Standing Committee on Oversight of Government Operations and Public Accounts Review of the 2012-13 Annual Report of the Languages Commissioner of Nunavut to the Legislative Assembly of Nunavut Iqaluit, Nunavut September 22, 2014

### **Members Present**:

Tony Akoak
Pat Angnakak
Joe Enook
George Hickes, Chair
David Joanasie
Steve Mapsalak
Allan Rumbolt
Alexander Sammurtok, Co-Chair
Joe Savikataaq

#### **Staff Members:**

Nancy Tupik Karen Aglukark

### **Interpreters**:

Andrew Dialla
Attima Hadlari
Mikle Langenhan
Mary Nashook
Simon Okpakok
Thomas Suluk
Blandina Tulugarjuk
Carole Chenier
Nick Irvine

### Witnesses:

Sandra Inutiq, Languages Commisssioner Aluki Kotierk

>>Committee commenced at 8:51

**Chairman**: Good morning, everybody. I would like to welcome everyone to the

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Standing Committee on Oversight of Government Operations and Public Accounts. Today, we will be dealing with the annual report of the Languages Commissioner, Ms. Sandra Inutiq.

I would like to ask Mr. Mikkungwak to lead us in prayer for the day, please.

>>Prayer

**Chairman**: Everyone has a copy of the agenda. Are there any questions? I will proceed directly to my opening statement.

First, I would like to thank and welcome everyone to this meeting of the Legislative Assembly Standing Committee on Oversight of Government Operations and Public Accounts.

Before we proceed, I would remind Members, witnesses, and observers to put their cellphones and other electronic devices on silent mode.

We have convened today to begin the Standing Committee's hearings on the most recent annual report of the Languages Commissioner of Nunavut.

I would first like to introduce my Committee colleagues:

Tony Akoak, Member for Gjoa Haven; Pat Angnakak, Member for Iqaluit-Niaqunnguu;

Joe Enook, Member for Tununiq; David Joanasie, Member for South Baffin;

Steve Mapsalak, Member for Aivilik; Simeon Mikkungwak, Member for Baker

Samuel Nuqingaq, Member for Uqqummiut;

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Allan Rumbolt, Member for Hudson Bay; Alexander Sammurtok, Member for Rankin Inlet South; and Joe Savikataaq, Member for Arviat South.

The Member from the High Arctic, Mr. Shooyook, was not able to join us for these proceedings.

The terms of reference for this Standing Committee include the mandate to review the reports of the Languages Commissioner of Nunavut.

Ms. Sandra Inutiq assumed her duties as the Languages Commissioner of Nunavut on January 14, 2013. This is Ms. Inutiq's second appearance before a Standing Committee of the Legislative Assembly and I would like to welcome her and her staff.

The Languages Commissioner's responsibilities are established by two pieces of territorial legislation: the *Official Languages Act* and the *Inuit Language Protection Act*, both of which were passed in 2008 by the Second Legislative Assembly of Nunavut. Nunavut's new *Official Languages Act* came into force on April 1, 2013 while the *Inuit Language Protection Act* has been coming into force in stages.

The Languages Commissioner of Nunavut has three main areas of responsibility: the investigation and resolution of concerns relating to language rights, providing guidance and support to various bodies and institutions on their obligations and duties with respect to language rights, and the administration of her office.

As I mentioned, Ms. Inutiq has

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previously appeared before a Standing Committee during her term of office. That Standing Committee reviewed the 2011-12 annual report on April 16 and 17, 2013 and presented its own report on that review to the Legislative Assembly in May of 2013.

The Languages Commissioner's annual report for 2012-13 was tabled in the House on May 22, 2013. The Standing Committee is pleased to have the opportunity today to discuss issues relating to the Office of the Languages Commissioner's mandate and its responsibilities and activities over this period. Members look forward to hearing an update on the office as well as Ms. Inutiq's future plans for its activities.

I am also pleased to take this opportunity to note that the Standing Committee's recommendations from its review of the Languages Commissioner's 2011-12 annual report have been taken into consideration in her 2012-13 annual report. Committee Members acknowledge the Office of the Languages Commissioner's effort to provide a greater level of detail and analysis concerning the office's initiatives over this period than was contained in previous annual reports. The information provided enhances the transparency and accountability expected of all public office-holders.

