

French Policy

2019 Annual Report

OCTOBER 2019

Alberta 

Created by: Francophone Secretariat, Ministry of Culture, Multiculturalism and Status of Women, Government of Alberta
October 2019

French Policy 2019 Annual Report

ISBN 978-1-4601-4567-8

ISSN 2562-8658

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Implementing the Government of Alberta's French Policy

The Francophonie in Alberta

In addition to being one of Canada's two official languages, French is the most widely spoken language in Alberta after English. According to Statistics Canada (2016), more than 268,615 Albertans speak French, and of those, 86,705 identify French as their first official language. Alberta's Francophonie is the third-largest outside Quebec, after Ontario and New Brunswick. Since 1996, Alberta's Francophone population has grown by 40 per cent and enrolment in Francophone schools has increased by more than 260 per cent.

Alberta also welcomes a larger proportion of French-speaking immigrants than the national average. In a January 2017 report, Statistics Canada notes that Francophone population growth is projected to be the highest in Alberta and the territories. The scenarios predict a 25 per cent to more than 50 per cent increase in Alberta by 2036 while in most jurisdictions, the French-speaking population is expected to decrease, or increase only slightly.

While Canadians speak many languages, our country's two official languages — French and English — continue to bring people together and foster integration, especially as languages of work, education and government services to the public.

How We Approach Our Work

The French Policy

The [French Policy](#) strengthens the Government of Alberta's relationship with the francophonie, and provides clear guidelines to ensure a consistent approach to develop, enhance and provide access to meaningful government services, resources and information in French.

Since 2017, the policy has led to ongoing and incremental improvements to services and supports in French with the aim of supporting the continued development and vitality of the francophonie in Alberta.

French Policy Statement

"The Government of Alberta acknowledges the past, present and continued social, cultural, and economic contributions of the province's significant and diverse French-speaking population. Through meaningful engagement, dialogue, and collaboration, the government is committed to enhancing services in French to support the vitality of the Francophonie in Alberta in a targeted and sustainable manner as resources allow."

The French Policy Action Plan

Among French Policy commitments, government ministries were tasked "*to develop and publish a multi-year action plan that will identify specific stakeholders with whom to engage, and goals, objectives and measures aimed at improving services in French*". Following several months of stakeholder engagement, the [2018-21 French Policy Action Plan](#) was published in December 2018, and includes more than 70 initiatives over three years. The multi-year action plan is reviewed annually. Ministries decide which initiatives to include in the plan based in part on discussions with the Francophone Secretariat and on engagement activities with Francophonie stakeholders. The 2018-21 French Policy Action Plan focused on three goals:

- Building government capacity to enhance and develop services and supports in French;
- Developing, improving and delivering targeted and sustainable services and supports in French; and
- Providing information in French to French-speaking Albertans.

French Policy Coordination

The minister responsible for the Francophone Secretariat is mandated to guide and monitor the implementation of the French Policy across government. The policy is meant to be implemented in an incremental and ongoing way, as resources allow, and in liaison with the Francophonie. The Secretariat, in collaboration with all ministries, is responsible for coordinating and reporting on the implementation of the French Policy. When appropriate, ministries also benefit from the advice of

the Alberta Advisory Council on the Francophonie on issues, opportunities, initiatives, and key success indicators that help implement and evaluate the French Policy.

Resources

The Government of Alberta offers a variety of [services, supports, and information](#) in French. Within available resources, whether through the province's budget or by leveraging federal-provincial agreements, the Government of Alberta will work to maximize these resources, ensuring the ongoing and incremental implementation of the French Policy.

Key Activities in Implementing the French Policy

2019 Annual Report

This first report consists of cross-government and ministry-specific¹ actions — including those by agencies, boards and commissions — since the adoption of the French Policy in 2017. As per the policy, “The Francophone Secretariat is to coordinate an annual report with other ministries on government initiatives undertaken to enhance services in French and support the vitality of Alberta’s French-speaking communities”. As mentioned above, the Government of Alberta published its first multi-year action plan in December 2018, which was informed by sustained engagement with internal and external stakeholders on meaningful and targeted initiatives.

This comprehensive report provides information and contributes to public awareness and understanding of government accomplishments during the first two years of implementation of the French Policy.

Shared Accountability

Each ministry, in line with a policy commitment, has designated a senior official to act as lead representative or liaison to assist with the implementation of the policy within their ministries. These individuals collaborate in the cross-government French Policy Assistant Deputy Minister (ADM) Committee.

¹ The actions within this report are for the period of April 1, 2017 to March 31, 2019. The names of government departments are as they appeared prior to the April 2019 general election in Alberta.

French Policy Milestones • 2016 - 2019:

Commitment → Consultation → Action

2016

- MAR** The Alberta government directs the Ministry of Culture and Tourism to develop a French Policy.
- SEP** Cabinet approves the development of a French-language policy.
- SEP-OCT** Ministries and ABCs take part in French Policy consultation sessions.
- OCT-NOV** Francophonie stakeholders and the public take part in French Policy consultation sessions.

