, effective and of comparable quality.
- The Act also sets out requirements for the use of Official Languages in the proceedings of the Legislative Assembly and the Courts.
- The Act further requires that municipal governments deliver certain prescribed services in the Official Languages for which there is significant demand in the community they serve (e.g. French in Iqaluit).
- The Act contains provisions for the appointment of a Minister of Languages in Cabinet. This Minister has responsibilities regarding the coordination and management of GN-wide implementation, the reporting of results achieved, and the general promotion of all three Official Languages.
- The Act assigns to the Languages Commissioner the duty and the associated powers to ensure that official language rights and duties are respectively recognized and performed by territorial government institutions and municipalities.

The Inuit Language Protection Act

The *Inuit Language Protection Act* was unanimously approved by the Members of the Legislative Assembly of Nunavut in September 2008, and is now the law in Nunavut.

While respecting the equality established in the *Official Languages Act*, the *Inuit Language Protection Act* was designed specifically to respond to the unique pressures confronting the Inuit Language.

The Act draws both its spirit and its substance from the heart of the Inuit culture. It begins by paying tribute to the generations of Inuit Elders, Inuit Language speakers and educators who sustained and developed the Inuit Language throughout history. These people kept knowledge and appreciation of the Inuit Language alive by maintaining the cultural and oral traditions that define Inuit as a people to this day.

The Act affirms the essential nature of the Inuit Language:

- As the fundamental medium of personal and cultural expression through which Inuit knowledge, values, history, tradition and identity are transmitted;
- As the foundation for the individuals, communities and institutions required to forge the new and healthy relationship between peoples sought by the *Nunavut Land Claims Agreement*; and
- As a tool to support the meaningful engagement of Inuit Language speakers at every level of governance, and in every facet of socio-economic development in Nunavut.

The legislation is a proactive response to the obligations in respect of the Inuit Language as set out by the *Nunavut Land Claims Agreement*. Pursuant to Article 32 of the Agreement, the Government of Nunavut is committed to design and deliver programs and services that support the linguistic goals and objectives of Inuit. The Government is also working to establish a public service representative of the population of Nunavut, as required under Article 23.

The Act recognizes that past government policies and actions, and the existence of government and society attitudes that cast the Inuit Language as inferior and unequal, have had a persistent, negative and destructive impact on the Inuit Language, culture and identity.

The Act states that the Inuit of Nunavut have an inherent right to use the Inuit language – a right that cannot be taken away, and that must be protected and promoted through positive action.

In order to respond to the pressures confronting the Inuit Language, and by ensuring the quality and prevalent use of the Inuit Language is protected and promoted, the *Inuit Language Protection Act* guarantees the following:

- **The right to Inuit language instruction in the school system.** The Act aims to provide children with lifelong reading and writing skills through a learning environment rich in the Inuit language.
- **The right to work in the Inuit language in territorial government institutions.** The Government of Nunavut is committed to achieving representative levels of Inuit employment at every level of its public service. The Act promotes the advancement of public servants already fluent, and supports the development of language skills by non-fluent Inuit language speakers.
- **The use of the Inuit language in day-to-day services and information.** When governments, municipalities, community organizations and businesses direct information and services to the public, they must do so in the Inuit Language.

The Act also supports the use of the Inuit language in pre-school and adult education. It authorizes special measures to promote its use among youth and in communities where it is at particular risk.

The Act creates a new Inuit Language authority known as the *Inuit Uqausinginnik Taiguusiliuqtiit* to support the development of the Inuit Language through research, terminology development and standardization.

The Minister of Languages is responsible for coordinating government efforts to promote the development and use of the Inuit Language in all sectors of Nunavut society, including support for language revitalization, increased capacity to manage community initiatives, more publications and other media in the Inuit Language, more public awareness about the legislation and the Inuit Language, advocacy for the recognition and support for the Inuit Language from national, international and private sector bodies, and creation of partnerships with representatives of other Inuit regions to protect and promote a common heritage.

The Act empowers the Languages Commissioner with the authority to ensure the compliance of both public and private sector organizations with the provisions of the Act. It mandates the Languages Commissioner to assist organizations with language planning and, if necessary, to seek remedies for serious violations of the Act through the Nunavut Court of Justice.

THE INUIT LANGUAGE STRATEGY

Context: Why an Inuit Language Strategy?

The proposed Inuit Language Strategy has the following purposes, which were identified through research and consultations with Nunavummiut:

- **Stopping** the decline of the Inuit Language in Nunavut and starting the process of healing and rebuilding.
- **Looking** to the future and focusing on positive solutions to problems and issues that originated in the past.
- **Supporting** a strong sense of Inuit identity and pride in Inuit heritage.
- **Motivating** individuals with positive actions we can take to help restore the health of the Inuit Language.
- **Maintaining** the vitality of the Inuit Language in households and communities where it is strong.
- **Stabilizing** the Inuit language among young people and communities where it is under pressure from the growing use of English.
- **Rebuilding** the transfer of language skills from one generation to another in households and communities where this has been lost.
- **Strengthening** the skills of Nunavummiut in the Inuit Language, building the number of people who can speak the language and their proficiency.
- **Expanding** the use of the Inuit Language in domains where it has been excluded in the past.
- **Linking** the efforts of individuals, communities, educators, governments, Inuit organizations and businesses in advancing the Inuit Language.
- **Enabling** communities to take a lead role in planning and carrying out activities that will strengthen the language based on local needs that they have identified.
- **Explaining** the programs, services and projects that will be needed to put into effect the language rights and duties in the *Inuit Language Protection Act* and *Official Languages Act*.
- **Respecting** and upholding the rights of Nunavut's other Official Languages while seeking the advancement of the Inuit Language.

The Inuit Language Today

The Inuit Language is a powerful expression of Inuit identity and the Inuit way of life. The language as it is spoken today evolved through centuries of interaction between Inuit communities and the Arctic environment. It expresses the knowledge, skills and wisdom developed by countless generations. The Inuit Language stretches across several nations, linking Nunavummiut and Canadians with Inuit communities throughout the circumpolar world.

As one of Canada's founding languages, it is an irreplaceable part of the national heritage, and contributes to the richness and diversity of life in this country. Canada recognized this fact, and the need to protect and support the Inuit Language, when it signed the *Convention on the Protection and Promotion of the Diversity of Cultural Expressions* in 2005, and more recently when it endorsed the *United Nations Declaration of the Rights of Indigenous Peoples* in November 2010.

Like many indigenous languages around the world, the Inuit Language faces an uncertain future. Under pressure from more prevalent languages, approximately half of the world's 7,000 or so languages may be facing extinction within two or three generations. According to experts, one indigenous language dies every second week today.

As Inuit made the transition from a traditional way of life to one in permanent communities, the use of English gradually took on a greater role. The ability to speak English became, and remains, an important factor in career entry and development, schooling and general access to the English-speaking world.

There is no doubt that bilingualism brings many advantages. If not carefully managed, however, bilingualism can be the first step in a process known as "language shift." This occurs when families and communities transition from their ancestral language to a more widely-spoken language from outside their culture and community.

Many studies over the past decade reveal that in Nunavut many Inuit are very concerned about the weakening of the language - both the decline in its use among young people, and the deterioration in its quality.

Detailed information on the vitality of the Inuit Language in each of Nunavut's communities has never been compiled. Consultations held in various parts of the Territory have revealed that the language remains strong in some communities. In others, however, English has replaced the Inuit Language, even for much of the communication within the home. The reasons for this disparity in the health of the language among communities are still not well understood.

The total population of Nunavut was 29,325 people in 2006, of which 24,640 reported an Inuit identity, 280 another aboriginal identity (either First Nations or Métis) and 4,410 a non-aboriginal identity (Anglophones, Francophones and/or Allophones).

A comparison of the data from the 1996 Canadian census and the 2006 census confirms that the language in Nunavut is in decline as a mother tongue. For those reporting an Inuit identity in 2006, 83 percent identified the Inuit Language as their mother tongue, a decline from 89 percent ten years earlier.

At the regional level, Inuktitut has remained stable as a mother tongue in the Baffin region (1996: 94% - 2006: 94%), but has slowly declined in the Kivalliq (1996: 91% - 2006: 88%), while Inuinnaqtun and Inuktitut have continued to decline in the Kitikmeot (1996: 54% - 2006: 45%).

By comparing the population with an Inuit identity to mother tongue data, a disturbing picture emerges. During the 2006 census period, 4,220 Inuit did not identify the Inuit Language as their mother tongue. This figure includes:

- 2,245 children under the age of 15;
- 1,045 young people aged 15 to 24 years old;
- 735 adults aged between 25 to 44 years old, and;
- 175 people aged 45 and over.

Researchers agree that use of language in the home is the most important factor in ensuring the transfer of a language from one generation to another. If the Inuit Language is no longer being used in the home, it is not the first language that the children living there are learning.

Data indicates that only 64 percent of Inuit in Nunavut interviewed in 2006 spoke the Inuit Language as the main language at home, a decline from 76 percent ten years earlier. The decline is recorded in all regions, with no exception:

- Baffin: 1996: 86% - 2006: 81%;
- Kivalliq: 1996: 77% - 2006: 65%;
- Kitikmeot: 1996: 25% - 2006: 15%.

A comparison of respondents linking Inuit identity to home language illustrates that 8,830 Inuit did not use the Inuit Language most often in the home during the 2006 census period, broken down as follows:

- 3,505 children under the age of 15;
- 1,945 between 15-24 years old;

- 2,470 adults between 25 to 44 years old; and
- 910 people aged 45 and over.

If the decline in language use in the home continues, there will not be enough mother tongue speakers to sustain the Inuit Language in the future. This concern is echoed by youth, who are concerned about hearing and speaking more and more English, and losing the ability to speak in the Inuit Language.

The numbers above tell one story. A richer, more human picture of the state of the Inuit Language in Nunavut emerged from consultations and studies conducted by government, Inuit organizations and researchers. These studies reveal a clear and consistent pattern of concern at the community level. From these studies, the concerns about the Inuit Language in Nunavut may be summarized as followed:

- The Inuit Language is highly valued, and a powerful symbol of Inuit identity;
- Bilingualism is highly valued, with both the Inuit Language and English fulfilling important functions in different aspects of daily life;
- Despite the value and importance given to the Inuit Language, the pressure to speak English remains strong. It is perceived as essential in the job market and as the predominant language of the popular culture; most contacts with non-Inuit occur in English;
- Younger Inuit are speaking the Inuit Language less often, and the quality of the language is deteriorating;
- The creation of Nunavut has increased the prominence of the Inuit Language on signs, in advertising, in government documents and at official functions. This has not, however, been enough to reverse the decline of the language in general;
- Language loss is particularly a concern in the Kitikmeot region, in the larger centers of Iqaluit and Rankin Inlet, as well as in Baker Lake, Chesterfield Inlet, Grise Fiord and Resolute Bay;
- The decline in the use of the Inuit Language may also be attributed to the lack of a standard language shared between users of different dialects and writing systems, which means Inuit often use English to communicate with each other.
- Children who are given a strong foundation in the Inuit Language at home are facing pressure to speak English through educational programming and other

activities where the Inuit Language is not used. In some communities, the pressure to speak English may also come from children's peers;

- There are tensions between older Inuit who want to hear the language used correctly and younger generations who feel unable to live up to these expectations;
- Young people are feeling intense pressure arising from language issues. Many are attracted to the Inuit Language as a symbol of Inuit identity, but are unable to speak it; and
- While many young people are anxious to achieve full proficiency, the need to be understood is stronger. Many young people will resort to speaking in English, even within their family, if they fear they will not be understood in the Inuit Language.

