



MINISTER OF LANGUAGES

Annual Report

2019-20

Department of Culture and Heritage

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Inuinnaqtun titiraqhimajuttauq titiqqat.

Ce document est aussi disponible en français.

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MESSAGE FROM THE MINISTER OF LANGUAGES



On behalf of the Government of Nunavut, it is my pleasure to submit the Minister of Languages' 2019-20 Annual Report, in accordance with the *Official Languages Act* and *Inuit Language Protection Act*.

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

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

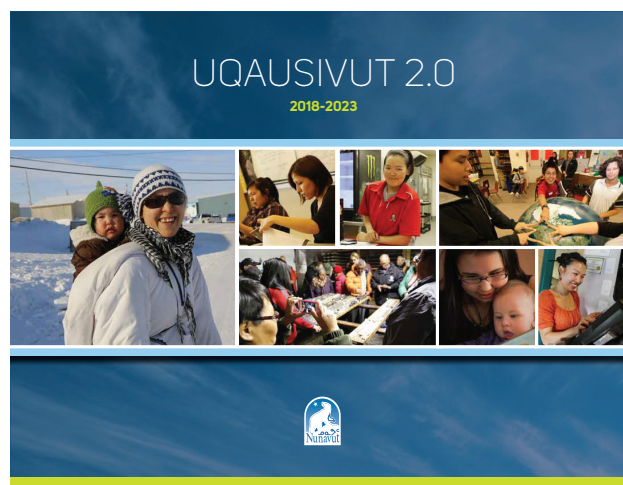
Thank you.

Honourable Joanna Quassa
Minister of Languages

UQAUSIVUT: IMPLEMENTING NUNAVUT'S LANGUAGE LEGISLATION

The Legislative Assembly of Nunavut adopted the *Official Languages Act* and *Inuit Language Protection Act* in 2008, two bills designed to enhance the rights of the three linguistic groups in Nunavut: Inuit, French, and English. These Acts also promote the revitalization and use of Inuktut across the territory.

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



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

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

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

SOURCES OF FUNDING

Inuit Language Implementation Fund

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

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

Canada-Nunavut Agreement

The Canada-Nunavut Agreement on French Language Services and Inuktitut Language 2016-17 to 2019-20 marks a renewed collaboration between Canada and Nunavut for Inuktitut Language initiatives. The Government of Canada committed \$14.3 million for French Language services over four years and \$15.8 million for Inuktitut Language initiatives. This commitment enables the territorial government to expand a number of its language programs, including increased supports for grassroots projects across the territory.

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

Management and Accountability

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

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

About this Report

Note: Due to the ransomware attack in fall 2019 and the COVID-19 pandemic, many initiatives and projects did not proceed as planned.

Part I – Inuktitut Language

The first part of this report presents implementation measures undertaken and results achieved in 2019-20 for Inuktitut Language under both the Inuit Language Implementation Fund and the Canada-Nunavut Agreement.

All activities pertaining to the Inuktitut Language were funded by both the Government of Nunavut and the Government of Canada and aligned with the four areas of focus of Uqausivut 2.0:

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

Part II – French Language Services

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

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

- Support the planning, development and delivery of French programs and services in Nunavut
- Promote the vitality of the Franco-phone community in Nunavut
- Improve overall management and accountability

Part III – Translation Services

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

Part IV – Budget

Budget allocations and expenditures are described in this section.

Part I:

INUKTUT LANGUAGE

LANGUAGE OF LEARNING

Kindergarten to Grade 12 Bilingual Education

Department of Education Inuktut Balanced Literacy and Guided Reading Resource Development

In 2019-20, the Department of Education continued developing the Inuktut Uqalimaariuqsaniq/Titiqqiriniq, a holistic literacy program combining all aspects of balanced literacy: reading, writing, and word study in Inuktut for young children. The program aligns with the Inuktut Language Arts curriculum and includes a series of progressively difficult levelled reading books, as well as assessment books and teacher support.

This year, over 397 new resources (167 more than last year) were developed for the Inuktut Titiqqiriniq program and sent to every school in Nunavut to support Inuktut language learning (approximately 9,750 students enrolled in 2019-20; over 400 more than last year).



These resources cover Nunavut relevant subjects to allow students to see themselves in their learning materials. Subjects include residential schools, country food, arctic animals, and myths and traditional stories. The resources were also developed for multiple learning levels and in various formats, such as books, videos, magazines, phonics kits, music resources, card games, sketch books, posters, and a website to support at-home learning during COVID-related school closures.

For Inuktitut (315 resources)

253 guided reading books, 23 teacher resources, 14 posters, nine audiobooks, and 16 other resources were created in Inuktitut. In addition, the Department developed a website for at-home learning during COVID-related school closures. Of these resources, 83% were developed, printed, and distributed (or are to be

distributed), while 17% were purchased, reprinted, or adapted.

To support the creation and development of these resources, the Department of Education held both a focus group meeting about the development of student books and teacher resources related to residential schools and four Inuktitut terminology meetings for development in specific subject areas. Also, in collaboration with Nunavut Arctic College (NAC), research and Elder interviews took place in Kugaaruk, Baker Lake, and Arviat to collect content for video and music resources for K-12 and NAC.

For Inuinnaqtun (79 resources)

Sixty-four guided reading books, three teacher resources, and 12 other resources, such as student literacy portfolios, student journals, language play and phonics program kits, videos,

USB keys with electronic resources, and an Inuit Cultural Institute-compliant dictionary were created in Inuinnaqtun. 77 of these resources were developed, printed, and distributed or are awaiting distribution, and two were developed but have not yet been printed.

Also, to support resource development in specific subject areas, four Inuinnaqtun terminology meetings were held.

Highlight

The Department of Education created www.angirrami.com to make Inuktitut teaching and learning materials available to students, teachers, and families while schools were closed due to COVID-19. While students can access numerous educational websites in English and French, this website was a primary hub for Inuktitut Titiqqiriniq resources, social-emotional learning resources, and health and wellness support. Created in just two weeks, this website addressed an immediate need for access to Inuktitut resources.



Adult Learning

Nunavut Teacher Induction Program (NTIP)



**NUNAVUT TEACHER
INDUCTION PROGRAM**

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

The teacher turnover rate is particularly high in Nunavut. More support is needed for teachers, particularly for NTEP graduates, who deliver academic courses in Inuktitut. To address these needs, an orientation and mentoring program has been developed to provide appropriate support throughout the first two years of a teacher's career. It provides an orientation website, a school-based orientation kit, and a formal mentoring program to match experienced Inuit teachers with NTEP graduates to foster a positive experience for new teachers.

In 2019-20, the Department of Education began implementing NTIP by undertaking the following activities:

Orientation

The *School Leaders' Key Essentials Guide* and *Teachers' Key Essentials Guide* were revised based on a review

by a group of current and future/ aspiring school leaders in the Kitikmeot region. These draft documents were translated and released to all newly hired educators.

Mentorship

Research into mentorship best practices was conducted, resulting in a high-level framework that will guide the development of the mentorship program in the coming years.

Training

K-3 teachers and learning coaches were invited to an Inuktitut Titiqqiriniq Workshop in February 2020. Thirty-five of the 50 participants (70%) were Inuit. Non-Inuktitut speaking learning coaches were provided with the tools needed to help Inuktitut-speaking educators implement these resources.

Training sessions were held in Arviat and Iqaluit in January 2020 to support field testing of the Inuktitut Language Arts First Language and Inuktitut Second Language curricula. The grade range for this field test was Kindergarten and Grade 1. The training focused on teaching strategies and how to use existing Inuktitut resources to test the new curriculum outcomes. Eighteen of 20 participants (90%) were Inuit.

Training Inuit educators on the use of quality Inuktitut language resources and strategies enhances student learning and improves teacher retention rates. When Inuit educators feel supported

and able to provide quality learning opportunities to their students, anecdotal research suggests they are more likely to remain within the school system.

Nunavut Arctic College (NAC)

With respect to the commitment to develop and provide materials and programs for adults who want to learn or improve their proficiency in Inuktitut, both in community learning environments and through post-secondary education, Nunavut Arctic College (NAC) undertook the following initiatives in 2019-20.

Resource Development

The NAC Media digital archive is a repository of digital assets that have been collected since 2016. There are approximately 7,600 hours of audio (principally in Inuktitut), archival films, photographs, and documents. This archive, which is building capacity in research, media production, and resource development, provides Nunavummiut with increased access to archival materials.