2018

- JAN-MAR** cont'd Francophone Secretariat undergoes an organizational restructure
- FEB** A ministerial order establishes a new Alberta Advisory Council on the Francophonie (AACF). Member recruitment commences.
- MAR** March is proclaimed "Mois de la francophonie albertaine" (Alberta Francophonie Month).
- JUN** The 10 AACF members are chosen and the Council is appointed.
- AUG** The AACF meets for the first time.
- DEC** The French Policy 2018-2021 Action Plan: Enhancing services in French to support the vitality of the Francophonie in Alberta is released.

2017

- JAN** A new cross-government French Policy Assistant Deputy Minister Committee meets for the first time.
- MAR** The Alberta government raises the Franco-Albertan flag for the first time at the Legislature.
- JUN** Alberta's first ever French Policy is unveiled. The Franco-Albertan flag becomes the first Symbol of Distinction for Alberta's Francophonie under the *Emblems of Alberta Act*.
- JUN-DEC** The Francophone Secretariat establishes a formal Policy and Service Coordination unit and adds new positions to support French Policy implementation.

2019

- JAN** The Francophone Secretariat releases its first stakeholder newsletter.
- FEB** The AACF adopts a strategic work plan to support French Policy implementation.
- JUN** The French Policy and its 2018-21 Action Plan are endorsed by government. A Parliamentary Secretary for the Francophonie is appointed to support the Minister responsible for the Francophone Secretariat.
- OCT** The first French Policy Annual Report is published.

Francophonie and French Policy Awareness

From the onset, the Francophone Secretariat staff have worked closely with the French Policy ADM Committee and their ministry colleagues to offer awareness workshops and special presentations on the francophonie in Alberta — its history, demographic growth and unique realities. This group has developed a common understanding of the spirit and aims of French Policy, determining how enhanced services in French contribute to the ongoing vitality of Alberta's diverse French-speaking community. The group hopes to further these efforts in the coming years through a formalized francophonie awareness workshop for the broader Alberta Public Service.

French-Language Capacity

As part of the 2018 Employee Engagement Survey, Alberta Public Service employees were asked to assess their proficiency in French. Four per cent of employees identified as being fluent in French and 11 per cent expressed having conversational level fluency. According to the 2016 Canadian Census, this represents a significantly higher proportion than in the general Alberta population, where two per cent has French as a mother tongue and seven per cent — has knowledge of French.

Active Offer Strategy

The active offer strategy focuses on promoting existing services in a targeted manner to French-speaking Albertans. It is meant to be pragmatic and to evolve over time, to reflect the changing “ecosystem” of services and supports in French in Alberta.

The secretariat has therefore made it a priority to develop an [inventory of services](#) offered in French. In conjunction, more than 50 new [alberta.ca](#) webpages have been translated into French. Additionally, resources and publications newly developed and/or translated into French are now promoted via the government's various social media platforms and shared directly with relevant stakeholders.

The strategy also looks at how the public can better identify and engage with French-speaking public servants. For example, French-speaking front line staff at historic sites and museums operated by Alberta Culture and Tourism, including the Father Lacombe Chapel, the Royal Alberta Museum and the Royal Tyrrell Museum of Palaeontology, now wear a button identifying themselves as French speakers.



Progress on Services and Supports in French

French Policy Principles and Approaches

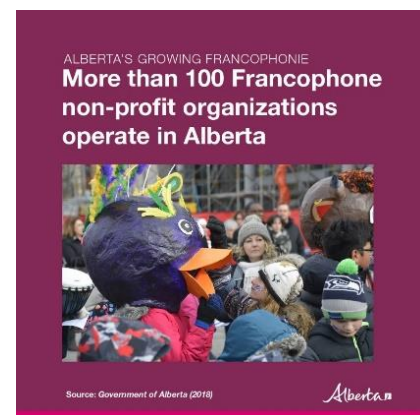
The French Policy highlights four guiding principles and five corresponding approaches that inform the government's work in the incremental and voluntary enhancement of services in French throughout the province. These complementary principles and approaches support the continued development and vitality of Alberta's French-speaking communities.

This report has been structured to detail ministries' initiatives based on the policy's approaches:

- Approach 1: Recognition and Visibility
- Approach 2: Ongoing Development and Vitality
- Approach 3: Service Delivery and Development
- Approach 4: Communications
- Approach 5: Dialogue, Collaboration and Representation

Recognition and Visibility

French-speaking Albertans have a rich and longstanding history in our province. In fact, French was the first European language spoken in what would become Alberta. Many Métis people also spoke the language of their French ancestors. French remains the most widely spoken language after English throughout the province. This rich history is marked by the growth of a vast and vibrant network of French-language organizations, institutions, and facilities across sectors and across the province that contribute to Alberta's past, present and future cultural and economic wealth.



The French Policy's Recognition and Visibility approach acknowledges this rich history and also acknowledges continued Francophonie contributions to the province, stating: "The Government of Alberta recognizes and embraces its Francophone history and the continued contributions of its dynamic and diverse French-speaking population".