We will now proceed with the next item on the agenda. Following the Languages Commissioner's opening statement, Members will have the opportunity to make comments and pose questions.

I would like to quickly address some housekeeping matters. I am pleased to inform our viewers that today's televised  $b \cap L \land S \subset S^* \cup S^*$ 

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hearings will be rebroadcasted in Inuktitut, Inuinnaqtun, and French. A detailed schedule of televised and radio broadcasts can be found on the Legislative Assembly's website. Also, for the benefit of our recording system, I would ask witnesses to wait until I invite you to proceed before activating your microphone, and I would ask witnesses to always go through the Chair when responding to Members' questions and comments.

I would again like to welcome Ms. Inutiq to our hearings and invite her to introduce her staff and begin her opening statement. Ms. Inutiq. Thank you.

**Ms. Inutiq** (interpretation): Good morning, MLAs. Thank you for inviting us this morning. I am here with Aluki Kotierk and I am Sandra Inutiq.

It is my pleasure to appear before you to review the 2012-13 Annual Report of the Languages Commissioner of Nunavut.

I will first take the opportunity, as the Chairman already explained, to clarify the roles and responsibilities of the Languages Commissioner and then I will outline some of the key activities conducted by our office in 2012-13.

The Languages Commissioner has four primary roles and responsibilities: ombudsman, advocate, advisor, and monitor. Under both language legislations, the Languages Commissioner shall take all actions and measures to ensure that the rights, status, and privileges are recognized and performed.

We undertake the following actions within our office:

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- To monitor language service and communication obligations by territorial institutions and municipalities. Communities have to follow these laws now;
- To advise territorial institutions, municipalities, and very soon, private sector organizations in the part of the law that has not been implemented yet, of their language service and communication obligations and to inform Nunavummiut of their language rights; and
- whenever we find that any group is not following what has been implemented, we take remedial actions on language rights violations.

This annual report reflects the final report of Languages Commissioner, Alexina Kublu. There is a four-month gap without a Languages Commissioner in the fiscal year, then I started around mid-January and that's reflected in the report.

During the 2012-13 fiscal year, the Office of the Languages Commissioner had some capacity issues. As you know, capacity issues can really impede an organization's ability to get things accomplished.

Despite capacity issues faced, the Office of the Languages Commissioner was able to make progress in following key activities:

- A review of 15 concerns from the public on possible language rights violations;
- Conducted a call verification and news release review of territorial institutions to access communication

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- and services in official languages, basically ensuring that communications and services are available in the official languages;
- Organized a video contest for youth on the subject of language rights. The theme was "How important are languages rights to you?" The contest was quite successful;
- Took opportunities to do joint projects with other language stakeholders, such as a phone-in show with the Department of Culture and Heritage;
- Publishing a poster to clarify the roles and responsibilities of each office with the *Inuit Uqausinginnik Taiguusiliuqtiit* and the departments of Culture and Heritage and Economic Development and Transportation;
- We also continued with our work to inform the private sector of their expected future obligations, for example:
  - developed and published a guide entitled, "How to Comply," intended for the private sector;
  - meetings with languages stakeholders took place in case they had any questions to us or other departments that deal with languages; and
- We also started our systemic investigation on the Qikiqtani General Hospital:
  - Doing interviews of staff, not just in Iqaluit, and research and analysis were conducted in regard to the systemic investigation and we also checked to see in other places on other language initiatives or directives that have been given to hospitals or in general and investigation on the availability of language services

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and communications at the Qikiqtani General Hospital.

In this annual report, we have included separate sections on both the private sector and the systemic investigation to provide more detailed updates on these areas. It is the view of the Office of the Languages Commissioner that a coming into force date for the provisions related to the private sector should be set. Our next annual report will focus on reporting what we have done in the three years of our mandate to inform the private sector of their anticipated obligations to provide services and communication in Inuktitut. Our office continues its work on finalizing a report on the systemic investigation. As it turns out, such an endeavour required much more effort and time than what had been initially estimated, mostly due to length of time to obtain information and documents, as well as capacity issues.