This initiative remains strong through NAC's digitizing efforts and through partnerships with people and institutions in Canada, the United States, and Western Europe. NAC Media distributes its Hunter Education films on USB flash drives across the territory and Canada; some of these are also available on their YouTube channel and website (nacmedia.ca).

Again this year. NAC exceeded its target of seven publications by releasing 25 resources (four more than last year) in a range of formats, such as books, films, photos, audio/video, and recording albums.

Certificate in Indigenous Language Revitalization

This program responds to the urgent need for more language revitalization programs in Nunavut. Working with the University of Victoria, Nunavut Arctic College continues to deliver a language revitalization certificate program to students who are passionate about the preservation and promotion of the Inuit Language.

Three Certificate in Indigenous Language Revitalization (CILR) courses were successfully delivered, and one learner completed the requirements to graduate and receive a Certificate. The courses were:

- Introductory Linguistics for Language Revitalization: Focus on the Standardized Inuktitut Language Writing System (six students completed), February 24-29, 2020
- Field Methods for Language Preservation and Revitalization: Documentation and Recording (nine students completed), March 2-7, 2020
- Issues, Principles and Practices in Language Revitalization (three students completed), March 9-14, 2020

All courses were taught by Emily Angulalik and professors from the University of Victoria.

LANGUAGE OF WORK

Working in Inuktut

Inuit Uqausinginnik

Taigusiliuqtiit (IUT)



Inuktut Language Incentive Program

The Inuit Uqausinginnik Taigusiliuqtiit (IUT) continues to implement the Inuit Language Incentive Program to assess the language skills of Government of Nunavut employees.

Since the beginning of this program, the number of applications received from all Nunavut communities and Winnipeg is 1,185, of which, 608 (51%) were assessed.

Department of Human Resources (HR) Inuktitut Language Training for Public Servants

With respect to the commitment to promote Inuktitut as a language of work within the territorial public service, the Department of Human Resources, Public Services Training Team led efforts during 2019-20 to enhance the language training programs for Government of Nunavut employees.

A consultant was engaged to conduct an environmental scan report on language training programs in other governments and organizations to support employees in learning a new language. This report will be used for the development of future Government of Nunavut Inuktitut language-training programs.

Terminology

Department of Culture and Heritage (CH) Translation Services

Training Activities

In February 2020, eight Inuktitut team members participated in an online workshop on Memsources (a translation management system and translation tool). They received a refresher on existing processes and were introduced to some new features.

LANGUAGE OF SERVICES

Departments and Public Agencies

Department of Executive and Intergovernmental Affairs (EIA) Inuktit Languages Communications with the Public

As per the Corporate Communications Policy, all communication products produced in French and English were also produced in Inuktitut.

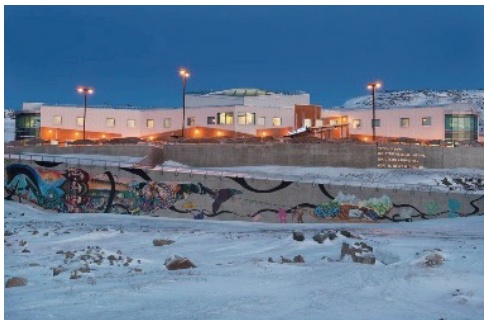
Further, EIA Communications Division is developing a GN-wide media request monitoring and evaluation tool to facilitate follow-ups and internal reporting in all official languages.

Department of Health Medical Terminology Training Workshops

For 2019-20, three staff members received medical terminology training:

- One staff member from Qikiqtani General Hospital attended the Module 1 (Anatomy) training session (November 4-22, 2019).
- Two staff members from Qikiqtani General Hospital attended the Module 4 (Ailments) training session (November 23-December 13, 2019).

A document has been drafted to help determine which subject areas or health care sections lack Inuktitut terms. On that topic, a survey was conducted of Department of Health staff utilizing the expertise of clerk interpreters, community health representatives, home and community care workers, and other employees who provide translation services to Nunavummiut. This will help identify areas to be addressed in future terminology courses.



Department of Justice Legal Translations and Interpreting Services



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

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

During 2019-20, there were 22 bills translated, six Acts published, one Consolidation of Act translated

and published, and seven statutory instruments translated and published in Inuktitut, totaling 545 pages.

Nunavut Housing Corporation (NHC)



Improved Access to Public Services in Inuktitut

Nunavut Housing Corporation (NHC) aims to improve access to residential and housing services by ensuring that reception and customer services are available in Inuktitut, including notices, warnings, and instructions provided to tenants. Translation into Inuktitut and Inuinnaqtun enables unilingual clients and stakeholders to access this important information in the language they are most comfortable using.

13 documents were translated from English to Inuktitut. These documents included board letters, news releases, write-off of assets, briefing notes, annual reports, status of housing reports/summary/news/website, and an Inuit Employment Plan.

Six documents were translated from English to Inuinnaqtun. These documents included a management agreement, an annual report, status of housing documents and online resources, and an Inuit Employment Plan.

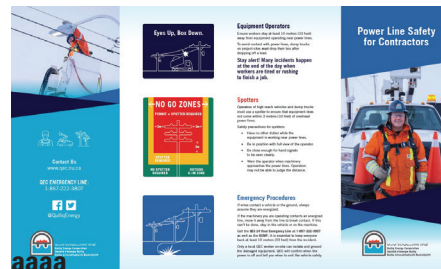
Qulliq Energy Corporation (QEC)

Improved Customer Services and Communications in Inuktitut

Qulliq Energy Corporation (QEC) provides energy supply and services to Nunavut communities.

The corporation continues to prioritize open and transparent communication as a way to offer enhanced service to customers and to engage with communities across the territory. The Inuktitut Language Implementation Fund provides key support to the corporation's ongoing efforts to build strong relationships with Nunavummiut across all platforms.

QEC utilized live translation services during public events on four occasions during the 2019-20 fiscal year. 56 documents were either translated or produced including [translating] internal documents to external communications, promotional materials, advertising, employee recruitment documents, job postings, safety brochures, inserts, and business cards.



Board of Directors Recruitment Efforts

QEC increased Board recruitment efforts by advertising in print and on social media platforms. Over the course of the year, two multilingual campaigns targeted potential candidates. As a result, six new members have joined the board.

Commercial and Institutional Power Producer (CIPP) and Independent Power Producer (IPP) Programs

QEC continues to develop innovative programs like CIPP and IPP to reduce the territory's dependence on diesel fuel. To publicize these initiatives, the corporation has translated technical information in all languages.

Municipal Institutions

Department of Community and Government Services (CGS)

With respect to the commitment to assist municipalities in meeting their language obligations under the *Inuit Language Protection Act*, initiatives were undertaken in 2019-20 by the Department of Community and Government Services (CGS) and the Municipal Training Organization (MTO).

Municipal Inuktitut Training Program

The funding provided contributes to building Inuit Language capacity in Nunavut's 25 municipalities by enabling the MTO to offer training materials in Inuktitut to municipal employees and volunteers. Nunavut communities aim to use Inuktitut in the municipal workplace

as it best serves each municipality, its employees, and its residents. These courses encourage and strengthen the use of Inuktitut in the municipal workplace.

In 2019-20, the MTO used this funding to develop, translate, and ship training materials to municipalities.

Municipal Libraries

The MTO purchased resources for municipal employees to use in their day-to-day activities and when speaking with residents. Each municipality chose the books it needed from a list. In 2019-20, 346 books were selected and shipped to Nunavut's 25 municipalities.



Development of Training Materials

Municipal handbooks were developed in English in 2019-20. The eight handbooks are designed to train municipal employees in key positions and to be used as reference material by existing employees. Language funding was used to have the materials translated into Inuktitut and Inuinnaqtun, and the printed documents were received by the MTO late in the fiscal year. They will be shipped in 2020-21 to Nunavut's 25 municipalities. To view these documents, visit <https://www.nmto.ca/resources/municipal-employee-handbooks>.

Small System Water Treatment and Class I training materials were developed in English this year. The courses were offered using English-only content, though many participants would have greatly benefited from Inuktitut or Inuinnaqtun translations. Language funding was used to have this content translated into Inuktitut and Inuinnaqtun, which will now be available for use when the course is delivered again.