This recognition has since been added to communications products issued by the Premier, cabinet ministers and other government members, including a number of francophonie-related news releases since 2017.

Franco-Albertan Flag

In 2017, the Franco-Albertan flag became an [official emblem](#) of the province as a Symbol of Distinction, and MLAs, schools and members of the public have been encouraged to recognize the flag and participate in annual flag raisings held in communities across Alberta on the first Friday of March every year.



Mois de la francophonie albertaine

Building on almost two decades of provincial celebrations at the Alberta Legislature as part of the national Rendez-vous de la Francophonie, the Alberta government proclaimed March as the Mois de la francophonie albertaine (Alberta Francophonie Month) in 2018. Every year, the Mois de la francophonie albertaine aims to raise the profile of the francophonie within the broader population, from its rich history to its more contemporary and diverse existence.

In 2018, to raise the visibility and impact of Mois de la francophonie albertaine celebrations, the Francophone Secretariat provided a two-year grant to the Association canadienne-française de l'Alberta (ACFA). The seed funding enabled the establishment of a provincial consortium of Francophone and non-Francophone stakeholders to coordinate events and develop relevant communications and pedagogical materials. In 2019, the theme for the Mois de la francophonie albertaine was “Franco jusqu’au sommet! Franco to the top!” and resulted in numerous flag-raising ceremonies throughout the province, including ceremonies at the Alberta Legislature, at McDougall Centre in Calgary, as well as in 23 Francophone schools and 17 Francophone communities. Celebrations also included sugar shacks, community dinners, workshops and film showings throughout the province, and a virtual exhibit from the Provincial Archives of Alberta entitled “Documenter l’Alberta francophone/ Documenting Francophone Alberta”.

Francophonie Infographics

Another initiative that advanced the *Recognition and Visibility* approach included the development of a series of educational infographics on the francophonie.



The infographics, including a one-pager entitled [“La francophonie Albertaine: forte et dynamique”](#) ([The Francophonie in Alberta: strong and vibrant](#)), were published in 2018. Developed by the Francophone Secretariat in partnership with Alberta Communications and Public Engagement, these infographics provide interesting facts and statistics on the various Francophone communities in Alberta, whether on history, heritage, population, communities, events, media or the French-language education continuum. The infographics have been shared on government's social media accounts (@BonjourAlberta, @AlbertaCulture), in government reports and presentations and among Government of Alberta staff.

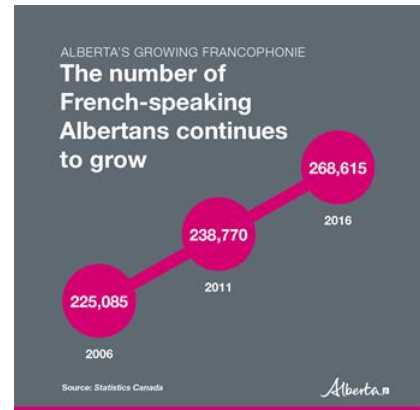
Recognition of Francophone Artists in Alberta

Over the 2018-2019 program year, the Ministry of Culture and Tourism's Arts Branch encouraged Francophone artists to self-identify when applying for Alberta Foundation for the Arts (AFA) program funding, particularly the Art Acquisitions by Application Program. This initiative acknowledges and celebrates artists' Francophone heritage and identity, encourages Francophone artists to apply in their preferred language, builds the corpus of Francophone art in Alberta, facilitates the retrieval of Francophone artwork for curation purposes and enhances the overall value of the AFA collection.

Ongoing Development and Vitality

French is a thriving language that is shared by a number of cultures in Alberta. However, in a minority setting, language transmission and acquisition, and community belonging require individual and collective effort.

To support this, the Government of Alberta has committed to developing services that will provide future generations with opportunities to learn and to express themselves in French. These services will also enable them to connect with other Francophone cultures and build a sense of community.



As the French-speaking population in Alberta has grown, so too have services and programs in French that aim to sustain and enhance the community's long-term capacity and well-being. Central to government's efforts to advance the Ongoing Development and Vitality approach is fostering Alberta's French-language education continuum. This notion of a continuum includes early childhood supports, primary and secondary education and post-secondary programming in French.

Enhanced Early Childhood Supports, Programs and Family Services in French

Early childhood programs, supports and family services that offer French-speaking families and caregivers French-language resources to care for children advance the Ongoing Development and Vitality approach.

With support from the Canada-Alberta Bilateral Agreement on Early Learning and Child Care, the Ministry of Children's Services funded twelve French-language Early Learning and Child Care (ELCC) Centres. As part of this pilot, the twelve ELCC centres listed below offer French-language programming to families throughout the province.