In 2012-13 fiscal year, there are five recommendations put forward by the Office of the Languages Commissioner. These relate to the need to provide more supports of adult language training availability which would benefit the private sector as well as adults generally. Special focus and efforts should be placed on the revitalization of Inuinnagtun. As outlined in ILPA, it is important that required annual reports are tabled by the Minister of Languages as an accountability measure to state where the government is in implementing the Languages Acts. Finally, the priority hiring policies should be changed to ensure that they respect all official language requirements, including French.

In closing, I thank you for providing me with the opportunity to outline some of

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the key activities of the Office of the Languages Commissioner. I would like everyone to know that not everyone has been following the provisions in the law because this is in the final land claims agreement. However, although we should have been able to provide French language provisions, as I indicated before, we don't even have a French-speaking person in our office yet. I look forward today to the questions I know you will have. Thank you.

Chairman: Thank you, Ms. Inutiq. We're going to proceed directly to questions in relation to the consideration of the 2012-13 Annual Report from your office. I'm sure some members will have some questions throughout the proceedings on some of the challenges that government departments have getting translated documents, of which I understand your office has received some recent challenges as we only received one language of your opening comments. Maybe if some of the questions will go along those lines. Is there a specific reason why we only received your opening comments in one language? Ms. Inutiq.

Ms. Inutiq: Yes. We've lately...
normally we have very good service. We
use the Department of Culture and
Heritage Language Bureau for our
translations. Normally we have very good
service from that bureau and lately we've
had a bit of a delay. Due to that, we chose
to go with a private firm and yet they
weren't able to deliver. My sincere
apologies for that and I take full
responsibility for it.

**Chairman**: Thank you, Ms. Inutiq. I know some of the other departments go through similar challenges too. It's kind

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of nice that it happens to other people too. We'll start off with Mr. Enook, please. My apologies, Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I guess I want a clarification on page two of the opening comments here. I'll just read it in English because that's how I got it. It says, the last line of the second last paragraph "Finally the priority hiring policy should be changed to ensure that they respect all official languages requirements including French." Could I get a clarification where this fits in into the current hiring practice where beneficiaries are in pile one on any government jobs? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. Ms. Inutiq.

Ms. Inutiq: Thank you, Mr. Chairman. Yes, as you state right now the priority one is for Nunavut Land Claims Beneficiaries. So that's priority one. What we're saying is that priority two should be with people with the ability to speak French. Right now as it stands the Official Languages Act recognizes three official languages. Inuktut, the Inuit language, English and French.

There is a mechanism in place to hire with the ability to speak the Inuit language, as protected by the land claim agreement, but right now, as maybe a second priority what we are recommending is that there is nothing for people that have the ability to speak French.

When the government is out to hire people, if they don't hire a Nunavut Land Claims Beneficiary the default is that they are often hiring unilingual English

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speakers. What we are saying is that the default should be someone who is bilingual in English and French. So then you build a capacity for being able to provide better services in all official languages.

Chairman: Thank you, Ms. Inutiq. Maybe just for the benefit of people controlling the mics that you just address the chair at the end of your answer and then he'll know when to switch the mic over. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. If the government were to do that, then you'd like it that a French speaker would be second on the list. Understandably this would be good for Iqaluit where there is a high percentage of French speaking people, for a place like where I'm from, Arviat, where the only people that speak French are from the Catholic mission, it wouldn't seem that proper. You think it should be a community-specific hiring policy or Nunavut-wide? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you, Mr. Chairman. The Official Languages Act, as I stated, recognizes three official languages and that's for the whole territory. As French is one of the official languages, there has to be a mechanism in place so that those that have the ability to speak French can be hired. As far as I know, the Government of Nunavut is decentralized and those offices provide services for the whole of the territory.

Even if they are providing services in that community, one of the things that I assume it would do is that if you hire

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more people that have more than one official language then there would be a better drive to, this is just an assumption, there would be more importance placed on language issues by government in general because there would be a sense that you, because you're hiring people with more than one official language, that within the public sector it would just become, what's the word, you would have a workforce that is internally asserting language issues.

It would build language sensitivity in the workplace. I would guess that it would help with retention as well. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I don't want to nitpick but one more clarity. We all agree that Nunavut beneficiaries have priority hiring and now French should be second. In your judgment, would a non-beneficiary that speaks Inuktitut be more of a hiring priority than a French speaking non-beneficiary? Thank you, Mr. Chairman.