Support for Municipal Compliance

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

The following municipalities accessed funding to purchase equipment and translate signs, posters, and ads in Inuktitut:

Inuit Language Protection Act Municipal Compliance Funding, 2019-20	
Community	Compliance Measure
Arctic Bay	Translation services
Kinngait	Translation services
Clyde River	Translation/interpreting services
Iqaluit	Translation/interpreting services
Pond Inlet	Translation/interpreting services
Resolute Bay	Translation and translation of bylaws
Arviat	Translation services
Baker Lake	Translation services
Rankin Inlet	Translation services
Naujaat	Interpreting equipment
Cambridge Bay	Translation services
Kugaaruk	Translation services
Taloyoak	Translation/interpreting services
Naujaat	Translation equipment

There were 440 documents translated into Inuktitut, for a total of 22,515 words. There were also 173 hours of translation at council/public meetings, an increase of 19 hours from last year.

With respect to providing reception and client services in Inuktitut, there were 64 municipal employees—26 more than last year—in the following communities:

Reception and Client Services in Inuktitut 2019-20	
Community	# of Employees
Kinngait	2
Clyde River	3
Iqaluit	6
Resolute Bay	1
Sanikiluaq	11
Arviat	8
Baker Lake	5
Rankin Inlet	1
Naujaat	3
Taloyoak	24



Private Sector

Department of Culture and Heritage (CH)

Private Sector Inuktitut Support

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

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



The Department of Culture and Heritage (CH) provided funding to the following organizations in 2019-20:

- Nunavut Realty, Iqaluit (Inuktitut for Nunavut Realty)
- Atuqtuarvik Corporation, Rankin Inlet (Atuqtuarvik Corporation 20th anniversary publication)
- Pitquhirnikkut Ilhautinniq/Kitikmeot Heritage Society, Cambridge Bay (Pitquhirnikkut Ilhautinniq/Kitikmeot Heritage Society Inuinnaqtun capacity building)
- Chickweed Arts, Iqaluit (Inuktitut subtitles for videos, simplified workflow for training video editors)
- Go Cargo Taxi Ltd., Cambridge Bay (Inuktitut signage)
- Association des francophones du Nunavut, Iqaluit (translation of signs, posters and other documents)
- Stantec Ltd., Iqaluit (Inuktitut signage)
- Nunastar Properties Inc., Iqaluit (advertisements, employee engagement survey, new hire orientation project, continuation of signage program)

LANGUAGE REVITALIZATION

Community Initiatives

Department of Culture and Heritage Community Radio Stations

This program is designed to support community broadcasting organizations by covering their operating costs and improving community broadcast communication systems throughout Nunavut. During 2019-20, the following 20 projects were funded:

- Akunniq Radio Station (Municipality of Clyde River)
- Community Radio Grant (Hamlet of Gjoa Haven)
- Radio Station Funding 2019 (Hamlet of Pond Inlet)
- Radio Operations 2019 (Ovayok Broadcasting Society, Cambridge Bay)
- Chesterfield Inlet Radio Station Project (Hamlet of Chesterfield Inlet)
- Taloyoak Radio Grant (Hamlet of Taloyoak)
- Community Radio Operations 2019-20 (Association des Francophones du Nunavut, Iqaluit)

- Kuggak Radio Station Operation Costs (Kuggak Radio c/o Hamlet of Kugluktuk)
- Issatikpaluk Radio (Hamlet of Whale Cove)
- Radio Programming Grant (Hamlet of Coral Harbour)
- Inuktitut Language Programs (Natuk Paniyuk, Coral Harbour)
- Local Radio Transmitter (Municipality of Kimmirut)
- Community Radio Grant (Hamlet of Baker Lake)
- Weekend Youth Radio Programme (Municipality of Kimmirut)
- Uqausilinniq Program 2019 (Margarite Nakoolak, Coral Harbour)
- Local Radio Host (Municipality of Kimmirut)
- Hall Beach Community Radio Station (Municipality of Hall Beach)
- New Radio Equipment (Hamlet of Gjoa Haven)
- Qikiqtarjuaq Naalauting Radio Station (Municipality of Qikiqtarjuaq)
- Community Radio Grant (Hamlet of Grise Fiord)



Inuktitut Language Community Initiatives

The protection and promotion of Inuit culture was identified as one of the most important reasons for the creation of Nunavut, and language is one of the most important elements of Inuit culture.

Two sources of funding support our continued efforts in assisting the work of Nunavut communities and partners in the recognition, revitalization, preservation, use, and development of the Inuit Language:

- Funding the Government of Nunavut **receives** under the Canada-Nunavut Agreement
- Funding the Government of Nunavut **contributes** under the Inuit Language Implementation Fund

Canada-Nunavut Agreement Funding

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

As in previous years, the territorial capital accounted for many applications. However, all three regions were represented, and participant demographics ranged from children and youth to adults and Elders.

This year's 17 community initiatives feature many success stories supporting the revitalization, use, and promotion of Inuktitut at the community level.

Thousands of Nunavummiut benefited from these language initiatives as participants or spectators and will continue to benefit thanks to the resources developed during the projects. Initiatives included festivals and concerts with large audiences in attendance, as well as workshops with smaller groups and a more intimate experience.

Following are summaries of these community initiatives and results achieved.

Kitikmeot Inuit Association (KIA) (Cambridge Bay)

The following projects were completed by KIA:

- Community Language Revitalization:
 - Community Language Promoters were hired and trained, and they planned and administered language programs.
 - Community consultations to encourage broader community involvement in language revitalization were planned but not delivered due to COVID-19.
- 2019 Drum Dance Festival: Eighty-two Kitikmeot drum dancers attended.
- Language Promoter Orientation, Training, and Program Planning: Cultural programs were identified, and language exposure and use of the language were assessed.
- Sewing Program: Each community ran a sewing program where language promoters met to discuss Inuinnaqtun language use.

- Television/Film Training: On May 13-16, 2019, KIA partnered with Nunavut Film Development Corp. to plan and facilitate film training with 10 Kitikmeot participants.
- KIA Language Advisory Working Group: KIA brought in two or three people from each community to Cambridge Bay to plan over three days. Each community group planned an activity such as sewing, tool making, or storytelling.

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

This project documented the Inuinnaqtun language through the collaboration of Elders, fluent speakers, Inuinnaqtun language specialists, and academic linguists. Three language documentation workshops were held in Cambridge Bay, with 10 participants.

An online application was also developed to preserve the information gathered, make it available to Inuinnaqtun, and provide a forum where Inuinnaqtun specialists can continue to contribute content.

Grass Roots Revitalization II (Cambridge Bay Childcare Society, Cambridge Bay)

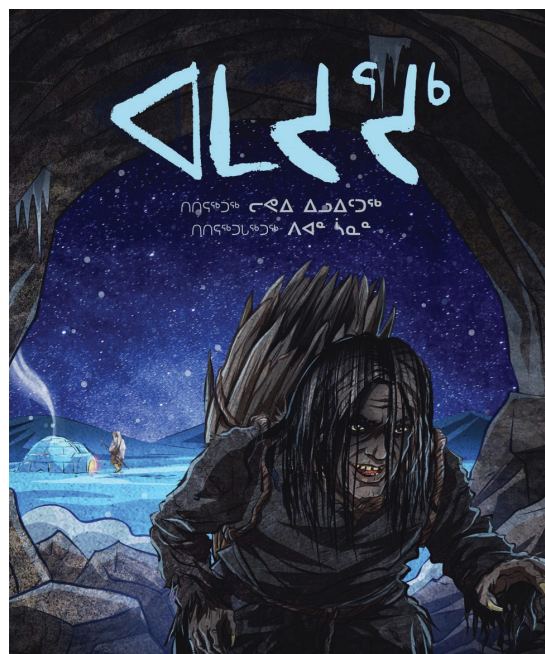
Inuinnaqtun instructors, throat singers, and drum dancers were hired to teach traditional Inuinnaqtun songs and to practise their language skills in order to increase the cultural curriculum of the day care centre.

Working with Kitikmeot Heritage Society language specialists and day care staff, language resources were created and cultural workshops delivered, including throat singing, drum dancing, and square dancing. Also, traditional clothing was made, and children wore it on field trips.

Eighty-six hours of language training and preparation were delivered, as well as 200 hours of language training with Elders. Resources such as flash cards, colouring pages, packing shirts, traditional drums, Inuktut activity pages, and puzzles were designed and created. Fifty participants were involved.