- Garderie Les petits boucs - Grande Prairie
- Centre d'expérience préscolaire et parascolaire – Edmonton
- Centre d'expérience préscolaire et parascolaire – St. Albert
- Fédération des parents francophones de l'Alberta – Lloydminster
- Fédération des parents francophones de l'Alberta – Red Deer
- La Société Pommes de Reinette Daycare NE – Calgary
- La Société Pommes de Reinette Daycare SE – Calgary

- La Société Pommes de Reinettes Daycare SW – Calgary
- La garderie Les petits ours – St. Paul
- 1000 Women Child Care Centre (Bilingual) – Edmonton
- Fulton Child Care Association (Bilingual) – Edmonton
- V.I.K Academy (Bilingual) – Okotoks

Access to services in early childhood development, parent education, family support, developmental screening, and information and referral have continued through the ongoing support of the Ministry of Children's Services for the Provincial Francophone Parent Link Network. Led by the Fédération des parents francophones de l'Alberta (FPFA, the Federation of Francophone Parents of Alberta), the Francophone provincial Parent Link Network is comprised of the Institut Guy-Lacombe de la famille (Guy Lacombe Institute for the Family) in Edmonton and Le Centre d'appui familial (Family Support Centre) in Calgary. Employing qualified French-speaking staff, both centres meet the needs of French-speaking families and caregivers by providing free parenting and play programs, sharing information about child development and helping families deal with parenting and family issues.

In addition to increased access to childcare facilities and programs for French-speaking parents, caregivers and childcare practitioners, Albertans now have access to additional training and childcare resources in French:

- Positive Parenting Program (Triple P) training available in French upon request to a Parent Link Centre². Triple P – Programme de pratiques parentales positives is an online parenting course in French that provides a positive parenting strategy toolbox.
- The Child Care Orientation Course, available in print and online in French (known as "Cours d'orientation pour le personnel des services de garde à l'enfance"), reviews aspects of early childhood development and the role of the caregiver through a range of topics including observations, providing for play and guiding behaviour.

The Government of Alberta Works Collaboratively and Enhances Internal Capacity to Support Francophone and French-Second-Language Education

In October 2018, the Ministry of Education established a collaborative negotiation committee, the Alberta Interdepartmental Committee on Official Languages in Education (AICOLE), to better support Francophone and French-second-language education and francophonie education stakeholders.

² The online resource is only available upon request. For information contact [Institut Guy-Lacombe de la famille](#) in Edmonton or the [Centre d'appui familial](#) in Calgary, or by sending a message through the [Stay Positive Triple P](#) website (available in English only).

AICOLE is a cross-government committee that works collaboratively to define Alberta's position in Francophone and French second language education agreements. Representatives from the ministries of Education, Advanced Education, Culture and Tourism (Francophone Secretariat) and from Executive Council collaborate through AICOLE on a number of matters. For example, AICOLE supports negotiations of the Protocol for Agreements for Minority-Language Education and Second Language Instruction as well as the Instruction and the Canada-Alberta Agreement on Minority-Language Education and Second-Language instruction. AICOLE also identifies priorities in Francophone and French second language education and develops strategies to access additional federal funding to finance projects stemming from those priorities.

AICOLE priorities currently include funding of French-language teacher recruitment and retention, and leveraging additional funding for capital projects.

In addition to AICOLE efforts, Alberta Education has enhanced its internal capacity to reinforce Francophone and French second language education and to support francophonie stakeholders working in the education sector. This internal capacity-building includes:

- Adding two permanent positions in the Francophone Field Services Branch to support ongoing work with regional authorities and Francophone stakeholder associations.
- Hiring seven new French-speaking interchange³ participants to support curriculum development in French.
- Funding a French-speaking interchange participant within the Intergovernmental Relations Branch to help access support for other initiatives through the federal Action Plan for Official Languages.
- Filling two permanent positions in the areas of French language arts curriculum.
- Establishing a cross-divisional team to develop a French Education Stakeholder Engagement Plan that identifies Alberta Education's connections with French education stakeholders.

³ Alberta Interchange encourages the temporary exchange of managers and senior professionals between the Alberta government and other organizations, such as federal and municipal governments and universities, to foster stronger partnerships and strengthen professional development.

Greater Equivalency for French in Curriculum Development and Educational Publications

The simultaneous development of the French- and English-language education curricula is a first for Alberta. It is a commitment to ensure that all students, regardless of their program of study, will benefit at the same time from a revised curriculum.

The curriculum also continues to include Francophone perspectives and seeks to foster a better understanding among all Alberta students of the linguistic duality and cultural diversity that shape Canada and Alberta's identity. For Alberta students in general, this will lead over time to increased exposure and experience with the Francophone community.

In the context of Francophone education in Alberta, the provincial curriculum for Francophone students goes further, incorporating not only the foundational pillars of language but also identity, culture and community integration to develop and affirm Francophone students' sense of identity and belonging.

In addition, government departments are increasingly working together to support the simultaneous creation of print and digital educational publications in French and English for school-aged children and youth, including resources and materials for their parents and guardians.

