

French Policy

2018-21 Action Plan



Enhancing services in French to support the vitality of the Francophonie in Alberta

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French Policy 2018-21 Action Plan

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Message from the Minister

Alberta's first-ever French Policy was adopted in June 2017 to recognize a significant portion of its population and to support the development and vitality of the Francophonie in the province.

Alberta is defined by its diversity. We celebrate our diversity as a key value of who we are. It started with First Nations peoples, who were here for thousands of years before people from other nations came. Our province today has a rich heritage of languages and cultures. Within this diversity is perhaps one of Alberta's best-kept secrets: the ongoing presence of a large, growing and diverse French-speaking population that can trace its roots more than 200 years. This characteristic of our social and cultural fabric benefits all Albertans. As Canadians, we value multiculturalism and have entrenched French and English as our two official languages.

Through the French Policy, the Government of Alberta has clearly expressed its desire to build a meaningful, collaborative and respectful relationship with the province's Francophonie.

This Action Plan is the result of many months of dialogue among government departments and agencies, boards and commissions with Francophonie stakeholders. It is a testament to the government's commitment to respond to the needs of Alberta's Francophonie and to make life better for French-speaking Albertans by developing accessible and quality services and supports in French.

As the Minister of Culture and Tourism responsible for the Francophone Secretariat, I am proud that government has taken this historic step. Already we are seeing tangible results, keeping in mind that implementation is ongoing and incremental within available resources, I look forward to a strengthened relationship with the province's Francophonie and to enhanced, targeted and sustainable services and supports to French-speaking Albertans.

Ricardo Miranda

Minister of Culture and Tourism and
Minister responsible for the Francophone Secretariat

Enhancing Services and Supports in French

Background

The Francophonie in Alberta

French was the first European language spoken in what would become Alberta, and the most commonly spoken European language until about 1870. Many Métis people also spoke the language of their French ancestors.

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 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. In most jurisdictions, the French-speaking population is expected to decrease, or increase only slightly.

Alberta's Francophonie is the third largest in Canada outside Quebec, after Ontario and New Brunswick.

While Canadians speak many languages, its 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.

French Policy

On June 14, 2017, the Government of Alberta released its first comprehensive [French Policy](#) in recognition of the province's significant and diverse French-speaking population – the Francophonie¹. The policy states:

¹ The Government of Alberta uses the term "**Francophonie**" as an inclusive term to describe French-speaking individuals and communities, and also to represent the organizations that support its vitality. The term French-speaking is used to refer to individuals who may speak French as the first official language learned and still understood (Francophone) or as a learned language.

“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 policy is as much about government as it is about the Francophonie. It provides government with clear guidelines to renew its relationship with the Francophonie. It also creates a consistent framework to develop, enhance and provide access to meaningful government services, resources and information in French.

Implementation is ongoing and incremental as resources allow, and emphasizes the importance of building meaningful and productive relationships with the Francophonie and aiming for continued development and vitality of this important population.

Action Plan

Among French Policy commitments, government ministries are “*to develop and publish a multi-year plan that will identify specific stakeholders with whom to engage, and goals, objectives and measures aimed at improving services in French.*” In the spirit of the policy, this action plan is a firm commitment to innovative ways to enhance services in French within available resources. This may include community collaboration in designing and delivering services in French, and in improving service delivery.

This first comprehensive three-year action plan is focused primarily on building meaningful relationships with Francophonie stakeholders. This collective effort will help government departments, agencies, boards and commissions contribute to implementing the French Policy. The policy is the key reference document for this plan.

Ministries decide on what initiatives are included in the plan based in part on discussions with the Francophone Secretariat and engagement with Francophonie stakeholders. Going forward, ministries will also benefit from advice from the Alberta Advisory Council on the Francophonie.

Roles and Responsibilities of the Francophone Secretariat

The Minister responsible for the Francophone Secretariat is mandated to guide and monitor implementation of the French Policy across government.

This first comprehensive three-year action plan is focused primarily on building meaningful relationships with Francophonie stakeholders.

Since it was established in 1999, the Francophone Secretariat has actively liaised with Alberta's Francophonie. The secretariat helps ministries implement the French Policy in an incremental and ongoing way in liaison with the Francophonie.