Amajurjuk ᐱᐱᐱᐱᐱᐱ, by Levi Illuitok (Nunavut Bilingual Education Society, Iqaluit)

Elder Levi Illuitok from Kugaaruk was interviewed, in collaboration with Jeannie Illuitok, to create this full-colour Inuktutituk book based on the traditional story of Amujurjuk ᐱᐱᐱᐱᐱᐱ.



Inuktitut Board Game (Nunavut Bilingual Education Society, Iqaluit)

Nadia Sammurtok developed the idea for this children's Inuktitut board game based on the popular animation characters Ukaliq and Kalla. The game enables kids to practise Inuktitut reading and comprehension in a fun way. It's designed for two to four players, aged six and up. Cards are provided in both syllabics and roman orthography, with English printed on the reverse. Five hundred copies were distributed across Nunavut.

Numiqtut Napaaqtut | *The Dancing Trees: Inuinnaqtun Children's Storybook*, illustrations by Masiana Kelly (Nunavut Bilingual Education Society, Iqaluit)

This full-colour Inuinnaqtun storybook is filled with illustrations depicting northern scenery and wildlife.



Qviasuwwik Nunami | *Christmas on the Land* (Tim Evic, Pangnirtung)

This CD of Christmas songs in Inuktitut features a mixture of children's carols and more traditional choir-type favourites such as "The Prayer."

Inuktitut Puppet Workshop in Pangnirtung (Nunavut Bilingual Education Society [NBES], Iqaluit)

Held in Pangnirtung, this five-day workshop led by Ali Eisner taught participants how to share stories and teach in Inuktitut using puppets. Specific skills included puppet making, puppeteering, and using puppets to tell traditional stories and teach language skills.

A bilingual (Inuktitut and English) manual with instructions and patterns for making puppets and a script of a traditional story to act out was given to participants.

Approximately 100 children, youth, adults, and Elders attended. Photographs of the workshop can be seen at <http://nbcs.ca/training/>

Child Inuktitut Literacy (Ilisaqsivik Society, Clyde River)

The Ilisaqsivik Society was busy in 2019-20 with the following projects:

- After-School Literacy Project: Approximately 30 children participated daily in the after-school program at the Ilisaqsivik Family Resource Centre, where they focused on Inuktitut reading and writing.
- Tutoring Initiative: Literacy teachers offered extra support to children in primary grades, working one on one with them in the After-School Program.

- Pre-School Initiatives: Inuktitut literacy was taught during Preschool and Parents and Tots programs at the Ilisaqsivik Family Resource Centre.
- Literacy Radio: Community radio is a very important means of communication in Clyde River. Once a week, programming was aimed at both preschool children (daytime show) and school-aged children (evening show). During these shows, Inuktitut and English stories were read by the teachers, visiting community members, Elders, and children.

Inuktituuqta Summer Day Camp (Ilitaqsiniq – Nunavut Literacy Council, Iqaluit)

This six-week summer day camp for kids ages 5 to 11 was conducted entirely in Inuktitut by Inuktitut-fluent staff.

The all-Inuktitut approach quickly demonstrated that it was positively impacting children and their willingness to speak Inuktitut not only in camp but at home as well. Sixty-three participants took part.

In addition to children learning traditional stories and learning to read and write in Inuktitut syllabics, activities included learning traditional skills with Elders, such as butchering seals, cleaning seal skins, processing traditional food, sewing, square dancing, clam digging, and traditional games.

Inuit Language Television Programming – Nunavummi Mamarijavut, Season III (Inuit Broadcasting Corporation, Iqaluit)

This project involved filming season III of the *Nunavummi Mamarijavut* (The Food We Love in Nunavut) show with Malaiya Qaunirq Chapman.

The crew travelled to Cambridge Bay, Arviat, Naujaat, Coral Harbour, Taloyoak, and Iqaluit, interviewing 19 hunters and masters of Inuit cuisine to highlight traditional Inuit ways of retrieving, gathering, and preserving food, as well as the modern way to preserve food for survival and culinary pleasure.

Season III of *Nunavummi Mamarijavut* is anticipated to be broadcast in the winter of 2021 throughout Canada on the Aboriginal Peoples Television Network (APTN), with an anticipated audience of 38,000.



Malaya Qaunirq Chapman (host) with Susan Nuluk in Naujaat



Teena Kakee (host) learns to make an Inuk doll with Mary Arniqniq in Taloyoak

**Inuit Language Television Programming –
Uakallanga, Season III (Inuit Broadcasting
Corporation, Iqaluit)**

Season III of *Uakallanga* (Wow, Impressive!), with Teena Kakee, was filmed this year in Cambridge Bay, Arviat, Nauyasat, Coral Harbour, Taloyoak, Ottawa, and Iqaluit. Fourteen guests were filmed making objects using materials from nature, such as tools, clothing, and other necessities.

The show is scheduled for broadcast in the fall/winter of 2020-21 throughout Northern Canada on the Aboriginal Peoples Television Network (APTN), with an anticipated audience of 38,000.

**Ikajuqtigiit – Language Promotion and
Revitalization (Ikajuqtigiit Society,
Cambridge Bay)**

The primary goal of this project was to update the Nattilingmiutut online dictionary. This year, several joint dictionary working sessions resulted in reviewing the collection, adding new terms, and replacing terms that had found their way into the collection from other dialects with appropriate Nattilingmiutut terms.

A reverse directory is also being created, featuring an English-to-Nattilingmiutut version of all entries to date.

The Ikajuqtigiit Society plans to post the updated digital version of the dictionary during a language event in Gjoa Haven.

**Inuit Traditional Children's Songs
(Qaggiavuut Nunavut Performing Arts
Society, Iqaluit)**

Through this project, traditional Inuit children's songs from all three regions were researched, documented, and edited by Inuit mentors and mentees.

Music workshops were attended by 180 children and youth in six communities, and 1,200 audience members in six communities participated in concerts.

In addition to the above, 12 Inuit artists and 21 knowledge keepers (including six Elders) produced 47 videos of traditional songs. The videos are on the Qaggiavuut YouTube channel, and each week a new song is posted on Qaggiavuut Facebook. Thousands of viewers have seen the videos on Facebook and YouTube.



A young singer joins the Elder singers singing traditional Nattilingmiutut songs.

**Nunavut Hitmakerz, Phase 5
(Hitmakerz, Iqaluit)**

For several years, Hitmakerz has been inspiring Inuit youth to embrace their culture and language via music and song writing. This year, through the knowledge and inspiration of Inuit role models

Kelly Fraser and Angela Amarualik, the project empowered youth to take action by giving them the necessary tools and training and demonstrating that “success in life is possible.”

Concerts were performed in three communities, as well as song writing, music production, and career and culture workshops and mentoring sessions.

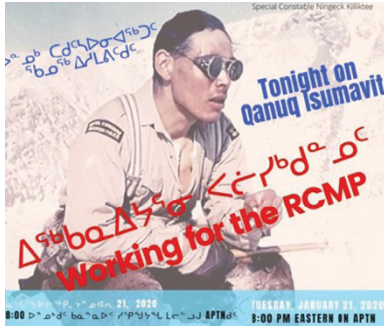


Kelly Fraser and mentees

**Nattilik Heritage Society – Language
Initiatives (Nattilik Heritage Society, Gjoa
Haven)**

Twenty youth attended workshops intended to revitalize the local dialect of the Inuktitut language, Natsilingmiutut, through language and culture learning activities, including mentorship in the Inuktitut Immersion Program and the initiation of a recurring cultural evening at the Nattilik Heritage Center.

Kamik making, throat singing, and storytelling workshops were led by Elders, along with an interpreter and an employee. Workplans were created in both English and Inuktitut for students and mentors so they could share their knowledge with family and friends.



Qanuq Isumavit: 2019-20 Season (Inuit Broadcasting Corporation, Iqaluit)

Qanuq Isumavit is a live phone-in show broadcast on the Northern feed of the Aboriginal Peoples Television Network (APTN) to communities in Nunavut. There are typically at least 10 callers per show from across Nunavut and northern Quebec. An estimated 38,000 people listen to and participate in the show across Canada.

On March 16, 2020, the decision was made to cancel the remaining five episodes due to Covid, with hopes of airing them in November/December 2020.

Inuit Language Implementation Fund

Sixteen projects were funded under the Inuit Language Implementation Fund in 2019-20, from festivals and trade shows with large audiences to smaller projects offering more intimate experiences. Resources produced ranged from an Inuktitut language festival package to radio plays, podcasts, Inuit Sign Language (ISL) materials, interactive story apps for young children, and webisodes.