All of the studies reveal both a widespread concern throughout Nunavut's communities that the Inuit Language is threatened, and a strong desire to take action to ensure its survival. This concern was validated when the United Nations Educational, Scientific and Cultural Organization (UNESCO) assigned the designations of "vulnerable" and "definitely endangered" respectively to Inuktitut and Inuinnaqtun in Nunavut.

A passionate commitment to the Inuit Language and culture motivated a generation of Inuit leaders to launch the decades-long struggle to establish Nunavut. The creation of the Territory with its Inuit majority provides a unique opportunity to safeguard one of Canada's strongest Aboriginal languages, and the centuries of values, history and knowledge that it embodies.

About Language Revitalization and Positive Action

There are many examples of languages around the world that were once in decline but have since been restored to good health. This process is known as "language revitalization".

Two of the best examples of language revitalization come from Nunavut's closest neighbours: Kalaallisut in Greenland and French in Quebec. In each of these cases, success came about through a unique set of circumstances that cannot easily be recreated in Nunavut. Nevertheless, these examples confirm that positive action can yield results.

Although each case is unique, researchers have identified a number of factors that revitalized languages have in common:

- A strong link between the language and the identity of the people who are trying to protect it;
- Clear recognition on the part of the language community and its leaders that the language is under threat and that urgent action is required;
- A group of people with a strong vision and determination to make a difference within a short period of time. These language leaders can be at the local, regional or national level;
- A plan that sets out and co-ordinates a number of different strategies that, together, can protect and promote a language;
- Strong education programs that enable young people to develop their language skills to the fullest;
- A base of fluent speakers who are trained and work as educators;
- Documentation of the language in dictionaries, written texts and audio or video recordings so that learners have examples of how the language is used at a high level;
- Communities that use the language in a variety of settings as an integral part of daily life; and
- Broad exposure to the language through a variety of media, including literature, music and broadcasting.

Nunavut's Strengths and Opportunities

In working toward the protection, revitalization and promotion of the Inuit Language, Nunavummiut have a number of strengths and opportunities. The people of Nunavut must now build on those strengths and take advantage of those opportunities to improve and extend the use of the Official Languages and to protect the Inuit Language from any further erosion. These strengths and opportunities include:

- In many communities, three generations continue to use the Inuit Language on a regular basis as the main language of communication, both inside and outside the home. English in these communities is used only when required in special situations, like dealing with government employees or health care workers;

- Many children in Nunavut still continue to learn the Inuit Language as their mother tongue at home;
- There are also still many elders who only speak the Inuit Language. This group provides bilingual Inuit with the motivation to use the Inuit Language regularly. These elders are able to model how the language is spoken at its highest levels to younger learners;
- There are leaders in every community who give up their personal time and energy to teach and use the language;
- The Inuit Language is used as a language of instruction in most Nunavut communities up to Grade 3;
- The Inuit Language has had a dual standardized writing system since the 1970s that makes it relatively easy for people to learn and transcribe how they speak;
- The Inuit Language has a presence in a variety of media, including radio and television broadcasting, music, film and newspapers;
- Employees who are able to work and provide services in the Inuit Language are in high demand, both within government and among the private sector. This raises the prestige of being able to speak the language;
- Nunavut has a government, elected by an Inuit majority, that has expressed its determination to strengthen and protect the Inuit Language, Inuit identity and Inuit cultural expression in Nunavut;
- The Government of Nunavut has put in place legislation that includes language rights for Inuit Language speakers and positive measures designed to strengthen and protect the language;
- Both government and the public share concerns over language loss, and are identifying ways that all parties can protect and promote the Inuit Language, Inuit identity and Inuit cultural expression;
- The Government of Nunavut has a well-established program to support language revitalization and promotional initiatives organized at the community level in response to local needs; and
- Many Nunavummiut are determined to use the Inuit Language in all aspects of their daily life.

The Challenges facing the Inuit Language

Despite Nunavut's strengths, the Inuit Language has steadily declined over time. Although it is too soon to assess the impact of Nunavut's new language legislation, a number of challenges must be acknowledged, understood and dealt with to ensure the survival of the Inuit Language. These challenges include but are not limited to the following:

- Many fluent speakers of the language feel strongly that the Inuit Language must be spoken correctly and with a high level of skill. At times, younger speakers who make mistakes are criticized or mocked. This discourages many young Inuit from developing their skills;
- Education in the Inuit Language has largely been limited to the primary grades. Most children experience an abrupt transition from instruction in the Inuit Language to instruction almost exclusively in English. This abrupt transition prevents many children who do not have a strong base in the language at home from achieving full fluency;
- Communities and homes are inundated with the English language through popular music, films, books and other facets of global culture which are both accessible and cheap;
- English dominates most workplaces where many Inuit spend a large part of their day;
- Past government actions and policies, such as compulsory relocation of Inuit to residential or community schools, have had a persistent, negative and destructive impact on Inuit identity, culture and language;
- Some Inuit and non-Inuit believe English is more important to learn and use in order to get a good education and jobs. Some view the Inuit Language as less relevant and useful;
- The absence of a common, standard written language (spelling, vocabulary) creates challenges for schools, government and businesses seeking to deliver quality services in the Inuit Language across the Territory;
- The health of the Inuit Language varies considerably from community to community. Language revitalization programs that will work in communities where the language is strong will not necessarily work where it is weak;

- There is a lack of detailed information on the vitality of the Inuit Language in each community. This increases the difficulty of planning effective programs and services that respond to local needs and conditions;
- Government and communities occasionally experience communication gaps, and do not always share the same perspective on issues; and
- Although several government and community organizations share the broad goal of preserving, using and promoting the Inuit Language, the lack of collaboration and cooperation between those involved often makes it difficult to achieve positive outcomes, or to make the best use of limited resources.

Partners in Language Revitalization

Successful language revitalization depends on mobilizing a number of different partners working in a co-ordinated way to bring about change. Each of the following partners has a unique role to play in protecting, revitalizing and promoting the Inuit Language:

Every Individual

- Making a personal commitment to use the language as much as possible in daily life;
- Taking advantage of opportunities that are offered to improve language skills.

Inuit Families

- Nurturing, as much as possible, the Inuit Language as the main language of communication in the home. This will help a new generation of Inuit children to grow up with strong Inuit Language skills.

Language Role Models

- Modelling the proper use of the Inuit Language to younger generations;
- Supporting language learners by being approachable and encouraging, even when learners make mistakes.

Inuit Leaders

- Acting as role models by speaking the Inuit Language at official functions and public events;
- Making language advancement a high priority in their areas of interest and responsibility.

Communities

- Participating in efforts to learn more about the state of the Inuit Language locally;
- Supporting families and individuals organizing and participating in local activities aimed at language advancement.

Schools, Pre-Schools and Daycares

- Working toward a truly bilingual model of education that will result in a generation of young people fully proficient in the Inuit Language;
- Creating an Inuit Language environment in the classroom;
- Communicating clearly with families about the goals of language programs and their children's progress.

Artists, musicians, writers, and film makers

- Creating songs, books, films and other media in the Inuit Language;
- Working with the arts community and government to increase the exposure of Nunavummiut to the Inuit Language and Inuit cultural expression through various media.

Inuit Uqausinginnik Taiguusiliuqtiit

- Supporting the advancement of the Inuit Language through quality research, the publication of language resources, terminology development and the setting of standards and language competencies.

Inuit Organizations

- Developing and using the Inuit Language in all of their operations;
- Supporting communities in planning and carrying out language promotion and revitalization activities;
- Participating and contributing to initiatives that will improve communication between Inuit speaking different dialects, using different writing systems and living in different regions;
- Promoting the use of the Inuit Language within their workplaces.
- Support the development and implementation of educational programs rich in the Inuit Language, through early childhood, Kindergarten to grade 12, and adulthood;
- Participating in initiatives that bring communities together to share ideas and best practices in language revitalization and promotion;
- Planning and carrying out activities aimed at language revitalization and promotion;

- Allocating human and financial resources to assist the Government of Nunavut in the Inuit Language revitalization and promotion activities.

Private Sector Organizations

- Fulfil their duties and obligations;
- Seeking creative ways to increase and improve the quality of the services they deliver in the Inuit Language.

Languages Commissioner

- Informing Nunavummiut about their language rights;
- Ensuring that government and private organizations fulfil their duties and obligations;
- Supporting language planning by government and private organizations;
- Where necessary, seeking remedies from the Nunavut Court of Justice for serious violations of the *Inuit Language Protection Act* and *Official Languages Act*.

Government of Nunavut

- Making the Inuit Language a priority when planning all government services, programs and communications;
- Developing and implementing educational programs rich in the Inuit Language, through early childhood, Kindergarten to grade 12, and adulthood;
- Supporting an Inuit Language environment in all government workplaces and implementing the right of public servants to work in the Inuit Language;
- Delivering high-quality services to the public in the Inuit Language;
- Bringing communities together to share ideas and best practices in language revitalization and promotion;
- Planning and carrying out activities aimed at language revitalization and promotion;
- Allocating human and financial resources to ensure that language revitalization and promotion activities are carried out effectively.

Government of Canada

- Ensuring that its departments and Crown Corporations are able to deliver high-quality services in the Inuit Language;
- Acting as a full partner in language revitalization efforts in Nunavut in order to safeguard the Inuit Language, an irreplaceable part of Canada's heritage.

GOALS and STRATEGIES

If the Inuit Language is to survive in Nunavut, the Government must take positive action to reverse the language shift, counteract the dominance of English, and facilitate the growth of the Inuit Language as a living language suitable for modern government and business.

The Minister of Languages is committed to develop a strategy that will identify and coordinate activities and measures to support the protection, revitalization and promotion of the Inuit Language, and to clarify the roles and responsibilities associated with implementing the strategy.

Based on the obligations under the *Inuit Language Protection Act*, in coordination with the *Official Languages Act*, and reflecting input from Inuit and other stakeholders, the Government of Nunavut is proposing an Inuit Language Strategy with the following goals:

- Strengthen the governance, policy and administrative framework supporting Nunavut's *Inuit Language Protection Act* and *Official Languages Act*.
- Facilitate planning and coordination of Inuit Language services provided by the Government, private sector organizations and municipalities to the public on a day-to-day basis
- Support Inuit Language learning and training at all stages of life - within the school system, in early childhood education, and for adults who wish to learn or enhance their language skills..
- Develop programs and services to support the revitalization and promotion of the Inuit Language, particularly among age groups and communities where there are concerns of language loss.
- Create work environments conducive to the use of the Inuit Language as a working language of government.
- Support the development and standardization of the Inuit Language, so that it can be fully used in modern government, business, and in new and expanded domains.