Enhanced Post-Secondary Programming in French

A number of other postsecondary institutions in Alberta contribute to the francophonie's vitality. In 2017-2018, more than half of post-secondary institutions in Alberta delivered French-language programs. The most extensive of these is the University of Alberta's French-language faculty - Campus Saint-Jean, which is the largest provider of French-language programming west of Manitoba, offering full French language undergraduate and graduate degree programming in diverse fields. Together, all of these publicly-funded institutions offer French-speaking students from Alberta, Canada and around the world, high quality undergraduate, graduate and college programming that promotes the French language and cultures while simultaneously acting as a bridge between French-speaking students and the francophonie. As such, renewed investment and development of post-secondary French language programming supports the Ongoing Development and Vitality approach.



In 2018-2019, among the new francophonie initiatives in the postsecondary sector, three new college program proposals from the University of Alberta were approved by government to be fully delivered in French at the Centre collégial de l'Alberta (Campus Saint-Jean):

- Health Care Aide Certificate,
- Early Childhood Education Certificate,
- Early Childhood Education Diploma.

Alberta Advanced Education also provides ongoing funding for French-language post-secondary programming. These programs and other activities that support French language learning (i.e. student supports, technology enhanced delivery, research, etc.) were supported in 2018-2019 through federal funding provided through the Canada-Alberta Bilateral Agreement on Minority-Language Education and Second-Language Instruction. This agreement is based on a minimum 50-50 cost-sharing arrangement.

Under this agreement the types of initiatives supported included:

- Multimedia and technology enhancements to improve student access and student supports.
- Immersion weekends, professional development for teachers.
- Increasing enrolments in existing programs/specializations/courses delivered in French.
- Development of new subject matter programs/specializations/courses in French.
- Enhancement of linguistic supports to improve student French language comprehension and communication skills (both oral and writing skills).
- Language proficiency skills testing and assessment.
- Development of online and blended French Language program delivery options.
- Improved learner access, pathways and transitions to French-language programming.
- Support for rural placements in select programs delivered in French (i.e. B.Ed., B.Sc., Bachelor of Nursing).
- Development and reinforcement of partnerships with other post-secondary institutions, community organizations, local school districts and other key stakeholders.
- Development of promotional materials, marketing tools, website development and support for activities and events in the community.
- Promotion of French language and culture, including student exchanges and workshops for teachers.
- Provision of fellowships to assist Francophone and French Second Language students pursuing post-secondary studies taught in French in Alberta and in Canada.

Service Delivery and Development

When government ministries develop and deliver services under the French Policy's framework, they aim to respond to the francophonie's priorities and needs. When improving and developing services in French, ministries consider francophonie perspectives and develop relevant and meaningful services in collaboration with francophonie stakeholders and service providers.

Ministry initiatives that advance the Service Delivery and Development approach are meaningful to the francophonie because they are usable and accessible services that are of comparable quality to existing services in English.

Arts and Culture Resources in French

The Royal Alberta Museum reopened its doors to the public on October 3, 2018, in a brand new building featuring, for the first time, completely bilingual exhibit panels. The museum team has also been interacting in French on social media when addressed in French.

Alberta Municipal Affairs supports the province's public libraries in enabling Albertans to access over 500 French-language newspapers and magazines through local libraries' portals to PressReader and RBDigital Magazines. PressReader also allows users to translate content from English to other languages, including French.

Other French-language library offerings include:

- A small, yet growing, selection of French ebooks that complements an existing French-language print collection available through The Alberta Library network;
- A language learning platform enabling non-French speakers to learn French and French-speakers to learn other languages using the Alberta Ebook Collection, featuring titles from Alberta publishers (content is dependent on publishers' offerings).

Elections

The *Local Authorities Election Act* forms were made available in French. These forms are required for candidates and returning officers in local (school board or municipal) elections. Forms are prescribed under the *Local Authorities Election Act*.

Family and Social Support Services in French

Alberta Community and Social Services has made efforts to support French-speaking individuals and families impacted by family violence and bullying with the promotion and distribution of existing resources in French on alberta.ca.

Alberta Municipal Affairs has translated a number of Disaster Recovery Program info sheets and the Disaster Assistance Guidelines to help French-speaking families affected by a disaster access support provided by the Government of Alberta:

- [Comment se préparer à la saison des inondations en Alberta](#) - Preparing for the Flood Hazard Season in Alberta
- [Propriétaires et locataires d'habitation](#) – Homeowners and Residential Tenants
- [Petites entreprises et propriétaires bailleurs](#) - Small Business and Landlords
- [Activités agricoles](#) - Agriculture and Farming Operations
- [Organismes sans but lucratif et coopératives](#) - Not-for-profit Organizations and Cooperatives

Health Services in French

Alberta Health Services provides a number of services in French in different regions of the province. Within the context of the French Policy, Alberta Health Services met with one of the francophonie's key stakeholders, Réseau Santé Albertain, in August 2018 to discuss priorities in access to health care services in French.

Established in the mid-1990s, the French Services Program is an ongoing initiative led by Alberta Health Services North Zone. The Program's focus is to promote and improve equitable access to health care services in French, including access to mental health and addiction services, primary care services, and home and community care services for seniors and newcomers. Specifically, the French Services Program:

- Helps French-speaking patients navigate the health care system in Northwestern Alberta;
- Facilitates French-speaking patients' path in the health care system by identifying French-speaking health professionals;
- Works collaboratively with local community partners to advocate for the health needs and priorities of French-speaking Albertans in northern Alberta;
- Provides French-language interpretation and translation services to patients; and
- Works to recruit French-speaking health professionals.