Chairman: Ms. Inutiq.

**Ms. Inutiq**: If I may have a second.

**Chairman:** Ms. Inutiq, you do have a mute button there as well. You do have to hold it while you're having a discussion and then no one can overhear. Ms. Inutiq.

**Ms. Inutiq**: Yes, if I understand the question correctly what you're saying is a Nunavut Land Claims Agreement Beneficiary who is able to speak French would be priority over someone who speaks Inuktut?

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**Chairman**: Mr. Savikataaq, if you want to rephrase your question.

Mr. Savikataaq: Thank you, Mr. Chairman. I'll rephrase it and try to be less confusing. A Nunavut beneficiary is a priority hire. We all agree on that and it's stated right in the land claims that that's how it will be. I'm just wondering if a non-beneficiary who speaks Inuktitut would be more of a hiring priority than a non-beneficiary that speaks French. Thank you, Mr. Chairman.

**Chairman**: Thank you for clarifying that. Ms. Inutiq.

**Ms. Inutiq**: The land claims agreement also states that somebody who speaks Inuktitut or Inuktitut shall be an asset when hiring. Whether in my mind that is if you hire a land claims agreement beneficiary. That's a good point by the way. Your number one priority is a land claim beneficiary and then it says that those with the ability to speak Inuktitut, that will be an asset. So that would need to be factored in on the new policy where even if you're a non-beneficiary, Inuktitut would need to be considered an asset and how that would be built in. The land claims agreement would need to be respected first, obviously, and then include in the priority system, those with the ability to speak French. I hope that answers your question. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Savikataaq.

**Mr. Savikataaq**: Thank you, Mr. Chairman. You have been the languages commissioner for a little over a year, and can you tell us what has been the biggest

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challenges or obstacles since you've taken your appointment? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): Like I said earlier, the hiring of people is the problem that we have had so far. Since I became the languages commissioner. Although we're getting more employees, at the same time there has to be some things that we have to put aside so we can hire more people. All our positions have been filled. Perhaps it's been the language legislation that we have to had deal with that have also been our obstacle. We have been trying to follow through with all the stuff that we have to do, according to the languages acts. These have been very difficult when I first became the languages commissioner. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. It seems like all departments are having trouble getting workers and I'm not sure what the problem is in general, but it seems like all departments are having a hard time getting qualified workers.

In your 2012-13 annual report to the Legislative Assembly, you stated that the government needs to be more transparent in how it's meeting its language obligations. Can you elaborate on how you believe the government is failing to be more transparent? Just elaborate on what you feel is the problem. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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Ms. Inutiq: This relates directly to the annual report that the minister is to table. We have yet to see an annual report that's been tabled by the Minister of Languages that outlines how he or she is meeting their implementation obligations in the languages acts. So that statement is directly relating to that.

Chairman: Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Thank you for you response. I think everyone has seen this letter here. Recently, you signed an open letter to Hon. Peter Taptuna, the Premier of Nunavut. In your letter you stated that the hiring and retention of those who speak the official languages is directly impacting the language service the government is able to provide. In your judgement, how can the government's hiring policies be changed so it can provide better languages services? Thank you, Mr. Chairman.

Mr. Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): Like we stated, the Nunavut government that we wanted to look at the government hiring practices once we were completed with the systemic investigation. After we did the Oikigtani General Hospital, like I said we wanted to be able to work with the department to make improvements because when they first started the advertising, the advertisement used to be in English only. That is not the only obstacle we have had with respect to hiring. There's also contracting for labour and we don't know whether those who are hired can actually work in the Inuktitut language. I have been asked and I have stated I have talked about it a little bit in Nunavut Land Claims Agreement

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that the Inuit language, if the person knows Inuit language, that the person could get first priority.

I have been asked if that provision has been enforced for the benefit of Inuit seeking employment. People tell me there is confusion arising from that issue. It has to do with the Official Languages Act and the provision of services within the government. Once they hire fully bilingual persons... (interpretation ends) I will switch to English here. It's a bit more technical I guess legally speaking.

If we are to hire people who have the ability to speak the official languages, the work force will be comprised of people that have those official languages and then you are able to deliver you are in a much better position to deliver that service in the official language. So, it's really hard to separate, it is part of your language rights, who you hire directly impacts on the services that you are able to provide. Thank-you Mr. Chairman.