GOAL: MANAGEMENT AND ACCOUNTABILITY

Strengthen the governance, policy and administrative framework to support the effective implementation of Nunavut's Official Languages Act and Inuit Language Protection Act.

Rationale

This goal supports the effective implementation of the *Official Languages Act* and the *Inuit Language Protection Act* by strengthening the governance, policy and administrative framework.

Under the new language legislation, Cabinet has a general oversight mandate to achieve full implementation. The overall responsibility for implementation, however, is shared between the Minister of Languages, departments and public agencies. The Minister will play a leadership role, with defined powers and duties under Sections 13 to 15 of the *Official Languages Act* and Sections 24 to 27 of the *Inuit Language Protection Act*.

The Minister of Languages will:

- Promote the Inuit Language, as well as English and French;
- Be the central agency coordinating the implementation of both Acts by the various departments and public agencies of the GN;
- Be a language champion and advocate, within and outside the GN, consistent with the spirit and intent of the Acts; and
- Monitor regularly, and report to the Legislative Assembly annually, on progress made in the implementation of both Language Acts, and identify any challenges or issues with compliance, implementation or performance GN-wide.

The Department of Culture, Language, Elders and Youth (CLEY) will provide policy and administrative support to the Minister of Languages. The Department will also act as a central agency in coordinating, monitoring and reporting on government's activities and performance in implementing the language legislation.

Departments of the Government of Nunavut and public agencies will individually be responsible for managing their language obligations within their area of operations. Under the legislation, each department and public agency is accountable for the efficient and effective implementation of its statutory language obligations, both to Cabinet (through its administrative head) and to the Legislative Assembly through its Minister.

STRATEGY: *Support the Minister of Languages in fulfilling his/her mandate under the Inuit Language Protection Act and Official Languages Act.*

- CLEY will increase its organizational capacity with dedicated financial and human resources to improve the coordination, planning, implementation, and management of the Language Acts.
- CLEY will establish and chair an interdepartmental Inuit Language Committee, and provide support to Deputy Ministers on implementation issues.
- CLEY will involve Inuit and other interested parties during the setting of priorities, development and maintenance of the Plan, and the monitoring and evaluation of results.
- CLEY will draft appropriate regulations, policies and guidelines in cooperation with departments and public agencies.
- CLEY will administer agreements with the Government of Canada and/or with other parties respecting the funding and delivery of programs and services in the Inuit Language.
- CLEY will undertake performance management, monitoring, evaluation, auditing, and annual reporting on GN-wide achievements to the Legislative Assembly.

STRATEGY: *Departments and public agencies will manage their legal obligations under the Inuit Language Protection Act and Official Languages Act.*

- Maintain a departmental/organizational language management team and designate Inuit Language coordinator(s) reporting to the administrative head of the institution.
- Develop and maintain a departmental/organizational language work plan. Integrate appropriate Inuit Language priorities into business plans.
- Provide regular progress reports to the Minister of Languages and Cabinet as required. Identify potential challenges relating to implementation, and introduce any planning adjustments necessary to improve performance results.
- Establish and follow operational policies that outline office procedures to ensure compliance with the requirements of the language legislation.
- Review laws and policies, and ensure their consistency, compliance and effectiveness in implementing and promoting the objectives of the language legislation.

GOAL: SERVICES IN THE INUIT LANGUAGE

Improve access to day-to-day communications and services generally available to the public in the Inuit Language from governments, municipalities, and private sector organizations.

Rationale

This goal will ensure that governments, municipalities and private sector organizations take positive action to improve access of their day-to-day communications and services generally made available to the public in the Inuit Language throughout Nunavut.

Nunavut's new language legislation creates specific requirements to provide communications and services in the Inuit Language to the public. The *Official Languages Act* applies almost exclusively to territorial government institutions; the *Inuit Language Protection Act* has a more general application, addressing territorial and federal government institutions, municipalities, and private sector bodies operating in the Territory.

Government recognizes that the legislation may create short-term challenge for some organizations and businesses. These provisions will therefore be implemented in stages over the next few years to give organizations time to prepare procedures and materials required to ensure compliance, and to achieve the required level of Inuit Language capacity. The Languages Commissioner can also adjust requirements for private sector organizations if new obligations can be shown to cause undue hardship to a particular organization.

GOVERNMENT OF NUNAVUT DEPARTMENTS AND AGENCIES

The *Official Language Act* creates and recognizes fundamental language rights for Nunavummiut. The cornerstone of the Act lies in Sections 11 and 12, which guarantee the public's right to communicate with government in their language of choice. These sections further define the government's obligation to deliver public services in all Official Languages. The Government of Nunavut must further improve overall compliance with Sections 3, 4 and 7 of the *Inuit Language Protection Act* when delivering its communications and services to the public in the Inuit Language.

The *Official Languages Act* also sets out the requirements regarding the publishing and printing of acts, regulations and other legal instruments, as well as the administration of justice.

STRATEGY: *Legislative process in the Inuit Language*

- The Department of Justice will build capacity to provide quality legal translations of acts, and other legal instruments required by law to be published in the Nunavut Gazette.
- The Department of Justice will collaborate with the Inuit Uqausinginnik Taiguusiliuqtiit to develop necessary terminology in the Inuit Language for writing laws and regulations.
- The Department of Justice, in collaboration with Nunavut Arctic College, will identify training and professional development opportunities for legal translators.

STRATEGY: *Administration of justice in the Inuit Language*

- The Department of Justice and judicial or quasi-judicial bodies will build capacity to provide quality legal interpreting services in the Inuit Language by having a sufficient number of legal interpreters, and using appropriate information systems.
- Nunavut Arctic College, in collaboration with the Department of Justice, the Nunavut Court of Justice, CLEY, and the Inuit Uqausinginnik Taiguusiliuqtiit will continue to provide training and professional development opportunities for legal interpreters working for the courts and other quasi-judicial bodies.

STRATEGY: *Consolidate and expand CLEY's translation and interpreting services*

- CLEY will consolidate translation, interpreting, and editing services within the Government of Nunavut under the Translation Bureau, and assign each department and public agency a number of translators and/or interpreters.
- CLEY, in consultations with the Kitikmeot communities and stakeholders, will identify appropriate and realistic translation priorities to support the effective revitalization of Inuinnaqtun, and review priorities on a regular basis.
- CLEY will improve the Translation Bureau's productivity by implementing a multilingual computer-assisted translation and terminology management system.
- CLEY will work with Inuit Uqausinginnik Taiguusiliuqtiit, departments and public agencies to integrate approved standardized Inuit Language terms and other standards into government translations.
- CLEY will work with the Department of Community Government and Services to improve connectivity between translators and interpreters, and client departments and public agencies.
- Nunavut Arctic College will provide training programs and professional development opportunities for translators and interpreters working in Nunavut.

STRATEGY: *Manage human resources with Inuit Language capacity*

- The Department of Executive and Intergovernmental Affairs, in collaboration with the Department of Human Resources, will survey government employees, and include question to determine their capacity to communicate and provide services in the Inuit, English and French languages.
- The Department of Human Resources will develop a government-wide human resource strategy and Inuit employment plan, in collaboration with departments and public agencies. This will include standards and procedures for the designation of a number of staff positions to meet the requirements of the language legislation.
- The Department of Human Resources will collaborate with the Inuit Uqausinginnik Taiguusiliuqtiit to identify an acceptable level of oral and written proficiency in the Inuit Language for employees serving the public have.

STRATEGY: *Improve public access to communications and services in the Inuit Language from departments of the Government of Nunavut and public agencies*

- The Department of Executive and Intergovernmental Affairs will continue the establishment and staffing of Government Liaison Officer positions with bilingual employees in Nunavut communities. This measure will improve two-way communications between Nunavummiut and the Government.
- The Department of Executive and Intergovernmental Affairs will establish a central telephone information desk for response to queries on government programs and services in the Official Languages.
- CLEY will research options for on-demand interpreting services between government offices and the public.
- Responsible departments or public agencies will take appropriate measures to improve services in the Inuit Language, including in the following areas:
 - The Department of Justice will continue to work with the RCMP to increase capacity to provide policing services in the Inuit Language.
 - The Department of Health and Social Services will continue to improve the delivery of its programs and services in the Inuit Language, by supporting measures such as training more nurses who can speak and work in the Inuit Language, and ensuring staff have access to regular medical terminology training. In collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit, the Department will develop implement appropriate medical terminology needed in the Inuit Language.

- The Nunavut Housing Corporation will continue to improve its delivery of housing programs and services in the Inuit Language.
- The Qulliq Energy Corporation will continue to improve its customer services, including the issuance of monthly bills in the Inuit Language.

STRATEGY: *Inform members of the public they can communicate and receive available services in their preferred language*

- CLEY will develop a standard “active offer” program, including a language toolbox, a standard visual identity and other linguistic tools and programs.
- Departments and public agencies will identify and maintain a list of staff that can provide reception, customer or client services in the Inuit Language, and publicize the services generally available to the public in the Inuit Language.
- The Department of Executive and Intergovernmental Affairs will offer training to its staff and to personnel from other departments and public agencies to improve customer services to the public.
- Departments and public agencies will monitor client satisfaction, and make any adjustments necessary to ensure services are delivered in a linguistically and culturally appropriate manner, available on demand, and of comparable quality in all Official Languages.

STRATEGY: *Display public signs and issue written materials in the Inuit Language, equally with the other Official Languages.*

- The Department of Community Government and Services will produce an inventory of public signs, including emergency and exit signs, used on and within Government of Nunavut buildings, and ensure their compliance with the law.
- Departments and public agencies will issue any written documents that give notice to the public in the Inuit, English and French languages. Without limitation, these documents include press releases, websites and e-documents, program and promotional materials, posters and advertising, forms and instructions, licenses, permits and certificates, and any other public documents.
- Departments and public agencies will provide Inuit Language translations of Government of Nunavut documents to municipalities for circulation to the public.

FEDERAL DEPARTMENTS, AGENCIES AND INSTITUTIONS

Section 3 of the *Inuit Language Protection Act* creates obligations on the part of federal departments, agencies or institutions to deliver their communications and services to a majority of Nunavummiut for whom the Inuit Language is the first, only or preferred language.

Based on Canada's *Constitution Act*, international and national human rights, the Inuit Language speakers have a right to equal access to federal government services. As a service provider, the federal government has the responsibility to ensure that Inuit of Nunavut enjoy the substantive equality to use the Inuit Language in all areas, including access to services delivered by federal departments, agencies or institutions to Nunavummiut.

STRATEGY: *Advocate for improved access to services in the Inuit Language provided by federal public bodies to Nunavummiut.*

- The Minister of Languages will maintain ongoing dialogue with federal public bodies to stress the importance of providing federal communications and services in the Inuit Language to Nunavummiut.
- The Minister of Languages, with the support of the Inuit Uqausinginnik Taiguusiliuqtiit, CLEY, and the Languages Commissioner, will document public access to federal services in the Inuit Language.