In addition, the French Service Program provides face-to-face services in French at the Grande Prairie Provincial Building and the Sacred Heart Community Health Centre in McLennan.

Alberta Seniors and Housing partnered with the Fédération des aînés franco-albertains and the Réseau santé albertain to provide four mental health first aid training sessions in French.

Housing and Community Services

Alberta Seniors and Housing provides information in French on alberta.ca on a variety of financial and health support programs and information on elder abuse. French-speaking Albertans can find information on [Elder Abuse](#), the [Alberta Seniors Benefit](#), the [Dental and Optical Assistance for Seniors](#) as well as on the [grieving process following the loss of a loved one](#).

Immigration and Labour Attraction

Alberta Labour has been working towards enhancing the capacity of Francophone organizations to provide improved settlement services to French-speaking newcomers by signing agreements with community organizations. These agreements provide basic settlement services to a range of French-speaking newcomers ineligible for federally-funded services. These services ensure that newcomers' needs are addressed. At this time, services are being offered in [Edmonton](#), [Fort McMurray](#), [Grande Prairie](#), and surrounding communities.

Alberta Labour continues to actively and regularly engage with francophonie stakeholders across Alberta on maintaining linguistically and culturally appropriate settlement supports to French-speaking newcomers. Among other outcomes, this work has created a competitive process to provide targeted funding in 2018-2019 for Basic Settlement Services for Francophone Newcomers in Edmonton and provides better data mapping to inform discussions with the federal government about future program enhancements for French-speaking newcomers.

The engagements have also provided the ministry with the opportunity to collaborate with Alberta Education and explore how the province might better address the French-language teacher shortage. A number of strategies are being considered, including targeted labour recruitment efforts, and joint labour market webinars and events.

Through partnership with the Canadian embassy in Paris to promote Alberta's advantage to prospective immigrants, the International Qualifications Assessment Service (IQAS) completed education system overviews for three francophone countries: France, Morocco and Cameroon. These resources are posted on alberta.ca to help immigrants understand how their credentials can compare to standards in Alberta. Stakeholders use this information when considering immigrants credentials.

Justice Services in French

Alberta Justice and Solicitor General (JSG) has been working towards improving access to justice services in French. Among the more substantial initiatives has been the establishment of a working group with the Association des juristes d'expression française de l'Alberta (AJEFA, French-Speaking Jurists' Association of Alberta). While this working group is still in its infancy, meetings to date have resulted in government obtaining a deeper understanding of the community's priorities in the justice sector.

The Language Line, a telephone interpretation service, is now available at the Provincial Court of Alberta and the Court of Queen's Bench of Alberta. It is also used in Resolution Services to assist French-speaking Albertans in accessing information on services and legal supports. The service connects users to an interpreter who translates information in real time.

CanTalk 1-800 services are also available in French and are resources for staff in victim services units across the province and in the Government of Alberta's Victims Services Branch (JSG).

Since 2017, several justice sector resources, intended for various audiences, have been translated into French including:

- [Le jury et le système judiciaire en Alberta](#) – a jury duty information pamphlet
- [Information pour les plaideurs non représentés devant la Cour provinciale - tribunal criminel pour adultes](#) – an information booklet intended for self-representing litigants in provincial criminal court
- [Information à l'intention des plaideurs non représentés devant la Cour provinciale - tribunal de la famille](#) – an information booklet for self-representing litigants in family court
- [Déclaration de la victime : renseignements](#) – an information pamphlet outlining victim impact information
- [Déclaration de la victime : formulaire](#) – the Victim Impact Statement form

Alberta Justice and Solicitor General translated the guides and online courses “[Le rôle parental après la séparation](#)” (Parenting After Separation) and “[Le rôle parental après la séparation pour les familles en situation de conflit grave](#)” (Parenting After Separation for families in high conflict). These programs are for parents or guardians who are separating or getting a divorce. The Parenting After Separation course is required before litigants file a divorce application or a *Family Law Act* application in the Court of Queen's Bench, or if a judge directs them to take it. Litigants can also take the course on a voluntary basis.