Inuit Language Promotion and Protection Program Contributions

This program provides contributions to non-profit organizations, individuals, and municipal corporations that want to undertake activities that foster the use, teaching, development, promotion, and preservation of Inuktitut at the community level in the following categories:

- Language Revitalization
- Language Resources
- Language Planning
- Language Development

4th Annual Inuktitut Film Festival (Across Nunavut) (Nunavut Bilingual Education Society [NBES], Iqaluit)

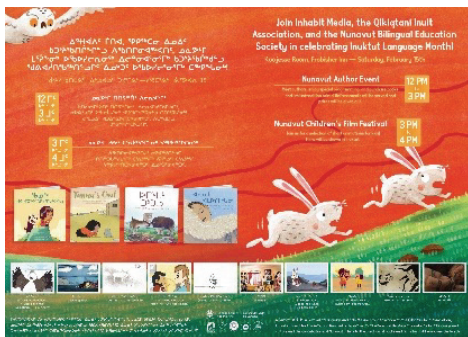
This project involved hosting the Nunavut Children's Film Festival and creating and distributing festival packages to 12 participating schools across Nunavut.

The festival took place in Iqaluit on February 15, 2020, at the Frobisher Inn. Activities, books, and t-shirts were distributed to children who attended. Films screened were:

- *Qalupalik* (Ame Papatsie)
- *Nanuq Learns to Share* (Ali Hinch)
- *Sometimes I Feel Angry* (Thomas Anguti Johnston)
- *Ukaliq and Kalla Go Egg Picking* (Roselynn Akulukjuk)
- *How Nivi Got Her Names* (Laura Deal)
- *What's My Superpower?* (Taqquq Productions)

- *I Am but a Little Woman* (Gyu Oh)
- *Tuktumit* (Ippiksaut Friesen)
- *Aputili?* (Roselynn Akulukjuk)
- *Sassuma Arnaa / Mother of the Sea* (Christian Rex)

All films were screened in Inuktitut. In addition to the screening in Iqaluit, about 2,350 children in nine communities participated in the festival.



Revenge: Inuktitut Radio Play by Anguti Johnston (Nunavut Bilingual Education Society [NBES], Iqaluit)

This radio play for youth and adults used talented voice actors from across Nunavut in multiple dialects.

Six individuals from the communities of Igloodik, Iqaluit, and Pangnirtung took part. NBES partnered with Taqqut Productions for the recording and producing of the project, with Josh Qaumariaq handling the recording.

Copies of this radio play will be made available to every school, library, community learning centre, and community radio station in Nunavut, either digitally or on CD. Completion of this project has been delayed.

Inuktitut Podcast About Language Issues (Nunavut Bilingual Education Society [NBES]), Iqaluit)

NBES worked with linguist Jaypeetee Arnakak to record a series of podcasts in Inuktitut about Inuktitut language issues (such as standardized orthography, roman versus syllabics, teaching Inuktitut in schools, why is our language eroding, etc.). Ten participants from Igloodik, Clyde River, and Iqaluit took part. Episodes were recorded and edited in Iqaluit and Toronto.

Copies will be made available to every school, library, community learning centre, and community radio station in Nunavut, either digitally or on CD, and on the NBES resource page for free download. Completion of this project has been delayed.

Preservation, Promotion, and Revitalization of Inuit Sign Language (ISL) in Nunavut: Moving Forward (Canadian Deafness Research and Training Institute, Montreal)

Documentation and revitalization of Inuit Sign Language (ISL) continues with this project. This year, consultations were completed with deaf Nunavummiut and their families in Iqaluit, Baker Lake, Rankin Inlet, Pangnirtung, and Taloyoak. Some consultations were completed virtually.

Deaf and hearing participants were identified in each community, and ways to make communities more deaf-friendly through measures such as encouraging increased use of ISL were explored. A primary objective was to ensure equal access to services for deaf persons.



Along with the above, additions were made to the glossary, including key word concepts and phrases describing daily life. The following resources are available online at <https://cdrti.org>:

- Eight new ISL vocabulary cards
- Three new Inuit Deaf Nunavummiut Life Story booklets
- An ISL learning memory game
- A deaf awareness poster

The Nunavut Deaf Society (NDS) is proving to be an effective liaison, and members provided invaluable feedback. NDS now has 12 members in the communities of Iqaluit, Rankin Inlet, Baker Lake, Pangnirtung, Taloyoak, and Montreal.

Inuktitut Storybook App (Nunavut Bilingual Education Society [NBES], Iqaluit)

This interactive Inuktitut storybook app for young children provides an engaging, age-appropriate story experience in Inuktitut to listen to, read along with, and interact with.

NBES worked with eight talented people in the communities of Iqaluit, Resolute Bay, and Igloodik to build this app based on the book *Mia and the Monsters: The Monsters Learn to Share*. The app includes 15 to 20 interactive digital pages and full-colour animated illustrations throughout.

It will be made available for free download on the Google Play and iTunes

stores, as well as being hosted on NBES websites for download.

There has been a delay with the final export and upload of the project, which is expected to occur in the coming months.

Nunavut Tradeshow 2019 (Baffin Regional Chamber of Commerce [BRCC], Iqaluit)

About 1,400 participants attended this popular event, designed to strengthen Nunavut's economy by showcasing Nunavut businesses, artists, and culture.

Inuktitut translation of conference sessions was available, and all information was accessible in digital form or as printed documents. One key recommendation for future shows is to have more fluent Inuktitut speakers working the floor so that Inuktitut is available to all.

Takuginai Webisodes, Season 6 (Inuit Broadcasting Corporation [IBC], Iqaluit)

Production continued this year on *Takuginai*, IBC's educational web television program for children. *Takuginai* promotes the use of Inuktitut and enhances cultural identity among young Inuit. Culture and Heritage funding is now more important than ever, as this series no longer qualifies for support from Nunavut Film.

Twenty-six webisodes were created and will be available online. Also, DVDs will be sent to all Nunavut elementary schools, day care centres, and libraries.

Episodes were shot in Iqaluit, Rankin Inlet, and Ottawa.

All of the guests on the show had a positive impact on this project, thanks to their positivity and willingness to share their talents and stories.

As of March 31, 2020, all shows had been shot, but unfortunately the creation of DVDs was not complete; this work will resume when COVID-19 restrictions are lifted.

One Day in the Life of Noah Piugattuk Film Tour (Nunavut Independent Television, Igloolik [NITV])



Films can be used to promote and preserve language and traditions, and, in this case, to explore difficult topics.

NITV's nine-community tour focused on new Inuktitut-language films that deal with the history of Inuit relocation and settlement. Zacharias Kunuk's *Noah Piugattuup Ullurilauqtanga (One Day in the Life of Noah Piugattuk)* was the centrepiece, but the tour also included screenings of *Restless River*, a new film directed by Madeline Ivalu and Marie-Hélène Cousineau that is set in 1940s-50s Kuujuaq.

In addition to the above, the documentary series *Silakut* focused on discussions of contemporary land use and environmental change from the Inuit perspective and offered opportunities to discuss and explore how these issues affect Inuit now.

With targeted screening events in three or four communities from each of the three regions of Nunavut, NITV hired local Elders and counsellors to host and plan discussions.

Inuit Language Promotion and Protection Grant

This program provides grants to individuals, non-profit organizations, and municipal corporations that want to foster the use, teaching, development, promotion, or preservation of Inuktitut at the community level and increase public awareness and appreciation of the history, use, status, importance, and diversity of Inuktitut in Nunavut.



The following projects received Inuit Language Promotion and Protection funding this year:

1. Pang Fest 2019 (Pang Fest, Pangnirtung)
2. Uqausivut (Noah Manasee, Pangnirtung)
3. Video/Radio Language and IQ Talk Show (Hamlet of Pangnirtung)
4. Teach Us (Piruqsiaq Daycare, Igloolik)
5. Alianait Arts Festival and Concerts (Alianait Entertainment Group, Iqaluit)
6. Connecting Nunavut Youth to Inuktitut Through Social Media (Qikiqtani Inuit Association, Iqaluit)
7. Project Traditional Inuit Customs (Jean Simailak, Baker Lake)
8. 2019-20 Inuktitut Song Writing Contest (Ovayok Broadcasting Society, Cambridge Bay)

Creating Materials in Our Language

Department of Economic Development and Transportation (EDT)

With respect to the commitment to support the revitalization and promotion of Inuktitut, several initiatives were undertaken in 2019-20. The Department of Economic Development and Transportation (EDT) supported two programs under this commitment.