MUNICIPALITIES

Under Sections 3 and 6 of the *Inuit Language Protection Act*, municipalities are required to provide municipal services in the Inuit Language, regardless of volume or demand, in all Nunavut communities.

Although municipalities are generally effective in providing services in the Inuit Language, the Act will ensure consistency across the Territory. The Government of Nunavut is committed to assist municipalities in administering and preparing to meet obligations under the *Inuit Language Protection Act*. The provisions for municipal services in the Inuit Language will come into force on September 19, 2012.

STRATEGY: *Assist municipalities in administering and preparing to meet language obligations under the Inuit Language Protection Act*

- The Department of Community Government and Services will maintain ongoing dialogue with municipalities to determine how best the Government may assist

them in delivering quality services in the Inuit Language, and monitor results achieved.

- The Department of Community Government and Services will work with municipalities to identify financial resources needed for a strategy to update road and building signage in every community.
- The Department of Community Government and Services will work with the Municipal Training Organization and communities to identify and deliver language training programs for municipal employees.
- The Inuit Uqausinginnik Taiguusiliuqtiit will assist municipalities with terminology and orthography. It will make recommendations with respect to language use on signs and other documents, and develop word lists and other tools necessary to support compliance.
- CLEY will provide clear information and guidelines for the delivery of municipal communications and services in the Inuit Language.
- CLEY will promote pride among Nunavummiut in using the Inuit Language with their municipal governments.

PRIVATE SECTOR BODIES

Under Section 3 of the *Inuit Language Protection Act*, private sector organizations are required to provide services generally available to the public in the Inuit Language. The requirements include public signs, posters, commercial advertising, and reception and customer or client services generally available to the public in the Inuit Language

Although private sector organizations are principally responsible for welcoming and serving their clients or customers in the Inuit Language, there are several government programs that can help. The Government of Nunavut is committed to assist private sector bodies in preparing to meet obligations under the *Inuit Language Protection Act*.

STRATEGY: Assist private sector bodies in administering and preparing to meet their language obligations under the Inuit Language Protection Act

- The Department of Economic Development and Transportation, in collaboration with CLEY, will maintain ongoing dialogue with private sector bodies to determine how best the Government may assist businesses in delivering services in the Inuit Language.
- The Department of Economic Development and Transportation, in collaboration with CLEY, will monitor results achieved by private sector bodies in delivering services in the Inuit language.

- The Department of Economic Development and Transportation, in collaboration with CLEY and the Languages Commissioner, will provide plain language information and guidelines to private sector bodies on how to do business in Nunavut in the Inuit Language.
- CLEY will support non-profit organizations, including those representing the business community, in building capacity to promote the Inuit Language within the private sector.
- The Department of Economic Development and Transportation will review the Small Businesses Program Policy and ensure support for the development of marketing tools and signage that include the Inuit Language.
- The Inuit Uqausinginnik Taiguusiliuqtiit will assist private sector bodies with the use of proper terminology and orthography. It will provide recommendations regarding language use on signs and other documents, and develop word lists and other tools.
- The Languages Commissioner will assist private sector bodies in preparing a voluntary Inuit Language Plan, outlining challenges, Inuit Language capacity, and proposed measures and schedule to make services available in the Inuit Language.
- The Inuit Uqausinginnik Taiguusiliuqtiit will administer an award program to acknowledge outstanding achievements and leadership by organizations protecting and promoting the use of the Inuit Language.
- CLEY will promote pride among Nunavummiut in using daily the Inuit Language with private sector bodies operating in the Territory.

GOAL: INUIT LANGUAGE LEARNING AT EVERY STAGE OF LIFE

Equip children to enter adult life as world citizens, with a rich knowledge of the Inuit Language and full ability to participate in the daily life, development and cultural vibrancy of their communities and homeland.

Rationale

This goal supports the learning of the Inuit Language at every stage of life - from early childhood, through the school system, to adult life.

Schools: Kindergarten to Grade 12

The *Inuit Language Protection Act* establishes the right to Inuit Language instruction up to the end of high school, with a sufficient level of instruction to enable students to acquire full proficiency in the language by the time they graduate. This right came into force on July 1st, 2009 for kindergarten to grade 3 in most communities, and will be gradually phased in to all other grades by July 2019.

The Department of Education is responsible for designing and implementing a bilingual education program with the Inuit Language at its core, including English or French. Nunavut Arctic College is responsible for training teachers, language instructors, and other educators.

Early Childhood Education

Early childhood education programs can be enormously supportive to families using the Inuit Language in the home. They can also help prepare children for more advanced language education when they enter the school system. The Act requires that the Government of Nunavut promote early childhood Inuit Language development and learning involving children and their parents at the community level.

Adult Learning

Initiatives to increase the use of the Inuit Language in the workplace must be supported by language enhancement training, to enable current and incoming staff to carry out their duties effectively. The Act requires that the Government of Nunavut develop and provide materials and programs designed for adults who wish to learn or improve their proficiency in the Inuit Language, both in community learning environments and through post-secondary education.

EARLY CHILDHOOD EDUCATION

STRATEGY: *Promote early childhood development and learning in the Inuit Language*

- The Department of Education will provide ongoing support to community early childhood facilities, and assist with the start-up and licensing of new ones.
- The Department of Education will provide materials, resources and training for District Education Authorities to promote the use of the Inuit Language in early childhood education programs in their respective communities.

STRATEGY: *Develop and provide early childhood education materials and programs in the Inuit Language*

- The Department of Education will continue the development early childhood education resources that will support the learning of the Inuit Language.
- The Department of Education will monitor the availability, use and outcomes of early childhood education materials and programs in the Inuit Language.

STRATEGY: *Provide training and professional development for early childhood educators*

- Nunavut Arctic College will provide training programs for early childhood educators in Nunavut communities.
- The Department of Education will support professional development for early childhood educators and service providers.

STRATEGY: *Develop and implement licensing standards*

- The Department of Education will review of the *Child Day Care Act*, in preparation for future consultations, and ensure revisions complement the *Inuit Language Protection Act* and *Education Act*.

SCHOOLS: KINDERGARTEN TO GRADE 12

STRATEGY: *Design and implement an education program that enables secondary school students to graduate with full oral and writing proficiency in the Inuit Language*

- The Department of Education will continue to implement the *Inuit Language Protection Act* and *Education Act* by completing the foundation document on language of instruction, and developing theme-teaching units and learning materials.
- The Department of Education will continue to work with District Education Authorities to select and implement a language of instruction model appropriate for their community, and refine short and long-term staffing plans.

STRATEGY: *Emphasize the effective teaching and transmission of the Inuit Language, especially among young children and communities at special risk of language loss or assimilation*

- The Department of Education will support language revitalization efforts and programs in schools by providing Inuit Language instructors where there is a greater need for revitalization.
- The Department of Education will implement the Master-Apprentice Language Revitalization model in high schools located in Inuinnaqtun-speaking communities.

STRATEGY: *Develop and implement appropriate Inuit Language competency targets, defining "full proficiency" at every stage of learning*

- The Department of Education will develop, review and implement Inuit Language competency targets for all primary and secondary grades.
- The Department of Education will develop, review and implement an appropriate second language learning framework strategy for Inuinnaqtun.
- The Department of Education will develop and provide handbooks, videos and other materials, including in-service training for teachers across Nunavut, to support the teaching and learning of the Inuit Language.

STRATEGY: *Develop and use measures of assessment, and maintain records of individual attainment and education program outcomes overall*

- The Department of Education will continue to develop and implement appropriate language assessment tools and procedures for primary and secondary grades.
- The Department of Education will develop and implement a new Student Records System for Nunavut schools.
- The Department of Education will provide training to District Education Authorities and school staff on delivering effective language instruction using the Inuit Language competency targets.

STRATEGY: *Develop and provide curricula, classroom materials and programs in the Inuit Language*

- The Department of Education will develop, review and provide Language Arts resources for teaching the Inuit Language as a first and second language.
- The Department of Education will develop, review and provide Science and Social Studies teaching resources in the Inuit Language.
- The Department of Education will develop, review and provide *Aulajaaqtut* (Nunavut-based well-being and career program) in the Inuit Language.
- The Department of Education will translate existing English-only materials into the Inuit Language.
- The Department of Education will update and maintain the catalogue of Inuit Language books and other learning materials, and distribute to schools.

STRATEGY: *Develop and provide the training, certification and professional development resources for educators and others that are necessary to produce the number, type and quality of educators required*

- The Department of Education, in collaboration with Nunavut Arctic College, will continue to implement the *Qalattuq: Ten Year Educator Training Strategy*, by expanding the Teacher Training program in Nunavut communities, as well as providing the Language and Culture Certificate and other programs.
- The Department of Education, in collaboration with Nunavut Arctic College, will support an accredited Master of Education program for Nunavut teachers.
- The Department of Education will continue to provide support for ongoing professional development among educators, and continue to provide training to District Education Authorities and school staff.

ADULT LEARNING

STRATEGY: *Develop and provide materials and programs designed for adults who wish to learn or improve their proficiency in the Inuit Language, both in community learning environments and through post-secondary education*

- Nunavut Arctic College will research, develop and implement language assessment tools for students applying for post-secondary programs.
- Nunavut Arctic College will expand its capacity to deliver Inuit Language courses in all its career programs.
- The Department of Education will develop and implement a Nunavut Literacy Strategy Framework that provides directions for future literacy work in Nunavut.
- Nunavut Arctic College will establish an Inuit Language Center of Excellence.
- CLEY will establish and operate *Piqqusilirivvik*, the Inuit Cultural Learning Facility, and deliver land-based programs rich in the Inuit culture and language.

GOAL: PROMOTE AND REVITALIZE THE INUIT LANGUAGE

Ensure that the quality and prevalence of the Inuit Language are protected and promoted in all sectors of Nunavut society, with special attention to language revitalization needs among youth and communities experiencing language loss.

Rationale

To give effect to Section 24 of the *Inuit Language Protection Act*, this goal aims to protect, revitalize and promote the quality and prevalent use of the Inuit Language in all sectors of Nunavut society.

This section of the Act intends to raise public awareness about the importance of the Inuit Language, promote better understanding of Inuit Language rights, and advocate for more support to protect and promote its vitality. This requires a culture of engaged, proactive collaboration among all stakeholders who share similar objectives.

Accordingly, the Minister of Languages is committed to coordinating, promoting and enhancing Inuit Language activities. Nevertheless, the protection, revitalization and promotion of the Inuit Language are shared responsibilities among many departments and public agencies, community organizations, Inuit organizations, families and individuals.

An essential consideration in the revitalization and promotion of the Inuit Language is engagement at the community level, where the language finds its highest and most diverse expression, and where the deepest understanding of needs, trends and capacity can be found. Therefore the Plan recognizes the primacy of communities in the development of plans, programs, materials and tools that are responsive to local needs.

Like most Aboriginal languages in Canada, Inuit voices—of writers, musicians, poets, journalists and others—are struggling to be heard within a cultural environment dominated by the English language. It is important to stimulate and promote a stronger, vibrant Inuit presence in the cultural industries, including publishing, broadcasting and film, the performing arts, and new media. These measures will have a strong and positive impact on the quality and scope of language use across Nunavut.