Occupational Health and Safety for job creators and employees

To better support French-speaking employers and workers, Alberta Labour translated many occupational health and safety documents into French:

- [Ai-je besoin d'un comité paritaire de santé et sécurité au travail ou d'un représentant en santé et sécurité?](#) – Do I Need a Joint Work Site Health and Safety Committee or a Health and Safety Representative?
- [Ai-je besoin d'un programme de santé et sécurité?](#) – Do I Need a Health and Safety Program?
- [Comités paritaires de santé et sécurité au travail](#) – Joint Work Site Health and Safety Committees
- [Facultés affaiblies au travail](#) – Impairment in the Workplace
- [Glissades, trébuchements et chutes](#) – Slips, Trips and Falls
- [Guide en matière de santé et de sécurité au travail à l'intention des employeurs](#) – Employer's Guide to Occupational Health and Safety
- [Guide en matière de santé et de sécurité au travail à l'intention des travailleurs](#) – Worker's Guide to Occupational Health and Safety
- [Harcèlement et violence en milieu de travail \(renseignements\)](#) – Harassment and Violence in the Workplace (information)
- [Les étudiants et les bénévoles sont-ils des travailleurs?](#) – Are Volunteers and Students Workers?
- [Occupational Health and Safety Act de l'Alberta : Points saillants des modifications en vigueur depuis le 1^{er} juin 2018](#) – Alberta *Occupational Health and Safety Act* : Highlights of Changes Effective June 1, 2018
- [Programmes de santé et sécurité au travail](#) – Health and Safety Programs
- [Représentants en santé et sécurité](#) – Health and Safety Representatives
- [Santé et sécurité au travail dans les fermes et les ranchs](#) – Occupational Health and Safety on Farms and Ranchs
- [Signaler les blessures et les incidents, et enquêter](#) - Reporting and Investigating Injuries and Incidents
- [Changements au salaire minimum](#) - Minimum wage changes
- [Congés de deuil](#) - Bereavement leave
- [Congés pour la cérémonie de citoyenneté](#) - Citizenship ceremony leave
- [Retenues sur le salaire](#) - Deductions from earnings
- [Congés pour violence familiale](#) – Domestic violence leave
- [Congé pour responsabilités personnelles et familiales](#) - Personal and family responsibility leave

Telephone Support Services

Alberta Justice and Solicitor General, Service Alberta, and Alberta Health Services each offer telephone interpretation services to French-speaking Albertans. The employee receiving the call contacts the service provider who then interprets the conversation in real time.

Training and Employment Services

Alberta Community and Social Services and Labour have promoted the French-language resources on [alis](#), a website that provides career planning resources online and in print, occupational information and more.

Alberta-based job postings are [available in French](#) on alis. French-speaking Albertans can now create personalized job searches and sign up for job alerts in French, when new Alberta-based job postings match their specific criteria.

The ministries also continued to provide funding for career, employment and job placement services in French to unemployed or underemployed French-speaking Albertans, including recent newcomers:

- In Edmonton, funding was provided through contracts with [accès-emploi](#) to provide career, employment and job placement services in French, and Bilingual Administrative Clerk training.
- In North Central Alberta, funding was also provided through a contract with [accès-emploi](#) to maintain a resource centre in Bonnyville and to provide employment services to French-speaking clients in the communities of Bonnyville, Cold Lake, Lac La Biche, St. Paul and surrounding areas. Services include assessments, job placement, resumé development, one-on-one employment consultations and interpretation and translation services. The contractor also provides interpreter services to assist clients with contacting potential employers, job interviews, exposure courses, meetings with ministry staff and other job-related situations.
- In Calgary, the ministry provided a contract to Bow Valley College's [Connexion carrière](#) to offer career, employment and information services in French. The centre provides one-on-one career counselling, resume and job search support, employment workshops, and employment fairs and information sessions to French-speakers in Calgary and surrounding communities.

Alberta Community and Social Services has also produced the following publications in French:

- [Sécurité Xtrême : Guide pour les jeunes travailleurs sur les règles en matière de sécurité et d'emploi](#) - X-treme Safety: Young Worker's Guide to Safety and Employment Rules
- [Vos droits et responsabilités au travail](#) - Your Rights and Responsibilities at Work
- [Vous évaluer : La première étape dans la planification de carrière](#) - Assessing You: The First Step in Career Planning
- [Notions de base de la recherche d'emploi](#) - Work Search Basics

Communications

The Government of Alberta is increasingly engaging with French-speaking Albertans in French on matters that directly relate to the community's growth and development. The French Policy's Communications approach supports this targeted bilingual exchange between the Government of Alberta and French-speaking Albertans, stating: "*Targeted communications in French are the cornerstone on which a respectful and more effective relationship between French-speaking communities and the government can be built.*"

While the intent is not to produce a mirror English-French site, ministries are gradually increasing the level and breadth of their French language communications to ensure French-speaking Albertans are able to access information that is most relevant to them.

One major initiative has been to transfer content from BonjourAlberta.ca to the new and improved alberta.ca website so that content in French is more visible and easily accessible by including an [inventory of services in French](#). Work is also underway to expand the level of content in French on priority matters with the guidance of the Alberta Advisory Council on the Alberta Francophonie.

The number of news releases published in French has also increased from zero in 2015-16 to 14 in 2018-19. The recent focus has been on translating news releases where content specifically references services or other supports in French, or other matters that may be of interest to the Francophonie. Some examples include:

- [Attracting more tourists to Alberta | Attirer plus de touristes en Alberta](#) – September 2018
- [New Royal Alberta Museum officially open | Ouverture officielle du nouveau Musée royal de l'Alberta \(RAM\)](#) – October 2018
- [Alberta culture on display at Grey Cup | La culture albertaine mise à l'honneur à la Coupe Grey](#) – November 2018
- [New community supports help combat racism | Un nouvel appui communautaire aide à combattre le racisme](#) – January 2019

As a measure of respect, and in alignment with the French Policy, correspondence at the ministerial level received in French (or French and English) receives a response in the same language. This year, a total of 30 pieces of ministerial correspondence were sent in French.