The Francophone Secretariat is responsible for co-ordinating and reporting on implementation of the French Policy. Building on its two decades of liaison and consultations, the Francophone Secretariat approached the Action Plan development in the following ways:

- helping departments compile an inventory of existing services in French;
- providing research and information to support department engagement and collaboration with Francophonie stakeholders;
- providing ministries with feedback and strategic advice on potential initiatives; and
- providing access to translation services and/or federal funding, to help ministries realize their goals.

Roles and Responsibilities of Ministries

Government ministries are responsible for taking tangible actions to implement the policy. Each ministry has designated a senior official as lead representative or conduit on the French Policy Assistant Deputy Minister Committee.

Ministries' responsibilities include, but are not limited to:

- liaising with the Francophone Secretariat to support implementation of the French Policy and contributing to the development of the French Policy Action Plan;
- undertaking meaningful engagement and dialogue with stakeholders to understand the issues and potential opportunities to address ongoing or future needs;
- working with government agencies, boards and commissions to implement the French Policy; and
- identifying specific initiatives that will support the Francophonie's vitality in a targeted and sustainable manner as resources allow.

Roles and Responsibilities of the Alberta Advisory Council on the Francophonie

In January 2018, the Government of Alberta established the Alberta Advisory Council on the Francophonie (AACF). The AACF ensures that French-speaking Albertans have a voice in implementing the French Policy. The council also advises the Minister responsible for the Francophone Secretariat to:

- identify priorities to strengthen the community's vitality by developing and enhancing services in French within available resources;
- improve development and delivery of government services in French within existing resources;
- make best use of provincial funding and of federal funding administered by Culture and Tourism for services in French; and
- evaluate the effectiveness in achieving French Policy outcomes.

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 leveraging federal-provincial agreements, government will work to maximize these resources to implement the French Policy.

2018-21 Action Plan

French Policy Implementation

Government-wide initiatives in this section embody the guiding principles, aims and approaches outlined in the French Policy and are divided among 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.

The plan will evolve over time as ministries engage with members of Alberta's Francophonie. This diverse and active community is comprised of a vast network of organizations and institutions across sectors and the province that contribute to the Francophonie's development and vitality. Within this network, the Government of Alberta formally acknowledges the *Association canadienne-française de l'Alberta* (ACFA) and Francophone Regional school authorities as key stakeholders.

Building government capacity to enhance and develop services and supports in French

Actions	2018-19	2019-20	2020-21
Negotiate and implement the new 2018-23 Canada-Alberta Agreement on French-Language Services to improve and enhance government services in French.	◆	◆	◆
Develop and offer awareness sessions within the Alberta Public Service on the French Policy and Alberta's Francophonie to consider Francophonie perspectives in services, programs and policies – from design to implementation and evaluation.	◆	◆	◆
Establish guidelines and tools to help departments consider proponents' knowledge and ability to engage with French-language services or programs if a stand-alone program or service in French is open to tender.		◆	
Conduct and update an annual environmental scan on the Alberta Francophonie's objectives and priorities across sectors and the province.		◆	◆

Develop, improve and deliver services and supports in French

Actions	2018-19	2019-20	2020-21
Develop and implement an Alberta active offer approach for services in French, specifically ensure existing government resources and services available in French are promoted to French-speaking Albertans.	◆	◆	◆
Establish and provide ongoing support to the Alberta Advisory Council on the Francophonie, which is mandated to provide advice on implementing and evaluating the French Policy to the Minister responsible for the Francophone Secretariat.	◆	◆	◆
Raise awareness about Francophonie symbols such as the Franco-Albertan Flag (Symbol of Distinction under the <i>Emblems of Alberta Act</i>) and special distinctions such as the month of March as Alberta Francophonie Month.	◆	◆	◆

Provide information and resources in French

Actions	2018-19	2019-20	2020-21
Develop, publish and annually update a multi-year French Policy implementation action plan in both French and English.	◆	◆	◆
Develop and publish an annual report in both French and English on implementing the French Policy.		◆	◆
Establish a co-ordinated approach so that ministerial correspondence received in French or in French and English be replied to in the language in which it was received.	◆		
Identify, translate into French and promote print or digital materials for school-aged children and youth and their parents/guardians that meet criteria in the French Policy.	◆	◆	◆

Ministry Priority Initiatives

Advanced Education

Advanced Education is responsible for Alberta's adult learning system. The ministry funds post-secondary institutions and other adult learning providers, approves programs of study, and works with stakeholders to provide access to affordable, high-quality learning. It also registers and certifies apprentices and provides financial aid to help learners pursue their studies ranging from adult foundational learning to apprenticeships, certificates, diplomas and degrees. By building strategic partnerships and leveraging investment, the ministry prepares Albertans for lifelong success through education so they can contribute to building vibrant, healthy communities, and a diversified economy.