There is a need, however, to recognize that certain groups are at higher levels of risk for language loss. These include communities in regions where specific variants of the language have experienced more rapid decline. They also include groups such as youth whose exposure to pop and global culture, English in schools, peer pressure and declining Inuit Language use in the home puts them at greater risk. Several measures are proposed to address these issues.

YOUTH AND THE INUIT LANGUAGE

STRATEGY: *Increase the learning, quality and linguistic vitality of the Inuit Language, and support its revitalization among youth and communities experiencing language loss*

- CLEY, in collaboration with community and Inuit organizations, will develop tools and resources that support parents and children, and raise awareness about the importance of using the Inuit Language in the home.
- CLEY will increase its capacity to coordinate language revitalization initiatives, particularly in the Kitikmeot Region, and build stronger linkages between government and community partners in revitalization.
- CLEY will support youth in designing their own language promotion programs in order to improve attitudes toward language and support a stronger sense of Inuit identity.
- CLEY will continue to support “On the Land” or similar programs facilitating the transmission Inuit knowledge, values and language to youth.
- CLEY will continue to deliver and promote family literacy programs in public and community libraries.
- CLEY will develop a strategy to collect, preserve and share oral histories in the Territory, and collaborate with Nunavut Arctic College and others to make stories accessible to the communities through appropriate media.
- CLEY will hold periodic roundtables or other venues to facilitate the sharing of information on revitalization initiatives and best practices among community language stakeholders.

STRATEGY: *Support initiatives to increase community capacity to assess local needs and to plan and implement language projects for the use, teaching, development, promotion and preservation of the Inuit Language*

- CLEY, in collaboration with community organizations, will support the establishment of local Language Committees.
- CLEY will provide information about funding programs and encourage non-profit organizations or individuals to apply.

- CLEY, in collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit, will develop tools to assist communities in the assessment of the vitality of the Inuit Language and local needs.
- CLEY will provide information on project planning and strategies for successful language promotion activities so that local initiatives are more effective in achieving outcomes.
- CLEY will develop a program to assist language role models and leaders in promoting language use in the home and community.

STRATEGY: *Address the need for Inuit Language publications and media through distribution and media access technologies with the potential to preserve and promote the Inuit Language*

Publishing and Social Media

- CLEY will work with publishers, writers and booksellers to develop a strategy to increase the amount of literature available in the Inuit Language, and to facilitate its distribution throughout Nunavut.
- CLEY, in collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit and other partners, will administer a literary award program to promote high-quality literature in the Inuit Language.
- CLEY will support publishing, distribution and promotion of quality publications in the Inuit Language for adults and young people.
- CLEY will support publishing in the Inuit Language using new social media tools and mobile devices.
- CLEY will support community libraries, and encourage Nunavummiut to use them as centres for literacy and the Inuit Language.

Radio, Television & Film

- The Department of Economic Development and Transportation and CLEY will work with the television and film industry, government partners and other interested parties to develop and implement a strategy to establish a broadcasting network model that is cost effective, suitable for Nunavut, and has the best potential to promote and revitalize the Inuit Language.

- The Department of Economic Development and Transportation and CLEY will support and foster the use of the Inuit Language in the development of film, television and digital media, and promote participation of Nunavummiut in the industry through their respective grants and contributions programs.
- CLEY will continue to support community radio stations in improving local Inuit Language broadcast services.
- Nunavut Arctic College will deliver a Media Studies program, with the objectives of improving the quality of the Inuit Language in media production.

Music and Performing Arts

- CLEY, in collaboration with partners, will work with musicians, recording studios and retailers to develop a strategy to increase the amount and availability of music available in the Inuit Language.
- CLEY, in collaboration with partners, will develop a program to create performance opportunities for musicians within and outside of Nunavut, and to assist musicians in developing their skills, and in recording, producing and distributing their music.
- CLEY will promote new talent by holding an annual song-writing contest in the Inuit Language.
- The Department of Economic Development and Transportation, in collaboration with CLEY and other stakeholders, will evaluate program options to support the renovation of existing buildings, or the construction of new facilities, for concerts and other live performances.

STRATEGY: Improve communication and public awareness about the legislation, the importance and status of the Inuit Language, and tools that support the learning, revitalization and advancement of the Inuit Language

- CLEY will develop and implement a detailed communication strategy, identifying external and internal needs and audiences including the general public, business community, government, municipalities, and language stakeholders.
- CLEY will maintain up-to-date information about tools, initiatives and resources that support the teaching, preservation, promotion and revitalization of the Inuit Language in Nunavut.

STRATEGY: *Advocate for enhanced legal, financial, program and research support for the Inuit Language from national, international and private sector sources*

- CLEY, in collaboration with the Department of Executive and Intergovernmental Affairs and language stakeholders, will maintain ongoing dialogue and advocacy initiatives with the federal government.
- CLEY, in collaboration with the Department of Executive and Intergovernmental Affairs, Justice and language stakeholders, will pursue more effective international legal protection for indigenous languages. In doing so they will raise media, public and political awareness about international instruments and events advancing the recognition of and support for human and language rights, and their implications for Inuit and Nunavut.
- The Inuit Uqausinginnik Taiguusiliuqtiit, with CLEY and language stakeholders, will collaborate in activities and research at the international and national levels that would benefit the Inuit Language or any Government of Nunavut language-related programs.

STRATEGY: *Coordinate activities, dialogue and cooperation with government or non-government agencies from other Inuit regions seeking to protect, develop and strengthen the use of the Inuit Language across the Arctic*

- In collaboration with the Department of Executive and Intergovernmental Affairs, the Minister of Languages will continue to encourage dialogue and cooperation with government and non-government agencies from other Inuit regions, in areas such as:
 - Sharing information and expertise with the objective of protecting, developing and promoting the Inuit Language;
 - Sharing curriculum, classroom and other learning materials in the Inuit Language;
 - Increasing communication between Inuit regions using print, radio, television or digital media; and
 - Supporting exchange programs for youth, teachers and performing artists.

GOAL: WORK IN THE INUIT LANGUAGE

Affirm and implement the Inuit Language as a language of work in territorial government institutions and as a necessary element in achieving representative levels of Inuit employment.

Rationale

Given the amount of time that many Inuit spend in the workplace, the language used in this environment is an important consideration for revitalization efforts.

There are significant challenges, including the dominance of the English language in the workplace, the large number of government employees who do not speak the Inuit Language, employees who do not know about their language rights, the difficulty in conceptualizing some aspects of modern work culture in the Inuit Language, and the near-universal use of English in the digital world.

The *Inuit Language Protection Act* provides territorial public servants the right to use the Inuit Language in the performance of their work duties. This right protects employees who only speak the Inuit Language, as well as bilingual employees who prefer to work in the Language. This right will come into force on September 19, 2011.

The Government first committed itself to making the Inuit Language its working language with the Bathurst Mandate in 1999. To date, these efforts have included ensuring that important information is provided to employees in the Inuit Language; providing language training for territorial public servants; and supporting the development of computer software and other tools that can be used in the Inuit Language.

The following strategies will help address the above-mentioned challenges, and promote a working environment within the territorial public service that is conducive to the use of the Inuit Language by employees.

STRATEGY: *Eliminate barriers faced by individuals who prefer to speak the Inuit Language during recruitment or in the workplace*

- The Department of Human Resources, in collaboration with departments and public agencies, will identify and document language barriers, and find creative ways to increase the use of the Inuit Language in the workplace.
- The Department of Human Resources, in collaboration with CLEY and the Inuit Uqausinginnik Taiguusiliuqtiit, will research best practices and guidelines used in government, other Canadian jurisdictions and abroad.

- The Department of Human Resources will inform Inuit employees of territorial institutions about their language rights, and encourage departments and public agencies to promote a positive attitude and leadership in using the Inuit Language.
- The Department of Human Resources will review and update the Human Resources Manual and handbooks to provide direction to departments and public agencies in implementing the language and work requirements under the Inuit Language Protection Act.

STRATEGY: *Encourage and support use of the Inuit Language in recruitment and at the start of a new job*

- The Department of Human Resources will develop standards and templates to assist departments and public agencies in identifying language qualifications that are reasonable and justified for a position, and update job descriptions accordingly.
- The Department of Human Resources, in collaboration with CLEY, will develop a plan to have job descriptions translated into the Inuit Language.
- The Department of Human Resources will publish job ads in the Inuit Language, which will include a statement of the language qualifications required for the position. Applicants will be informed that they may apply and be interviewed, if selected, entirely in the Inuit Language.
- The Department of Human Resources will ensure that interview panels include Inuit Language capacity, and, if needed, use an interpreter.
- The Department of Human Resources, in collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit, will develop competency assessments tools to evaluate speaking, reading and writing skills in the Inuit Language.
- Using competency assessment tools, the Department of Human Resources will evaluate applicants' level of competency in the Inuit Language in the overall assessment of their qualifications for the position.
- The Department of Human Resources will inform successful applicants that they can work in the Inuit Language if they so choose, and inform departmental human resources coordinators and supervisors of the employee's language preference.
- The Department of Human Resources will inform successful applicants of the government policy on Inuit Language training as a first or second language.

STRATEGY: *Ensure employees can communicate effectively with their supervisors and work in the Inuit Language*

- Departments and public agencies will identify managers or directors able to communicate with, supervise and evaluate an employee in the Inuit Language.
- CLEY, in collaboration with the Department of Human Resources, will provide interpreting services dedicated to the public service.
- Departments and public agencies will develop and implement protocols to ensure that all messages directed collectively to employees include the Inuit Language, along with any other languages used.
- Departments and public agencies will promote and create Inuit Language networks, mentoring or other innovative means of facilitating the use and strengthening of the Inuit Language among employees.
- The Department of Community Government and Services will work with departments and public agencies to deploy computer software and other tools that can be used in the Inuit Language within the workplace.
- The Department of Human Resources, in collaboration with Nunavut Arctic College and CLEY, will develop and provide training programs and learning tools to support computing in the Inuit Language.

STRATEGY: *Develop and implement Inuit Language training programs as both a first and second language for territorial public servants*

- The Department of Human Resources will collaborate with partner departments and public agencies to increase capacity to deliver language training programs for territorial public servants.
 - Collaborate with Nunavut Arctic College and other partners to develop training programs to increase the number of qualified Inuit Language instructors, and support them in strengthening and deepening their teaching and language skills.
 - Develop, update and customize existing curricula, and develop new and specialized curricula in the areas of specialized terminology, oral and written communications, courses for managers and senior executives, grammar, and refresher courses.
 - Develop new language training methods and resources, using appropriate interactive technology such as distance learning, self-directed, online, immersion and customized training for special needs.

- Work with partners to expand program delivery, with a special focus on first language learners, particularly those without full fluency and literacy in the Inuit Language.
- The Department of Human Resources will develop and implement a language incentive policy actively encouraging employees to continuously improve their oral and written proficiency in the Inuit Language.
- Departments and public agencies will file information concerning employees' level of competency in the Inuit Language at the commencement of employment, and maintain records of the outcomes of language training.