Inuktitut Language Music Productions

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

Since 2013-14, EDT has provided funding assistance for the costs to professionally record music including studio time, recording, mixing, editing, and travel to recording studios.

The Investing in Nunavut's Music Industry Fund supports Inuit Language use and revitalization and the Government of Nunavut commitment under Uqausivut, the comprehensive plan pursuant to the *Official Languages Act* and *Inuit Language Protection Act*.

Musicians who receive funding range from emerging talent to established artists in all regions of Nunavut.

In 2019-20, the following five artists had their music produced on CDs:

- Pagnirtung's Joey Nowyuk has been making music and writing songs for nine years. He recorded his first pop album with acoustic sounds mixed with drumbeats. Joey's album will be released in October 2020 and will be available through iTunes.



- Kinngait Band was formed in 1976 in Cape Dorset, and over the years they have performed in many Northern communities. This latest album includes 10 original songs written by the original band members. To purchase the album, find Kinngait Band on Facebook.



- Colleen Nakashuk is one of Nunavut's best-known artists; this is her second album. Growing up in Pangnirtung, Colleen began singing and playing the ukulele at the age of 17. At 18, she began writing her own songs, which reflected her everyday life. Today, Colleen has a large repertoire, almost all of it in Inuktitut. The songs cover personal challenges, relationships, culture, and love. Colleen recently gave an interview on Facebook as part of the "Moment with Mumilaaq" series in which she expressed the importance of Inuktitut music for healing. Her CD will be released soon.



- A fixture in the Igloolik arts community, Terry Uyarak has performed for many years. This album launches Terry's solo music career and allows him to further contribute to the promotion and preservation of Inuktitut language and culture through music. Terry's album is completed, but not yet released.



- Lucien Taleriktok is a rising Inuk performer originally from Arviat, now living in Chesterfield Inlet. Lucien has performed in both Nunavut and Nunavik at various events. He recently released his eight-track album called *Hanimanni*, which can be purchased in local stores or ordered directly by contacting him through Facebook.

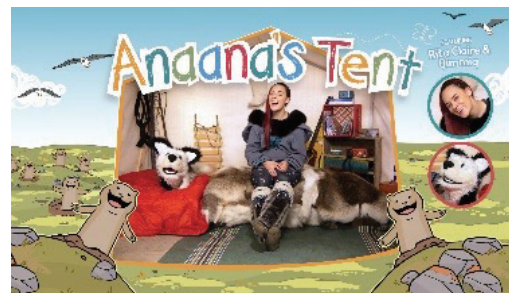


Inuktitut Language Film Productions

Since 2013-14, the Government of Nunavut Department of Economic Development and Transportation has provided Nunavut Film Development Corporation with \$200,000 annually from the Inuit Language Implementation Fund for its Inuit Language Incentive for film. The program has been very successful, supporting an impressive number of film and digital productions.

In 2019-20, the following film projects were completed:

- Ceporah Mearns: *It's Time for Bed*
- Vinnie Karetak: *The Boys*
- Aviaq Johnston: *Haunted Blizzard*
- Siku Entertainment: *Unikkaaqtuat*
- Taqqut Productions: *Anaana's Tent, Season 3*
- Kingulliit Productions: *Qanuqtaima*
- Inuit Broadcasting Corporation: *Nunavummi Mamarijavut*
- Inuit Broadcasting Corporation: *Uakallanga!*



MANAGEMENT AND ACCOUNTABILITY

Department of Culture and Heritage (CH)

The Department of Culture and Heritage oversees the management and accountability of the Canada-Nunavut Agreement on French Language Services and Inuktitut Language 2016-17 to 2019-20 and the Inuit Language Implementation Fund. In 2019-20, funds were used for casual employees and contractors to support the effective coordination of the implementation of language obligations, policies, programs, and services by departments and public agencies, including monitoring of results achieved government wide. In 2018-20, the Department developed funding guidelines, procedures, accountability reporting, and monitoring templates and prepared language funding agreements with six departments and four public agencies.

One of the top priorities of the Government of Nunavut was to renew the federal funding Agreement that was coming to an end on March 31, 2020. Given the unforeseen circumstances of the ransomware attack and the pandemic, Canadian Heritage provided an extension for 2020-21 to ensure existing language programs and services could continue under the Agreement.

Part II:

FRENCH LANGUAGE SERVICES

OBJECTIVE 1:

Support for the Planning, Development, and Delivery of French Programs and Services in Nunavut

Acts, Regulations, and *Nunavut Gazette*

Department of Justice

The Lawyer/Legal Translator position ensures that territorial bills, laws, and statutory instruments are translated and published in French.

In 2019-20, there were 104 bills, Acts, and Statutory Instruments translated as follows:

- 22 bills translated for a total of 298 pages
- 20 Acts published for a total of 93 pages
- 62 statutory instruments translated and published for a total of 72 pages

In addition to the above, 307 pages of appointments, official notices, and statutory instruments were published in French in the *Nunavut Gazette*, and 17 Acts and 10 Regulations were consolidated and published.

The Nunavut Official Editor/Territorial Printer position received and responded to questions concerning legislation and other information in French. Access to this service and all the documents listed above is identical for Francophones and Anglophones.

Administration of Justice

Department of Justice (Nunavut Court of Justice)

The bilingual Executive Legal Officer continues to offer French legal services in both administration and public services at the counter. To assist in this regard, a bilingual clerk was hired in the criminal registry on October 19 to provide French services for both Court and Administration services.

During the 2019-20 fiscal year, three French court weeks and two trials were heard.

The Nunavut Court of Justice continues to see increases for French services, mostly through public services at the counter and new court files that will require French services from an interpreter and a French judge. Compared to last year, there were 30 more demands, rising from 120 to 150.



Communication with and Services to the Public

Department of Culture and Heritage (CH)

Translation Services

The following training activities for French-Language translators were undertaken during the 2019-20 fiscal year:

- Flow and Memsorce: In-person one-on-one mentoring that allowed participants to ask specific questions and learn new ways to use Memsorce tools (two French team members)
- New Features in Memsorce: A workshop that provided a refresher on processes and introduced new features (one French team member)
- Excel Level 1: How to translate in Excel (one French team member)
- Ordre des traducteurs, terminologues et interprètes agréés du Québec (OTTIAQ) annual conference: The Art of Renewal (one French team member)
- Is the New MT Really for Me?: Advances and trends in automated translation (one French team member)
- What if...? Inspiring Scenarios for Transforming the Language Landscape: A workshop exploring the future of the linguistic profession (one French team member)

- Transforming Our Professions: A discussion of how the language profession can adjust to rapidly changing technology (one French team member)
- Mapping Language Professions in Canada and Around the World: Towards a New Competency Framework (one French team member)
- Search engine optimization (SEO) (one French team member)
- Correcting Anglicisms and Enriching Your Vocabulary (one French team member)
- 2019 Annual Conference of the Pan-Canadian Terminology Committee: Aboriginal Languages (two French team members)
- Presentation and demonstration of the Language Portal of Canada: An Introduction (one French team member)

Department of Executive and Intergovernmental Affairs (EIA) French Communications with the Public

The EIA communications division issued over 350 communications products in each language, including French. This is an increase of 91 over last year. Documents included:

- Social media
- News releases and statements
- Daily written updates
- Posters
- Public Service Announcements and Public Health Announcements
- Newsletter

All communication products released in Inuktitut and English were also produced in French, including website content.



OFFICE DES EAUX DU NUNAVUT

OFFRE D'EMPLOI

Conseiller technique adjoint

Objectif du poste
Sous la direction du directeur, Services techniques, le conseiller technique adjoint est chargé de fournir un soutien technique pour tous les services techniques et scientifiques internes et externes requis par l'Office des eaux du Nunavut. Une formation en cours d'emploi et une formation externe seront offertes, selon l'expérience du titulaire.

Exigences minimales
Doit être un bénéficiaire tel que défini par l'Accord du Nunavut

Minimum : Certificat d'études collégiales 1 an/Nunavut Sivuniksavut, ou l'équivalent (une preuve sera exigée);

Lieu de travail
Bureau de l'Office des eaux du Nunavut
Gjoa Haven, NU

Le salaire annuel commence à **65 046,00 \$** (ou plus selon l'expérience) plus l'allocation nordique, l'allocation de voyage pour les vacances et d'autres avantages.