Alberta Advanced Education invests about \$9.75 million every year in post-secondary French-language education. The ministry also provides funding for the delivery of French programming through the Community Adult Learning Program. The new French Policy will help the ministry explore new avenues while continuing its investments.

Key Francophonie Stakeholders

- Post-secondary institutions, including the University of Alberta, the University of Calgary, and several others offering French-language programming.

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Enhance college-level programs in French through three new programs at the University of Alberta (Centre collégial de l'Alberta).	◆	◆	
Undertake detailed analysis of program, enrolment, graduate and demographic data and trends related to French-speaking Albertans within Advanced Education's mandate.		◆	

Agriculture and Forestry

Key Francophonie Stakeholder

- Conseil de développement économique de l'Alberta (CDÉA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Post and promote French non-curriculum educational resources produced by agricultural organizations on the Agriculture Education website.			◆
Collaborate with the CDÉA to identify services provided by Food & Value Added Processing that could be enhanced to better serve the Francophone business community.		◆	

Children's Services

Key Francophonie Stakeholders

- Centre d'appui familial du Sud de l'Alberta
- Fédération des parents francophones de l'Alberta (FPFA)
- Institut Guy-Lacombe de la famille (IGLF)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Translate into French plain language information on the child intervention system and its processes, such as the Child Intervention Fact Sheets.		◆	
Ensure funding for Francophone practitioners in Alberta to access resources or training opportunities in French developed by Triple P International.	◆	◆	◆
Enhance parents' access to the newly available Triple P Positive Parenting Online course in French.		◆	
Translate the Upstart Participant Survey for use by the Francophone Parent Link Centre Network and other Parent Link Centres that wish to make this survey available to French-speaking parents.		◆	

Communications and Public Engagement

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA)
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Improve the level and breadth of content available on the Alberta.ca website.	◆	◆	◆
Establish guidelines and ensure a co-ordinated approach for government news releases to be provided in French and English when the content references services or other supports in French.	◆	◆	◆

Community and Social Services

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Accès Emploi
- Connexion Carrière
- Francophonie jeunesse de l'Alberta (FJA)
- Réseau d'adaptation scolaire
- Stakeholders that deliver the settlement programs supporting the Francophonie in Alberta

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Support individuals and families impacted by family violence and bullying by promoting and distributing existing resources in French through the government website and through continued collaboration with Francophonie service providers.	◆	◆	◆
Promote the inventory of French-language career, learning and employment information and resources, especially to help French-speaking youth/students, new and young workers, and newcomers to Canada.	◆	◆	◆

Culture and Tourism

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA)
- Conseil de développement économique de l'Alberta (CDÉA)
- Fédération du sport francophone de l'Alberta (FSFA)
- Francophonie jeunesse de l'Alberta (FJA)
- Regroupement artistique francophone de l'Alberta (RAFA)
- Société historique francophone de l'Alberta (SHFA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Enhance French-language offerings at the Royal Tyrrell Museum of Palaeontology.		◆	◆
Maintain and promote French content on media and exhibit text and graphics panels throughout the Royal Alberta Museum.	◆	◆	◆
Make Oblate of Mary Immaculate Province Alberta-Saskatchewan archival records publicly available.			◆
Enhance Father Lacombe Chapel's French-language school programming.	◆	◆	◆
Enhance the value of the Alberta Foundation for the Arts (AFA) collection by encouraging Francophone artists to self-identify through AFA grants.	◆	◆	◆
Identify and translate meaningful Community Engagement Branch resources and promote programs and services in French.		◆	◆
Facilitate integration of the Fédération du Sport Francophone de l'Alberta (FSFA) into sports and physical activity networks and programs.	◆	◆	◆

Actions (continued)	2018-19	2019-20	2020-21
Raise awareness of the Francophonie among all Culture and Tourism boards.	◆	◆	◆
Support the Francophone sports community by strengthening capacity in the National Coaching Certification Program through introducing training in French for the multi-sport competition introduction context.			◆

Economic Development and Trade

Key Francophonie Stakeholder

- Conseil de développement économique de l'Alberta (CDÉA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Develop a process to improve services for Francophone small and medium enterprises.		◆	
Establish a community of practice for French-speaking employees bolster Economic Development and Trade's support for the Francophonie.		◆	

Education

Alberta Education values and supports French education as a first and second language. One in three Alberta students is learning French in either Francophone education, French immersion or French as a second language. Alberta Education encourages opportunities for all Alberta students to learn French and provides supports, curriculum, and provincial assessments in both French and in English.