STRATEGY: *Promote, implement and use standard Inuit Language in the workplace*

- In collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit, departments and public agencies will develop lists of terms and expressions in the Inuit Language needed for internal and external communications and operations.
- As directed by the Inuit Uqausinginnik Taiguusiliuqtiit, departments and public agencies will incorporate standard Inuit Language in workplace and operational handbooks, manuals, and similar tools within a reasonable time.
- In collaboration with the Inuit Uqausinginnik Taiguusiliuqtiit, departments and public agencies will promote the use of standardized Inuit Language terms, expressions and orthography by all employees.

GOAL: DEVELOP AND STANDARDIZE THE INUIT LANGUAGE

Expand knowledge and expertise with respect to the Inuit Language; consider and make decisions about Inuit Language use, development and standardization.

Rationale

This goal advances the status of the Inuit Language and assists government and non-government organizations in fulfilling their language requirements.

The *Inuit Language Protection Act* establishes the Inuit Uqausinginnik Taiguusiliuqtiit, the Inuit Language authority mandated to expand knowledge and expertise with respect to the Inuit Language. The Inuit Uqausinginnik Taiguusiliuqtiit has the authority to make decisions about the use, development and standardization of the Inuit Language. Its members are empowered to issue recommendations to public and private sector bodies and direct Government of Nunavut departments or public agencies to implement, among other things, a standard terminology or orthography.

The duties of the Inuit Uqausinginnik Taiguusiliuqtiit include:

- Developing standard terminology and expressions for the Inuit Language;
- Promoting the use of standard terminology and writing systems;
- Supporting businesses, government and other organizations in delivering quality services in the Inuit Language;
- Establishing competency levels for writing and speaking the Inuit Language;
- Documenting and preserving traditional terminology and dialects;
- Supporting research initiatives regarding the Inuit Language and making research available to the public;
- Sharing information and/or co-operating with any organization in Nunavut or abroad, in order to strengthen the use of the Inuit Language.

Advances in media, improved communications, and increased travel for work and education mean that Inuit today are constantly exposed to forms of the Inuit Language from distant communities that are quite different from the way they speak at home. The diversity Nunavut's dialects are part of the richness of the Inuit Language. At the same time, today's education, businesses and workplaces require effective communication regardless of dialect differences.

The solution is two-fold—increasing the awareness, understanding and appreciation for the various Nunavut dialects, and finding common ground between them to establish a standard.

STRATEGY: *Establish consensus on a common standard written language to increase effective communications between users of different dialects and orthographies*

- Establish a working group, with representation from teachers, linguists, translators, curriculum developers, communities and youth, mandated to review the current use of writing systems in Nunavut, assess dialectal differences and similarities, and develop a proposal to establish a form of the Inuit Language as the written standard to be used by government, education and businesses.
- Develop and implement a plan to inform and educate the public on the use and benefits of the new standards, including training for educators, translators and others, publishing of resources, and evaluating outcomes through pilot projects.

STRATEGY: *Develop and standardize the Inuit Language*

- Develop and standardize terminology in the Inuit Language for modern government and business use, particularly in the fields of education, health and medical, legal, private sector and media.
- Develop competency levels or standards for speaking, reading, and writing in the Inuit Language. Develop or review assessment tools or tests for the purpose of certifying educators, public servants, translators/interpreters, and others.

STRATEGY: *Undertake and/or supervise research about the Inuit Language*

- Design and implement a strategy, in collaboration with Nunavut Statistics Bureau, Statistics Canada, CLEY, Inuit organizations, communities and researchers to assess the strength of the Inuit Language at the community, regional and territorial levels.
- Undertake, supervise and promote language research initiatives addressing the development, learning, linguistic structure, vitality or standardization of the Inuit Language, in collaboration with other language authorities from other Inuit regions, and with academic organizations.
- Document traditional terminology, regional variants, and dialects at risk of disappearing. Record digital audio or video samples of terminology and expressions and their meanings, document results in a database, and make the information accessible to the communities.

STRATEGY: *Acknowledge outstanding achievements by organizations or individuals*

- Administer a Language Award Program to recognize and acknowledge outstanding achievements by organizations or individuals in protecting and promoting the Inuit Language, and in complying with the requirements of the *Inuit Language Protection Act*.

STRATEGY: *Share information about language development and standardization*

- Hold a regular symposium to share information about language development and standardization with language professionals, organizations, and academic institutions, from within and outside Nunavut.
- Develop and provide workshops on new standards developed and approved by the Inuit Uqausinginnik Taiguusiliuqtiit.
- Publish standardized terminology, standard orthography and language, and increase access to a variety of linguistic resources, including glossaries or word lists, for translators, interpreters, educators, media, public servants, business, and general public.
- In collaboration with Education and Nunavut Arctic College, update learning materials on Inuit dialects for use in high schools and post-secondary education.
- In collaboration with the media, increase exposure to the regional varieties of the Inuit Language in order to enhance mutual understanding.

THE FRENCH LANGUAGE STRATEGY

Context: Why a French Language Strategy?

French Canadians all across the country, for over 400 years, have worked relentlessly to ensure the respect of their language, cultural and educational rights. Much can be learned from their hard-won successes.

The French language community in Nunavut is a very small linguistic and cultural minority. Despite its size, over the last 30 years Francophones and their supporters have built a vibrant and dynamic community in Nunavut. There is, however, no room for complacency.

As in most other Canadian jurisdictions, Francophones live in a media environment dominated by cheap and easily accessible popular culture in the English language. However, the situation of Francophones in Nunavut is also unique, in that they live in a territory where an Aboriginal people forms the majority.

In March 2009, the Minister of Languages supported the *Association des Francophones du Nunavut* (AFN) in hosting the first Forum on the implementation of Nunavut's *Official Languages Act*. The results of the discussions appear in the report '*Tamattinnut*', published by the AFN in French.

A number of challenges and opportunities have been identified regarding the implementation of the language rights that Francophones are entitled to in Nunavut, including the need for:

- Increased coordination, management, monitoring, evaluation and reporting of results achieved in implementing the *Official Languages Act*;
- Increased funding in delivering effective and efficient government services in French and to support the vitality of the Francophone community; and
- Recruiting, training and retaining qualified bilingual or trilingual employees.

For Francophones both inside and outside of Nunavut, Nunavut's new *Official Languages Act* represents an ambitious attempt to remedy the historical and societal inequities faced by Inuit Language speakers, while committing the Government to respect and protect the rights of the other official language minorities.

The implementation of Nunavut's new *Official Languages Act* over the next few years will be an opportunity to determine what does and does not work. Commitment to increase organizational capacity will be essential to ensure the effective and efficient management and accountability of obligations, policies, programs and services in French.

Promotion of language rights among member of the French language community will also be key, as well as among public servants, in making an open and welcoming active offer of services in French by territorial institutions.

The French Language Community in Nunavut

The following profile of the French language community is based on information gathered through consultations and census data from Statistics Canada. The Canadian Institute for Research on Linguistic Minorities has further compiled a detailed and comprehensive study on the *Vitality of Francophone Communities in the Territories*, published in October 2010.

- Data from the 2006 federal census indicates that French was the mother tongue of about 415 (1.4%) people in the Territory. The number of French-speaking Nunavummiut is, however, approximately 1,200 (4%) in the whole Territory.
- Three-quarters of all Francophones in Nunavut live in the territorial capital, Iqaluit. This concentration places the Francophones in proximity to one another, and enhances their sense of identification with the community. Some individuals or families also live in remote communities across the Territory.
- The French language community encompasses more than the group of Francophones whose mother tongue is French. There are three times more people who can speak French than Francophones in the Territory.
- Most Francophones in Nunavut were born outside of Nunavut and are primarily from Québec. Their average residency in Nunavut ranges between 2-3 years.
- Francophones who remain in the Territory stay because of a sense of freedom, leisure and job opportunities, respect for the Inuit people, interest in seeking a true Arctic experience, and the settled pace of life.
- Francophones in Nunavut form one of the most bilingual groups in Canada, along with those in the other two territories. About 85% of Francophones in Nunavut are bilingual, compared to 43% for the rest of Canada.
- Francophones are experiencing a significant shift towards the English language, particularly in the home. Approximately half of the Francophones in Nunavut speak mainly or only English in the home.

- The majority of Francophones are involved in exogamous unions, in which the partner has a mother tongue other than French. This affects language use in the home, as well as language acquisition by children.
- The French language community in Nunavut is not unilingual, but becoming increasingly multicultural. About 40% of the students attending the School *Trois-Soleils* are beneficiaries of the *Nunavut Language Claims Agreement*.
- Francophones in Nunavut have a high level of education. One out of three has a certificate, diploma or university degree. They are very active in the workforce, particularly in public administration and teaching. Many Francophones are also entrepreneurs.
- 2006 Census data show that Francophones rarely use French at work, where English dominates in multicultural working environments.
- Francophones recognize and fully endorse the right of Inuit to advance their socio-economic and cultural well-being, as contemplated by the *Nunavut Land Claims Agreement*. This must be reconciled with the need of their own community for economic success and cultural progress.
- The highly transitional nature of Francophones living in the Territory demands a constant effort of mobilization on behalf of community organizations. This necessitates sustained efforts to create environments favourable to socialization in French, through communications, visibility, artistic and cultural activities, including the continuum of education in French.
- Education is undoubtedly key in maintaining the vitality of the French language community in Nunavut. With the increasing number of exogamic unions, action is needed to reverse language shift among children, support early childhood education in French, and support youth and leadership initiatives.
- Access to health services in French is an ongoing and pressing issue for Francophones living in a minority situation, particularly for new arrivals who have not become fully fluent in English. Some efforts have been undertaken to create health professional networks and to support community initiatives.

Opportunities and Challenges

The rights of Nunavut's Francophones are well protected under federal and territorial laws, which recognize the right to government services, access to justice and education, and to support the vitality of their community.

- As a result of the recognition of French as an Official Language, the federal government committed in 1984 to “assist, in perpetuity, the territorial government with all associated costs for implementing French as an Official Language and for the delivery of French language services to the public.”
- Since 1999, the Department of Canadian Heritage supported the Francophone community with several agreements to encourage its development and improve access to territorial government services and education in French.
- Other federal agencies also support the development of the Francophone community, including Indian and Northern Affairs Canada (now through CanNor), Human Resources and Skills Development Canada, and Health Canada.
- Francophones in Nunavut need enhanced support from the federal government to address the challenges inherent in their status as a small minority. The preservation of their linguistic and community vitality creates real costs that are not recognized or covered by the current level of federal funding.
- Nunavut's Minister of Languages is committed to involve Francophones and other stakeholders during the development of the proposed Uqausivut Comprehensive Plan to implement Nunavut's language legislation. This is an opportunity for both the Government and community to find creative and innovative solutions.
- Within the territorial public service, there is already a core of bilingual public servants. With appropriate coordination and management, the Government can, to some extent, deliver French language services to the public.
- Departments and public agencies can take positive measures to ensure they have sufficient capacity to provide services in all three Official Languages, such as designating a certain number of staff positions.
- Equality between Official Languages does not mean identical treatment, but rather treatment that is adapted and responsive to the needs of a language minority or a population faced with disadvantaged circumstances.