Educational Publications

The French Policy's Communications approach includes a commitment to develop and distribute print and digital materials in French and English intended for school-aged children and youth (kindergarten to grade 12) and their parents and guardians. This commitment supports the publication in French of resources that are not typically available in French, that respond to an educational need, that provide information that supports the Alberta curriculum, that contain Alberta-specific content, that addresses in-school and workplace health/safety issues and that encourage a student's full participation and engagement in Alberta/Canadian society.

The following public bodies and ministries began to incrementally translate and promote such materials directly to Francophonie stakeholders:

- The Public Safety Division of Alberta Municipal Affairs distributed 14,000 French-language copies of [Fire Safety Starts With You](#), a fire prevention educational booklet for elementary school students. In all, some 50 communities across the province received these French-language materials through schools or local municipal fire departments. This is part of an ongoing fire awareness campaign that has included other French-language resources such as the [Babysitter's Guide to Fire Safety](#).
- Alberta Transportation translated two road safety information pamphlets to help educate children and their parents/guardians about traffic safety skills and behaviours:
 - [La sécurité à vélo: aide-mémoire](#) (Safe Cycling Checklist) is a pamphlet designed in the shape of a bicycle, offering children and parents/guardians tips on safe behaviours when riding a bicycle and how to properly put on a helmet.
 - [La sécurité en autobus](#) (Bus Safety Rules) is a pamphlet designed in the shape of a school bus and offers children safety tips for getting on and off and riding a bus.

Dialogue, Collaboration and Representation

Productive dialogue between the Francophonie and the Government of Alberta is essential to improving and developing services in French that meet the needs and priorities of the Francophonie. The French Policy's Dialogue, Collaboration and Representation approach recognizes that the contribution of the francophone community is essential to the planning and decision making process of French Policy implementation.

Francophonie Stakeholder Engagement

Central to this approach has been for ministries to establish a working relationship and to gain an initial understanding of the Francophonie, and what it might mean for the development and delivery of services in French. During this reporting period, a number of new working relationships between government and the Francophonie were formed:

- Alberta Agriculture and Forestry, Alberta Economic Development and Trade, Alberta Energy, Alberta Municipal Affairs, and Alberta Culture and Tourism each met with the Conseil de Développement Économique de l'Alberta (CDEA, the Alberta Economic Development Council).
- Alberta Culture and Tourism's Sports and Recreation Branch met with the Fédération du sport francophone de l'Alberta (FSFA, the Francophone Federation of Sport of Alberta).
- Alberta Seniors and Housing met with The Fédération des aînés francophones de l'Alberta (FAFA, Federation of Franco-Albertan Elderly).
- Alberta Justice and Solicitor General met with the Association des juristes d'expression française de l'Alberta (AJEFA, French-Speaking Jurists' Association of Alberta).
- Alberta Education expanded the number of francophone education stakeholders with whom the ministry met, while strengthening existing relationships with school authorities.

These and other stakeholder meetings resulted in a number of ministries putting forward initiatives in the 2018-2021 Action Plan that were directly informed by dialogue with stakeholders.

Alberta Advisory Council on the Francophonie (AACF)

Meaningful and collaborative dialogue between government ministries and Francophonie stakeholders has also become more formalized with the establishment in March 2018 of the first Alberta Advisory Council on the Francophonie (AACF).

More than 100 Albertans submitted applications to become a member of the AACF. The Council's membership was announced in June 2018 and is comprised of 10 members who represent the diversity of Alberta's Francophonie.

The mandate of the AACF is to provide recommendations to the minister responsible for the Francophone Secretariat that will guide the actions of government in the implementation of the French Policy. More specifically, the AACF will:

- Identify priority elements that will strengthen the community.
- Recommend the creation of government services in French and improve the delivery of existing services, taking into account available resources.
- Make proposals on the optimal use of existing provincial and federal funds administered by the Ministry of Culture and Tourism for French-language services; and
- Evaluate the effectiveness of the policy in terms of expected results.

During this reporting period, the AACF met four times and hit the ground running to develop terms of reference, a code of conduct, and a three-year work plan. Already the council has explored opportunities to enhance the visibility and more effectively recognize the Francophonie's ongoing presence. This resulted in the council putting forward a number of recommendations aimed at promoting the francophonie's history and cultures.

Representation on Agencies, Boards and Commissions

The Public Agency Secretariat (PAS), part of the Ministry of Treasury Board and Finance, provides assistance, tools, and support to Government of Alberta departments and agencies, boards and commissions (ABCs) related to recruitment, appointments, compensation frameworks, and governance best practices. This includes working closely with departments and the Francophone Secretariat to support French language advertisements for opportunities on ABCs.