Alberta Education also respects section 23 of the *Canadian Charter of Rights and Freedoms*, and provides the children of Francophone rights holders a quality Francophone education. In addition, the department recognizes the importance of early childhood education and provides Francisation programming to Francophone Regional authorities. Francisation helps eligible children and students develop the French language skills that will allow them to fully integrate socially, academically, and culturally in the Francophone community and Canadian society in general.

Key Francophonie Stakeholders

- Alberta French Language Education Consortium (AFLEC)
- Association canadienne-française de l'Alberta (ACFA)
- Campus Saint-Jean, University of Alberta
- Canadian Parents for French
- Centre francophone de l'éducation à distance (CFÉD)
- Conseil scolaire Centre-Nord
- Conseil scolaire Centre-Est
- Conseil scolaire FrancoSud
- Conseil scolaire Nord-Ouest
- Consortium provincial francophone pour le perfectionnement professionnel
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)
- Fédération des parents francophones de l'Alberta (FPFA)
- Francophonie jeunesse de l'Alberta (FJA)

Priority Initiatives for 2018-21

The following priority initiatives reflect enhancements and supports to implement of the 2018-21 French Policy. They do not include extensive ongoing supports and programs at Alberta Education. For example, in the 2017-18 school year alone, Alberta Education invested about \$110.4 million in Francophone Regional authorities. Those initiatives are outlined on education.alberta.ca and in the Canada-Alberta Agreement for Minority-Language Education and Second-Language Instruction.

Actions	2018-19	2019-20	2020-21
Strengthen human resource capacity to support Francophonie stakeholders. Includes adding two additional permanent staff members to the Francophone Field Services team and exploring ways to build bilingual human resource capacity.	◆		
Broaden engagement with French education stakeholders and school authorities.	◆	◆	◆
Maximize investments in French education through the federal government's " <i>Investing in our future, 2018-2023 Action Plan for Official Languages</i> ".	◆	◆	◆
Work with the Francophone Secretariat and government departments to develop guidelines and processes to support simultaneous English and French print or digital materials for school-aged children and youth, and their parents/guardians, as per the French Policy.	◆	◆	◆

Energy

Key Francophonie Stakeholder

- Conseil de développement économique de l'Alberta (CDÉA)

Priority Initiative for 2018-21

Action	2018-19	2019-20	2020-21
Identify, translate into French and promote relevant and meaningful informative documents produced by Alberta Energy.		◆	

Environment and Parks

Key Francophonie Stakeholder

- Conseil de développement économique de l'Alberta (CDÉA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Make an inventory of and translate non-curriculum educational resources produced by Alberta Environment and Parks.		◆	
Include Francophone stakeholders in economic development related to climate change.		◆	

Health

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Centre de santé communautaire Saint-Thomas
- Campus Saint-Jean, University of Alberta
- Fédération des aînés franco-albertains (FAFA)
- Fédération du sport Francophone de l'Alberta (FSFA)
- Réseau Santé Albertain (RSA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Promote 24/7 telephone medical interpretation services available in French.	♦	♦	♦
Translate and promote webpages on Alberta.ca related to disease control and prevention (e.g. Lyme and Tick, West Nile, Zika).	♦	♦	♦
Translate and promote webpages on Alberta.ca related to school immunization program resources.	♦	♦	♦
Collaborate with stakeholders to determine required needs for all Protection for Persons in Care printed and on-line documents (including brochure, poster and program guide).	♦	♦	♦
Translate and distribute resources and information on nutrition in French.	♦	♦	♦

Indigenous Relations

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Proactively work with community stakeholders to identify opportunities for collaboration on Indigenous matters.	◆	◆	◆
Identify, translate into French and promote non-curriculum education resources produced by Indigenous Relations.		◆	