- The *Official Languages Act* creates a positive obligation of results on the part of the Government of Nunavut, by ensuring that services are available on demand, culturally appropriate, and of comparable quality.
- Temporary measures such as the identification of intermediaries or a 1-800 information line may be acceptable interim solutions.
- There is growing support on the part of the Francophone community and Government to establish a one-stop shop to deliver a broad array of government services in French. Several examples already exist in other Canadian jurisdictions.

Francophone Partners

Members of the French language community and its organizations are integral to the success of the Government of Nunavut's French Language Strategy. The Government will maintain ongoing dialogue with the Francophone community, and work in a coordinated way to bring about change in delivering effective and efficient government French language services and support the vitality of the French language in Nunavut.

The following partners have a unique role in supporting this objective:

Members of the Francophone community

- Making a personal commitment to use French as much as possible in daily life;
- Demanding French language services from territorial government institutions.

Francophone families

- Nurturing, as much as possible, French as the main language of communication in the home. Making use of media and other cultural products in French.

Les Petits Nanooks Daycare

- Creating a positive learning environment to reverse language shift and build a strong linguistic and cultural foundation of young children in French;
- Communicating clearly with Francophone parents about the importance of language learning in the development of their children.

Les Trois-Soleils School and Commission scolaire francophone du Nunavut

- Continuing to provide a learning environment rich in the French language and culture, promoting a strong sense of cultural identity and belonging.

Association des francophones du Nunavut

- Maintaining dialogue with the Francophone community to identify its priorities;
- Acting as the spokesperson for the Francophone community, promoting its interests, visibility, and comprehensive development;
- Promoting the recognition of French language rights within and outside of the Francophone community;
- Advocating for the equality and promotion of the French language in Nunavut, and improved access to quality French language services by the Department of the Government of Nunavut and public agencies, the Legislative Assembly, the Nunavut Court of Justice and the City of Iqaluit;
- Working in collaboration with community stakeholders to build consensus in support to the development of the Francophone community.

Media and artists

- Informing Francophones about local and northern affairs in French through the weekly newspaper *Nunavoix*, and the community radio CFRT-FM (“*cé frette!*”);
- Showcasing and increasing exposure to the French language and cultural expressions through various cultural and social events.

Health Organizations

- Supporting and strengthening access to health care services in French through the *Réseau de santé en français au Nunavut (Réséfan)*;
- Promoting collaboration between the territorial and federal governments, hospitals, clinics, health professionals and others stakeholders to improve access to health care services in French.

Economic development organizations

- Promoting community economic development, tourism and employability initiatives for Francophones in Nunavut, through the *Conseil de coopération du Nunavut*, also known as *Carrefour Nunavut*.

Languages Commissioner

- Informing Francophones about their language rights;
- Ensuring that the departments of the Government of Nunavut and public agencies fulfil their duties and obligations toward French;
- Supporting French language planning by the Government;
- Where necessary, seeking remedies from the Nunavut Court of Justice for serious violations of the *Official Languages Act*.

Government of Nunavut

- Making the French language a priority when managing and planning government services, programs and communications;
- Maintaining dialogue with the Francophone community to identify its priorities;
- Ensuring services delivered in French are available on demand, culturally appropriate and of comparable quality;
- Recruiting, training and retaining a sufficient number of employees to provide quality government services in French;
- Monitoring and reporting regularly on results achieved in implementing the *Official Languages Act*.

Government of Canada

- Ensuring that its departments and Crown Corporations are able to deliver French language services as required by the federal *Official Languages Act*;
- Acting as a full partner in protecting and promoting the French language and its community, by allocating adequate and sustained resources to Nunavut.

GOALS and STRATEGIES

Francophones represent a vibrant and distinct community in Nunavut, served by a school, a daycare, a community radio station, and a cultural centre. The French language is protected and promoted; however, Francophones in Nunavut represent a small cultural and linguistic minority.

The new *Official Languages Act* maintains the French language as an Official Language of the Territory. The Minister of Languages is required to promote and advocate the equal status of the French language and the full realization and exercise of the rights and privileges relating to the use of the French language.

The proposed Uqausivut Comprehensive Plan at hand includes measures to implement language obligations, policies and programs and services by all territorial departments and public agencies.

The French Language Strategy has three broad goals:

- Strengthen the policy, governance, and administrative framework in support of Nunavut's *Official Languages Act*.
- Facilitate planning and improve government services directed to the public in French, in a manner that is responsive to the needs of the Francophone community.
- Promote the vitality of the French language and Francophone community in Nunavut.

The French Language Strategy is based on legal obligations. It also reflects input received from members of the French language community. The *Association des francophones du Nunavut* prepared a detailed and summary report of the first Forum on the implementation of Nunavut's *Official Languages Act*, which included proposed multi-year implementation plan pertaining to French.

GOAL: MANAGEMENT AND ACCOUNTABILITY

Strengthen the policy, governance and administrative framework to support the effective implementation of Nunavut's *Official Languages Act*.

Rationale

To ensure effective implementation of the *Official Languages Act* and the provision of French language services to the Francophone community in Nunavut, a clear accountability and management structure will be established.

Cabinet has a general oversight mandate to achieve full implementation of the new language legislation. The overall responsibility for implementation is shared between the Minister of Languages and partner departments and public agencies. The Minister of Languages will play a leadership role, with defined powers and duties under Sections 13 to 15 of the new *Official Languages Act*, including but not limited to promotion, advocacy, compliance, management and reporting.

Departments of the Government of Nunavut and public agencies are individually responsible for managing their obligations under the *Official Languages Act* within their area of operations. Each department and public agency is accountable for the efficient and effective implementation of its statutory language obligations both to Cabinet (through its administrative head) and to the Legislative Assembly (through its Minister).

In order to effectively coordinate planning, implementation and management of French language obligations by departments and public agencies, CLEY will establish a French Language Services Directorate, as well as expand translation and interpreting services in French, and provide a one-stop shop for the public to obtain a broad array of government services and information in French.

Governance will also be improved. CLEY will continue to chair an Interagency French Language Services Working Group. Departments and public agencies will designate a French Language Services Coordinator, and ensure representation at the Working Group. The Working Group will provide support to the Deputy Minister Building Capacity Committee regarding any performance and implementation issues.

To ensure ongoing dialogue with the community, its representatives will be invited from time to time to participate or make presentations on their issues at the Interagency French Language Services Working Group. CLEY will also maintain open and ongoing dialogue with *La Table 979*, a roundtable of French language community organizations.

STRATEGY: *Support the Minister of Languages in fulfilling his/her mandate under the Official Languages Act*

- CLEY will establish a French Language Services Directorate, with dedicated financial and human resources, to coordinate the planning, implementation and management of French language obligations by departments of the Government of Nunavut and public agencies.
- CLEY will chair an interagency French Language Services Working Group, and advise Deputy Ministers regarding French language implementation issues.
- CLEY will involve the French language community during the setting of priorities, development and maintenance of the Strategy, and the monitoring and evaluation of results.
- CLEY will lead a public relations campaign to promote awareness, better understanding and support of the *Official Language Act*, and communicate implementation progress and results achieved.
- CLEY will draft appropriate regulations, policies and guidelines in cooperation with departments and public agencies.
- CLEY will undertake performance management, monitoring, evaluation, auditing, and annual reporting on achievements by the Government to the Legislative Assembly and Languages Commissioner.
- CLEY will administer agreements with the Government of Canada and/or with other parties respecting the funding, delivery of programs and services, and other matters relating to the implementation of the *Official Languages Act*.

STRATEGY: *Support departments and public agencies in fulfilling their legal obligations under the Official Languages Act, particularly with respect to French*

- Departments and public agencies will establish and maintain an internal language management team, and designate French language coordinator(s) reporting to the administrative head of the institution.
- Departments and public agencies will develop, maintain and submit a language plan to the Minister of Languages as directed, outlining departmental priorities to improve access to government services in French. Priorities will be integrated into departmental business plans.
- Departments and public agencies will provide progress reports to the Minister of Languages, and Cabinet as directed. These may identify potential challenges relating to implementation, and any planning adjustments necessary to improve results achieved.
- In addition to any government-wide regulations, policies and guidelines, departments and public agencies will establish and follow operational policies that outline office protocols and procedures to ensure compliance with the language legislation.

GOAL: IMPROVING GOVERNMENT FRENCH LANGUAGE SERVICES

Plan, develop and improve access to government services and communications directed to the public in French.

Rationale

The *Official Languages Act* creates and recognizes fundamental language rights for Nunavummiut. The Act guarantees the public's right to communicate with government in their language of choice, and further defines the Government's obligation to deliver public services in all Official Languages.

The Act guarantees that a member of the public can communicate with and receive available services in French from any government head or central offices, as well as from other offices where significant demand or the nature of the office would dictate that services must also be offered in French, along with the other Official Languages. The criteria to determine significant demand or the nature of an office are outlined in the Act.

Ongoing discussions have taken place with the French language community and its representatives on to the implementation of the *Official Languages Act*. The Government is further committed to involve Francophones and other stakeholders to ensure their needs are appropriately met during the implementation process.

A key concern of Francophones is the difficulty in obtaining government services in French. Even though government departments and public agencies have a certain number of public servants already on staff that are able to communicate in French, improvements will be made in planning and coordinating service delivery, including making an active offer of services in the Official Languages, and in ensuring that public signs and documents are equally available in all Official Languages.

GOVERNMENT OF NUNAVUT DEPARTMENTS AND AGENCIES

STRATEGY: *Legislative process in French*

- The Department of Justice will maintain French language capacity to provide quality legal translations of acts and other legal instruments required by law to be published in the *Nunavut Gazette*.

STRATEGY: *Administration of Justice in French*

- The Department of Justice will maintain French language capacity to provide quality legal interpreting services in proceedings of judicial and quasi-judicial bodies, and translations of decisions, orders of judgments as required under the *Official Languages Act*.

STRATEGY: *Expand translation and interpreting services in French*

- CLEY will consolidate and expand translation and interpreting services in French available within the Government of Nunavut.
- CLEY will increase capacity for editing and quality control of French translations.
- CLEY will improve productivity by implementing a multilingual computer-assisted translation and terminology management system.
- In collaboration with partners, CLEY will identify professional development opportunities for French translators and interpreters.

STRATEGY: *Manage human resources with French Language capacity*

- The Department of Executive and Intergovernmental Affairs, in collaboration with Human Resources, will survey government employees and assess their capacity in French and other Official Languages.
- The Department of Human Resources, in collaboration with departments and public agencies, will develop a government-wide human resource strategy. This will include procedures for designating staff positions to meet the requirements of the *Official Languages Act*.
- The Department of Human Resources, in collaboration with departments and public agencies, will increase its organizational capacity to develop and implement appropriate recruitment of French-speaking employees. Strategies will

include posting job ads in French in the weekly newspaper *Nunavoix*, or any other relevant French language media.