**UN LOGEMENT PEUT ÊTRE OFFERT
RÉINSTALLATION ASSURÉE POUR LES PERSONNES
RECRUTÉES À L'EXTÉRIEUR DE LA VILLE**

Pour une description complète du poste, veuillez envoyer un courriel à careers@nwb-oen.ca

Clôture de l'offre : 2 mars 2022, 17 h

Department of Human Resources (HR)

French Language Training for Public Servants

The following learning and development courses were contracted for delivery in French but were later cancelled due to COVID-19 restrictions:

- Working in Teams: March 24-25, 2020
- Time Management and Priorities: March 26, 2020
- Communication and Social Styles: March 27, 2020

Bilingual Public Services

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

Between April 1, 2019, and March 31, 2020, there were:

- 66 enquiries in French received
- 32 resumés in French received
- 5 job offers in French made
- 9 requests to have interviews conducted in French received
- 10 references in French conducted
- 9 bilingual hires made (three more than last year)

The Staffing Consultant provides most of the French services for the Government of Nunavut staffing division and has done a tremendous job. There has been less demand for French services due to the ransomware attack that delayed staffing processes for several months and due to the public health emergency, which further delayed processing of staffing actions.

Between April 1, 2019, and March 31, 2020, there were 456 job advertisements in French. These job advertisements are also posted on the Government of Nunavut website and in northern newspapers, and there are 21 rotating spots on CFRT Radio, 107.3 FM, per week.

There were no French applications from Nunavut residents. The French applications were all from outside Nunavut; however, there were no relocations to Nunavut for a designated bilingual position.

All Departments Designated Bilingual Positions

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

The distinction between Inuktitut and French Language bilingual bonuses are in some instances difficult to identify in the pay system. For this reason, even though the numbers are a very good estimate, they may not be 100% accurate. Therefore, the estimate of 97 bilingual bonuses for French across 10 territorial institutions may be inaccurate.

Bilingual Bonuses	
Culture and Heritage	2
Community and Government Services	8
Economic Development and Transportation	1
Education	15
Executive and Intergovernmental Affairs	3
Health	20
Human Resources	11
Justice	24
Nunavut Housing Corporation	5
Finance	8
TOTAL	97

Department of Health Health Services in French

A French-speaking Bilingual Client Services Coordinator was hired on a relief contract in November 2019; a job description was developed and sent to the Department of Human Resources to initiate the staffing process for a French Language Interpreter/Accreditation Project Officer position. The main responsibility for this person will be to support Iqaluit Health Services by providing French and English translation between clients, doctors, nurses, allied health professionals, relatives, and other visitors as required.

The Project Officer will also ensure the provision of quality client care by supporting activities that take place within the context of Iqaluit Health Services' commitment to being an accredited organization through Accreditations Canada.

French-speaking staff are available to assist in emergency cases that require French interpreting services.

Department of Education Communications and Promotional Materials

Funding has been allocated for in-house training of the French Education Division team as well as a mentorship for the French Education Service Coordinator.

The Department of Education issued, translated, printed, and published various French versions of written documents and books for the French-speaking public and educational staff:

- *The Ethnographic Recordings of Inuit Oral Traditions*: This book is being proofread in French (108,194 words)
- *We Need to Know Who We Are: The Life and Story of Paul Quassa*: A book about Paul Quassa's life and career, to be published in 2020-21 (15,743 words)



- *Needs Study: School and Daycare Expansion* (7,685 words)
- Translation requests for French: Out of the 48 requests received; eight were to be translated in French only while the remaining 40 required to be translated into all Nunavut official languages.

- Printed documents: Three documents were printed in English, compared to the following two in French:
 - Advertorial for the Explore program (in English, no French)
 - Teacher recruitment ad for *Nunavut News*' "Degrees of Success" insert and *Up Here* magazine's "Move Up" Northern recruitment inserts (all four languages)
- Published documents (13 English, 13 French)
 - Online advertising: Eight unique display ads rotating in French
 - Public service announcements (PSAs) in all languages: Five PSAs in Inuktitut, Inuinnaqtun, English, and French
- Web pages: 24 pages have been posted in French, compared to 27 pages in English

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

Iqaluit Centennial Library

In 2019-20, the Iqaluit Centennial Library had 1,436 visitors, an average of 120 per month. In addition, there were 20 programs with 128 attendees (about six participants per program).

The library plans to expand its reach in the community to eventually get support from all the schools and second-language teachers as well as parent and toddler groups in Iqaluit.

The Friends of the Library program was modified to have three separate sections: a book reading, a list of must-know words relevant to the week's theme, and a craft. Every program comes with instructions and includes all materials. The system is structured to create new programs quickly and efficiently.

These were the monthly programs in 2019-20:

- **January:** National Bird Day
- **February:** St. Valentine's Day and Volcanoes
- **March:** Dr. Seuss and St. Patrick's Day
- **April:** Earth Day and Easter
- **May:** Mother's Day and Numbers
- **June:** Summer Reading Club
- **July:** Summer Reading Club
- **August:** Summer Reading Club



- **September:** Back to School and Read a Book
- **October:** Seasons and Halloween
- **November:** Remembrance Day and Family
- **December:** Christmas

Advertising Posters

Posters are relevant to the monthly program and are advertised in three ways: the Friends of the Library Facebook page, the Friends of the Library email list, and printed posters on the various billboards around Iqaluit.

A template is usually followed; however, designs are added for different events, such as Valentine's Day and Halloween.

Crafts

This activity usually involves colouring, cutting, and gluing different shapes and sizes together, according to a weekly theme. The aim is to create easy-to-make crafts that people can make at home with everyday items.

With the support of the Friends of the Library, materials required to create these crafts are available. Here are some examples of crafts:

- Winter program
- St. Patrick's Day program



Educational Tool

Five to 10 words relevant to the program were added for children to learn. For example, for the Easter program, words like “bunny,” “egg,” and “chocolate” were added. Colouring pages were also included at the end of the program so children could bring them home.

Municipal Communication and Services

Department of Culture and Heritage (CH)

Support to the City of Iqaluit

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



OBJECTIVE 2:

Promote the Vitality of the Francophone Community in Nunavut

Department of Culture and Heritage (CH) Support to local organization proposing community-based solutions for the delivery of services

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

Seven community-based initiatives were funded in 2019-20 to promote services and to foster the development and vitality of Nunavut's French-Language community.

French-Language Programming

Aakuluk Daycare completed half of its project. It offered French-Language programming as part of a 12-week program taught by two local French-Language instructors. Lessons were designed to meet early childhood learning goals (counting, learning the alphabet in French, etc)



Thirty-two children were engaged in French-Language learning over the term of the program. Both Francophone and non-Francophone parents reported that their children were able to use French words that they had not previously known.

Le Nunavoix 2019-20

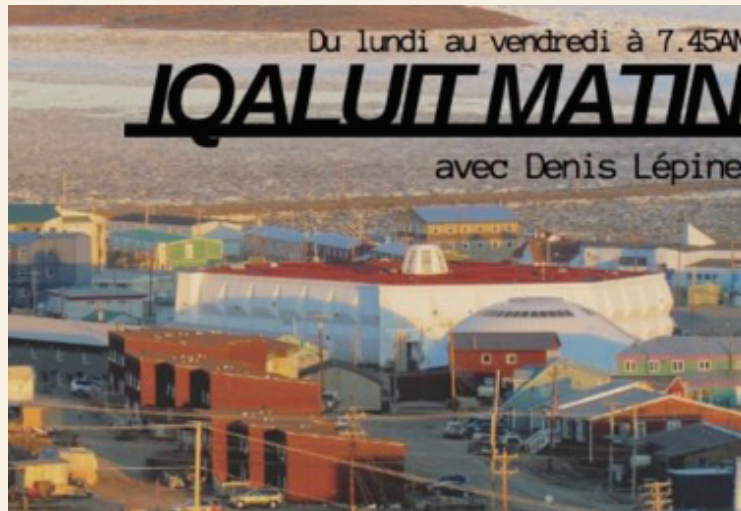
The Association Francophone du Nunavut (AFN) is responsible for *Le Nunavoix*, Nunavut's only French-Language newspaper. It is published biweekly by the AFN and plays a central role in ensuring that Nunavut's Francophone population stays informed on territorial government programs and services.