Infrastructure

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Install bilingual informative construction signs for Francophone school projects.		◆	◆
Translate project information for Francophone schools on the Government of Alberta website.		◆	◆

Justice and Solicitor General

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Association des juristes d'expression française de l'Alberta (AJEFA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Translate into French and promote the latest version of Parenting After Separation manual.	◆		
Translate into French and promote the Parenting After Separation for Families in High Conflict manual.		◆	
Translate into French and promote two booklets for self-represented litigants (adult criminal, and family) in Provincial Court.		◆	
Translate into French and promote Resolution and Court Administration Services materials (i.e., brochures, pamphlets).		◆	◆
Translate into French and promote jury materials (including a jury information pamphlet), and explore updating and translating an existing jury video into French.	◆	◆	◆
Ensure primary Victim Services information material is available in French and is promoted.		◆	◆
Identify, prioritize and translate Victims Services specialized service information into French and promote (e.g., Victims of Crime Protocol booklet).		◆	◆
Ensure CanTalk 1-800 service is available to, and used by Victims Service Unit staff and volunteers, the community, and Victims Services Financial Benefits staff working directly with victims with French-language barriers.	◆		
Explore the use of telephone, audio-visual and document translation in French in courts, related resolution services and other areas of the department.	◆	◆	◆

Labour

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA)
- Stakeholders that deliver the settlement, employment and training and entrepreneurship programs supporting the Francophonie in Alberta

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Strengthen provision of settlement services in French provided to Francophone newcomers.	◆	◆	◆
Provide French and English employment and training services in Francophone Communities across Alberta.		◆	◆
Identify, translate into French and promote meaningful resources for employers and workers.			◆

Municipal Affairs

Key Francophonie Stakeholders

- Association bilingue des municipalités de l'Alberta (ABMA)
- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Conseil de développement économique de l'Alberta (CDÉA)
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Promote French educational materials on local government to the FCSFA.		◆	◆
Discuss with stakeholders about the French fire safety material produced and distributed annually to children in schools.		◆	◆
Work with public library stakeholders to promote available French-language content and potentially expand it.		◆	
Meet with the Francophone community to discuss Alberta's system for providing emergency alert information.		◆	

Public Service Commission

- The Public Service Commission supports departments with their human resources efforts related to the French Policy implementation.

Priority Initiatives for 2018-21

Action	2018-19	2019-20	2020-21
Survey the Alberta Public Service to identify French-speaking capacity across the public service.	◆		◆
Support departments in promoting opportunities on agencies, boards and commissions to French-speaking Albertans.	◆	◆	◆

Seniors and Housing

Key Francophonie Stakeholders

- Association des juristes d'expression française de l'Alberta (AJEFA)
- Fédération des aînés franco-albertains (FAFA)

Priority Initiative for 2018-21

Action	2018-19	2019-20	2020-21
Identify, translate into French and promote meaningful resources, such as publications, booklets and factsheets, to French-speaking Albertans.	◆	◆	◆

Service Alberta

Key Francophonie Stakeholder

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Identify, translate into French and promote meaningful resources, such as Utility Consumer Advocate (UCA) and Consumer Protection related publications, to French-speaking Albertans.		◆	
Provide Albertans with the option to be served in French by the Utilities Consumer Advocate (UCA).			◆

Status of Women

Key Francophonie Stakeholders

- Alliance Jeunesse-Famille de l'Alberta Society (AJFAS)
- Coalition des femmes de l'Alberta

Priority Initiative for 2018-21

Action	2018-19	2019-20	2020-21
Improve access for French-speaking Albertans and other under-represented populations to the Status of Women Community Grant Program.		◆	

Transportation

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)

Priority Initiative for 2018-21

Action	2018-19	2019-20	2020-21
Identify, translate into French and promote relevant non-curriculum educational material produced by Alberta Transportation.	◆	◆	◆

Treasury Board and Finance

Key Francophonie Stakeholders

- Association canadienne-française de l'Alberta (ACFA) and its regional chapters
- Conseil de développement économique de l'Alberta (CDÉA)

Priority Initiatives for 2018-21

Actions	2018-19	2019-20	2020-21
Economics and Fiscal Policy and Office of Statistics and Information will provide reports and analysis to ministries on Alberta's Francophonie.	◆	◆	◆