- The Department of Human Resources, in collaboration with CLEY, will develop a formal process to assess and ensure that employees serving the public have an acceptable level of oral and written proficiency in French.
- The Department of Human Resources will manage a pilot French language training program for territorial public servants.
- The Department of Human Resources, in collaboration with CLEY, will develop and implement a language incentive policy to promote the development of oral and written skills in French.
- The Department of Human Resources, in collaboration with CLEY, will include information about the *Official Languages Act* in its cultural orientation programs for new government employees.

STRATEGY: *Improve public access to government services in French*

- CLEY, in collaboration with departments and public agencies, and representatives of the Francophone community, will establish a one-stop shop under the French Language Services Directorate to deliver a broad array of government services and information in French, and ensure these services are responsive to the needs of Francophones.
- CLEY will conduct a feasibility study and develop options for on-demand interpreting services between government offices and the public when designated staff are not available to answer public enquiries in French.
- Departments and public agencies will take positive action to improve access to government services in French in the areas of health, early childhood development, youth initiatives, economic development and tourism.
- The Department of Health and Social Services, in coordination with the Qikiqtani Regional Hospital in Iqaluit, will improve access to health services in French, including measures such as primary and specialized care services, medical interpreting services, and health prevention and education.

STRATEGY: *Inform members of the public they can receive services in French*

- CLEY will develop a standard “active offer” program, including a language toolbox, a standard visual identity and other linguistic tools.

- Departments and public agencies will identify and maintain a list of staff that can speak in French within their offices, and publicize the services generally available to the public in French.
- CLEY will develop an orientation package for public servants on Nunavut's language legislation, and the importance of linguistic and cultural competencies in delivering quality services to the public.
- The Department of Executive and Intergovernmental Affairs will offer customer service training to its staff and to personnel from other departments and public agencies. This will include training for front line staff in making an "active offer" of services in the Official Languages.
- Departments and public agencies will monitor client satisfaction, and make any adjustments necessary to ensure services are linguistically and culturally appropriate, available on demand, and of comparable quality in all Official Languages.

STRATEGY: *Display public signs and issue written materials consistently in all Official Languages, including French*

- The Department of Community Government and Services will produce an inventory of all public signs, including emergency and exit signs, used on and within Government of Nunavut buildings, and ensure their compliance with the language legislation.
- Departments and public agencies will issue all written documents that give notice to the public in the Inuit Language, English and French. Without limitation, these documents include press releases; websites and e-documents; program and promotional materials; posters and advertising; forms and instructions; licenses, permits and certificates; and any other public documents.
- Offices with public access should have a sufficient number of publications available to the public in French, proportionate to the number of people that French as a mother tongue for the community where the office is located.
- Departments and public agencies will place advertising in appropriate French language media (e.g. *Nunavoix*, CFRT FM), and make posters and other promotional materials available to Francophone organizations.

SIGNIFICANT DEMAND FOR MUNICIPAL SERVICES

Under the *Official Languages Act*, some municipal governments may be required to provide certain prescribed municipal communications and services where significant demand dictates they be available in an Official Language. For instance, Iqaluit has a sizeable French language community, forming 10% of the total city population.

STRATEGY: *Assist municipalities in administering and preparing to meet their language obligations under the Official Languages Act*

- CLEY will develop and consult on regulations supporting the delivery of prescribed municipal services in French, in collaboration with Community Government and Services, the City of Iqaluit, and representatives of the Francophone community.
- CLEY will maintain ongoing dialogue with identified municipalities to determine how government may assist them in delivering services in French and in monitoring the results achieved.

GOAL: SUPPORT THE FRENCH LANGUAGE COMMUNITY

Establish a framework of action on the part of departments and public agencies to support the Francophone community to safeguard and strengthen its cultural expressions, collective life and heritage for future generations.

Rationale

This goal supports the vitality of the Francophone community, consistent with the obligations of Nunavut and of Canada, and with their policies as mutually agreed on. Under the *Canada-Nunavut General Agreement on the Promotion of the Inuit and French Languages*, CLEY has provided funding to support the development of the Francophone community since the creation of the Territory in 1999. This support will continue by identifying collaborations to strengthen the delivery of quality French language services that are useful, useable and used by members of the Francophone community.

STRATEGY: *Support the vitality of the Francophone community in Nunavut*

CLEY will support structuring initiatives which will help the French language community access quality services in French, and strengthen both the vitality of the French language and its community in Nunavut, in collaboration with territorial departments, public agencies, and federal partners.

IMPLEMENTING THE PLAN

The overall responsibility for implementation of the proposed Uqausivut Comprehensive Plan is shared between the Minister of Languages and partner departments of the Government of Nunavut and public agencies, as well as municipalities and private sector organizations. Inuit organizations, Francophone organizations and other stakeholders, including communities, families and individuals, all have an important role to play in supporting the implementation process.

Cabinet has a general oversight mandate to achieve full implementation of the new language legislation. With the support of his colleagues, and senior management of the Government of Nunavut, the Minister of Languages will assume the leadership role in promoting the Official Languages in Nunavut, and coordinating and supporting the implementation of this Plan by all partners.

CLEY will act as a central agency to support the Minister in fulfilling his/her mandate, and will be relied upon to provide advice, support and guidance to departments and public agencies in managing and implementing their language obligations. The Department will play important roles in coordinating government action, coordinating the monitoring, evaluation and reporting process, and promoting awareness among territorial institutions about government commitments and priorities within the framework of their obligations under the new *Official Languages Act* and *Inuit Language Protection Act*.

Interdepartmental working groups for the Inuit Language and French will be established to support senior management of the Government in the various operational aspects of implementing the language legislation, informed decision-making, and establishing reporting mechanism to ensure that results are achieved. The working groups will act as information exchange forum for territorial partners, and for facilitating coordination and ensuring government action is linked to implementation.

Successful implementation will also depend on ongoing dialogue with Inuit, in a manner consistent with Article 32 of the *Nunavut Land Claims Agreement*, during the setting of priorities, development and maintenance of the proposed Plan, and the monitoring and evaluation of results achieved. The Minister will also consult Francophones, Anglophones, municipalities, businesses and other persons or agencies likely to be impacted by the proposed Plan as it relates to their specific interests.

The Government of Nunavut will implement the language legislation as effectively and economically as possible in a climate of limited resources and fiscal restraint. Collaborative partnerships will be actively sought and established, particularly with the Government of Canada.

The Government of Nunavut has made important investments of time, money and human resources to protect and promote the Inuit Language in Nunavut. Measures such as the newly established Government Liaison Officer Program will help improve communications between Nunavummiut and the Government. New strategic investments in education will assist in implementing the requirements of the *Inuit Language Protection Act* and *Education Act*. The establishment of the Inuit Uqausinginnik Taiguusiliuqtiit, the expansion of translation services, and various grants and contribution programs will support a broad array of community-based initiatives and promote the use of the Inuit Language in Nunavut.

The Government is making progress in providing government services in French that are supported under the *Canada-Nunavut General Agreement on the Promotion of the Inuit and French Languages*. These include planning and management of French language services, legal and general translation services, and the delivery of education, justice, health care services as well as supporting the development of the Francophone community.

The proposed Uqausivut Comprehensive Plan will maximize these investments, and expand on new initiatives when appropriate and whenever additional resources become available.

The Government of Nunavut is pursuing discussions with the federal government to ensure that adequate and sustained resources are made available to help Nunavut meet its legal obligations with respect to all Official Languages in the Territory. Particular emphasis is being placed on the need to protect, revitalize, develop and promote the use of the Inuit Language in all sectors of Nunavut society, and the need to help Nunavut meet its legal obligations to provide access to improved territorial government services in French.

In response to the requirements of Nunavut's Language Legislation, the Government of Nunavut has developed clear, specific and measurable implementation plan. The proposed Uqausivut Comprehensive Plan clearly identifies the roles and responsibilities of territorial partners. It proposes a coordinated approach to break "isolation" between language stakeholders, and to establish a collaborative network for all language partners. Significantly, the proposed Plan defines specific goals and responding strategic actions to ensure that the Inuit and Francophone communities in Nunavut each have the means necessary to safeguard and strengthen their cultural expression, collective life and heritage for future generations. In other words, we know where we are going. The task is therefore to reach the objective, while indentifying and working to remove barriers along the way.

EVALUATING THE EFFECTIVENESS OF THE PLAN

The proposed Uqausivut Comprehensive Plan will serve as a “living document” to ensure it responds appropriately over time to the needs of Nunavut’s Official Language communities, and adapt to new conditions and availability of resources.

The implementation of the proposed Plan is subject of annual progress reports by the Minister of Language to the Legislative Assembly. The reports may include adjustments to the proposed Plan if they would improve results achieved in implementing and complying with the *Official Languages Act* and *Inuit Language Protection Act*.

The Minister of Languages will regularly monitor and evaluate the performance of departments of the Government of Nunavut and public agencies under both Language Acts, including the periodic review or audit of their compliance and effectiveness.

To this end, performance indicators will be developed to help measure progress by government departments and agencies in implementing their obligations, and to identify any adjustments that might be necessary to improve results achieved. At a minimum, data will be collected using measurements such as:

- Numbers of designated staff positions for Inuit Language and French;
- Numbers of staff with a bilingual bonus or receiving a language incentive;
- Types of services or programs available in the Inuit Language and French;
- Production of materials in the Inuit Language and French;
- Allocation of financial resources toward implementation;
- Number of policies (regulations, guidelines, reports, or recommendations);
- Number of projects funded (funds, types, locations, participants, case studies);
- Number of students graduating and levels of proficiency;
- In conjunction with the Inuit Employment Plan, language of work preference, and proficiency levels in the Official Languages;
- Number of opportunities to learn the Inuit Language, French, and outcomes;
- Statistics (language use – census data or other surveys).

To assist the evaluation of the proposed plan, departments of the Government of Nunavut and public agencies will develop detailed departmental/organizational work plans, outlining anticipated results and performance indicators for each goal. These work plans will be reviewed annually to ensure measured progress each year.

Successful implementation will require ongoing dialogue between the Government of Nunavut, its partners and language stakeholders, and annual evaluation and reporting on progress. This will ensure transparency and accountability to Members of the Legislative Assembly, to stakeholders, and to the public. The key to progress will be ongoing feedback on implementation activities and results achieved, and any adjustments to the proposed Plan to improve the implementation process.

STAKEHOLDERS TO PROVIDE COMMENTS

The Minister of Languages invites Inuit, Francophones, Anglophones and other stakeholders to respond to the proposed Uqausivut Comprehensive Plan, and to the Government of Nunavut approach to implementing both the *Official Languages Act* and *Inuit Language Protection Act* over the next few years.

Members of the public and stakeholders can review the proposed Uqausivut Comprehensive Plan.

Comments are welcome on:

- The facts cited in this document;
- The goals, strategies and proposed initiatives to revitalize and promote the use of the Inuit language in education, work and day-to-day services provided throughout the Territory;
- The goals, strategies and proposed initiatives to improve territorial government French language service delivery.

Comments should be submitted before **August 26, 2011**, to:

Uqausivut Comprehensive Plan

Department of Culture, Language, Elders and Youth

Government of Nunavut

Box 1000, Station 800

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