Le Nunavoix issued 23 editions this year, with 150 copies being distributed for each edition, for a total of over 3,000 during the year. It was also distributed electronically to more than 200 people living within and outside of Nunavut, as well as through Facebook. More than 140 volunteer hours were dedicated to the project through the collaboration of eight volunteers and associates.

Émission quotidienne du matin et weekend on CFRT 107,3 FM



The Association Francophone du Nunavut (AFN) is responsible for CFRT 107,3 FM, Nunavut's only French-Language radio station. This radio station communicates government affairs and community information to its listeners and ensures that French-Language obligations are met under the *Nunavut Official Languages Act*.



The contract was extended for the morning show and news bulletin, making local news, activities, and current issues available to the Francophone community. This year, 2,450 segments were featured, as well as 49 ten-minute on-air radio shows representing 7,840 minutes of spoken content.

Four local Francophone programs are featured on the station, as well as one local English program. The programs are run by four volunteers and one intern.

Service d'accueil et d'intégration professionnel (SAIP), practicum 2019-20

The RÉSEFAN (Réseau de santé en français au Nunavut) welcomed and integrated 13 practicum students to the community through its SAIP program (Service d'accueil et d'intégration professionnel), which has been ongoing since 2013.

The program highlights the need for French Language services and provides access to the following services: seven students in medicine, two students in respiratory therapy, two students studying specialized education, one student studying speech-language pathology, and one student studying social work.

The project was supported through partnerships with the following organizations: the Departments of Health and Family Services of the Government of Nunavut, École des Trois-Soleils, Les Petits Nanooks early childhood centre, University of Ottawa, Collège La Cité, Université de Montréal, Cégep du Vieux Montréal, and Université Laurentienne.

New partnerships were also formed this year with Université de Sherbrooke, Université Laval, and Université du Québec à Trois-Rivières.

Qanittaq, volet 1

Les Petits Nanooks early childhood centre put forward the project Qanittaq, part 1, making it possible to provide speech therapy services to the 16 children attending the centre both in person and by teleconference.

Qanittaq, volet 2

Les Petits Nanooks led the project Qanittaq, part 2. This was based on a structure similar to Qanittaq, part 1, but involving the services of an occupational therapist.

As these services are not available locally, the projects allowed for the therapists to travel to Iqaluit to do assessments, work plans, and follow-up as well as training and conferences for the children's parents and the employees of the day care and local French school. Follow-up between visits was done by teleconference.



Expansion Feasibility Study

Les Petits Nanooks was approved for a special project to conduct a feasibility study to expand the day care centre, which is shared with the French school.



The results of the study established that Les Petits Nanooks child care centre should receive support for its expansion project to welcome infants and increase its capacity.

An amount of \$4,200,000 has been approved by the Government of Canada's Department of Canadian Heritage, to cover 100% of the costs related to the expansion of the day care centre, which will be part of the Trois-Soleils school expansion project. The new day care will be able to accommodate more than three times its current capacity (56 children according to the feasibility study).

OBJECTIVE 3:

Improve Overall Management and Accountability

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

The Department of Culture and Heritage (CH) oversees the management and accountability of the Canada-Nunavut Agreement on French Language Services and Inuktitut Language 2016-17 to 2019-20. In 2019-20, funds were used for casual employees and contractors' support to ensure effective implementation of language obligations, policies, programs, and services by departments and public agencies, including monitoring of results achieved government wide. In 2018-20, the Department developed funding guidelines, procedures, accountability reporting and monitoring templates, and prepared language funding agreements with six departments and one public agency.

One of the top priorities of the Government of Nunavut was to renew the federal funding agreement that was coming to an end on March 31, 2020. Given the unforeseen circumstances of the ransomware attack and the pandemic, Canadian Heritage provided an extension for 2020-21 to ensure existing language programs and services could continue under the Agreement.

2019-20 External Survey

A consultant was hired to conduct an online survey on services in Nunavut in March 2020. The goal of the survey was to assess satisfaction within the Francophone community on government services. Results from the survey will provide guidance for future areas of priority and improvement. Respondents found Government of Nunavut communication overall to have improved in recent years, and to be good. Across all departments, three common themes for improvement are emerging:

- Improved partnerships
- Community engagement
- Access to French services

Based on an average calculation of the survey's findings, 63% of Government of Nunavut departments are providing fair, good, or excellent access to French services, while 37% were evaluated as poor or very poor.

Official Languages Promotion Fund

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

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

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

During 2019-20, the balance of the account was \$81. No new monies were credited to the fund.

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

Part III:

TRANSLATION SERVICES

TRANSLATION SERVICES

Translation Bureau

The Department of Culture and Heritage

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

In 2019-20, the Bureau processed 4,054 requests for 22 client departments and public agencies for translation, correction, revision, proofreading, updating, and terminology services. The Bureau processed 6,734,188 words in all languages, representing approximately 26,938 pages of text. It managed 4,848 unique documents.

The services provided by the Translation Bureau included translation, correction, revision, proofreading, updates, and terminology. Various translation management tools continued to be implemented to enhance productivity and terminology consistency.

Number of words processed by fiscal year into the following languages:

Fiscal Year	2017-18	2018-19	2019-20
English	54,414	81,886	112,947
French	1,358,866	1,997,219	1,798,870
Inuktitut	2,199,815	3,758,745	3,167,646
Inuinnaqtun	1,354,789	1,728,939	1,654,725
Total	4,967,884	7,566,789	6,734,188

Number of words processed by client and by the language it was translated into for 2019-2020

Department/Agency (22)	ENGLISH	FRENCH	INUKTITUT	INUINNAQTUN	TOTAL WORDS
Education	455	229,222	316,796	394,718	941,191
Executive and Intergovernmental Affairs	627	189,309	558,799	173,922	922,657
Human Resources	86,372	262,718	265,337	121,809	736,236
Community and Government Services		232,767	351,547	144,425	728,739
Legislative Assembly	108	94,528	372,074	119,927	586,637
Finance	4,337	163,443	214,440	119,507	501,727
Health and Social Services		136,636	191,714	128,937	457,287
Environment	-	72,957	257,947	59,783	390,687
Economic Development and Transportation	4,213	64,588	124,540	45,398	238,739
Qulliq Energy Corporation		78,512	77,521	70,257	226,290
Family Services	4,239	47,613	117,249	37,833	206,934
Representative for Children and Youth		74,174	48,614	65,425	188,213
Nunavut Arctic College		42,143	101,081	41,536	184,760
Culture and Heritage	12,596	54,745	47,274	29,923	144,538
Justice		13,705	55,383	17,938	87,026
Nunavut Housing Corporation	-	13,811	47,350	11,641	72,802

Department/Agency (22)	ENGLISH	FRENCH	INUKTITUT	INUINNAQTUN	TOTAL WORDS
Office of the Languages Commissioner of Nunavut		4,030	8,060	30,905	42,995
Nunavut Business Credit Corporation		10,656	489	30,666	41,811
Inuit Uqausinginnik Taiguusiliuqtiit		5,489	5,239	5,239	15,967
Qullit Nunavut Status of Women Council		4,362	4,656	4,362	13,380
Various requests from other clients		3,102			3,102
Nunavut Development Corporation		360	1,536	574	2,470
Grand Total	112,947	1,798,870	3,167,646	1,654,725	6,734,188

Part IV:
EXPENDITURES

EXPENDITURES

2019-20 Expenditures		
Department of Culture and Heritage	Budget	Actual
Official Languages Branch	\$ 10,871,000	\$ 10,261,029
3YF Approved Funding – Translation Bureau	\$ 1,000,000	\$ 1,000,000
Community Radio Grants from Heritage Branch	\$ 150,000	\$ 150,000
Total	\$ 12,021,000	\$ 11,411,029

Third-Party Funding		
Inuktitut Language initiatives	\$5,100,000.00	\$4,101,512.77
French Language services	\$4,483,044.00	\$2,779,734.00
Development of Arts and Culture – French	\$ 75,000 .00	\$ 75,000.00
TOTAL	\$9,658,044.00	\$6,956,246.77

The Department of Culture and Heritage spent \$11,411,029 in 2019-20 for its official language programs and services, which included translation services, Inuktitut and Francophone Affairs programs, grants and contributions to community-based Inuit Language initiatives, and support for the implementation of Uqausivut 2.0 priorities by departments and public agencies.

This was complemented with third-party federal funding under the Canada-Nunavut Agreement on French Language Services and the Inuktitut Language (2016-20) and the Canada-Nunavut Agreement on the Development of Arts and Culture in the Francophone Community (2018-20).