**Mr. Chairman**: Thank you. Mr. Savikataaq.

Mr. Savikataaq (interpretation): Thank you Mr. Chairman, you stated that after your review of the Qikiqtani General Hospital even though that you didn't state the department is not the....

**Chairman**: Sorry Mr. Savikataaq, I missed the last part of that question.

Mr. Savikataaq: Thank you Mr. Chairman, maybe I'll rephrase it too. The languages commissioner just stated that once they've reviewed the Qikiqtani General Hospital, at least it's my understanding. They will review the department, which I'm assuming is one

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of the government departments. Maybe HR. That review is not done yet but I'm just assuming that because you just said department. That review is not done yet. But yet, she knows that there are problems with the hiring policies of this department. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: As I stated, we receive many concerns about different areas in the government. One of the questions that was posed to me was whether the land claims agreement obligation to have Inuktitut as an asset is weighted in the process properly. As well, when we did a survey of government employees as illustrated in a graph in the annual report, we asked the question of whether employees were informed that they could submit their resume in the Inuit language when they applied for the job. All of them said no, they didn't know.

There are indications where there may be issues. One way on weighing whether we could do a systemic investigation or should we look at alternative ways of discussing employment issues. In the last Legislative Assembly sitting there were many questions on Inuit employment. And questions about the services that the government is able to provide in the Inuit language.

You start to connect the dots that maybe one way of dealing with it is to discuss how we can hire people who speak the language a bit better. I put it out there as a discussion item, not that we necessarily need to go there. I think it would be one way of dealing with some of these issues and trying to find solutions.

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investigation on the HR division of the Department of Finance. We haven't made any findings but there are indications that there are concerns of Inuit whether they are being, not just hired, but retained properly within government because, as I said, that directly impacts on the services. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I have been one of the Members that have been asking about Inuit employment, too. We all agree that beneficiaries should be hired when at all possible.

I agree that Inuit should be able to get services in Inuktitut from the government. But on Article 23 I don't see where it says language. I'm all for Inuit speaking Inuktitut and I speak Inuktitut fluently and I use it when I want to and when I need to.

But Article 23 just talks about, well I'll quote, it says "The objectives of this Article is to increase the Inuit participation in government employment in the Nunavut settlement area to a representative level. It is recognized that the achievement of this objective will be a required initiative by Inuit and by government."

I would hate it if beneficiaries would start not being hired because they couldn't speak Inuktitut. That would defeat the whole purpose or the goal of Article 23. Can you elaborate on that a bit? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. Ms. Inutiq.

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One of the things that the Employment Equity Act, if it were to come into force could do is providing training opportunities. Right now, there are training opportunities, language training opportunities in government. I'm not saying that we shouldn't hire those that don't speak the language but what I'm saying is that those that do speak the language, how do you weight that properly in the hiring process? It can be directly... it's to avoid discrimination. Employment Equity Act aims to deal with discrimination; this is how we're going to weight someone who is able to speak the language but also if you have limited ability, how can we assist you in learning the language, for example.

I'm not saying those that don't speak the language shouldn't be hired. That's not what I'm saying at all. It's more the issue of weighting properly those that know the official languages if it's to be part of the hiring process. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. This brings me onto my next question. In your recent letter to the Premier of Nunavut, you noted that Inuit employment levels have stagnated over the last ten years. You also proposed that the government enact an Employment Equity Act in order to increase Inuit employment. As you are aware, the government has recently provided an

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update to the Inuit employment plan it's 2015-2018 business plan. The Inuit employment plan details the government's initiative to increase beneficiary employment in the government.

These initiatives include Inuit language courses, the Siviliqtiqsavut Intern Program and the priority hiring policy. In your judgment, how would an employment equity act improve the government's current initiatives to increase Inuit employment? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you, Mr. Chairman. Because the land claim agreement requires a review of Article 23 every five years the Employment Equity Act could build in provisions for a better review, say an annual review, of whether the requirements are being met. You can have whistleblower provisions for Inuit employment.

Our office has also been, since 2001, in our annual reports, recommending to the government that they need to review the bilingual bonus system and replace it with a language incentive program instead. Where if you know the language you get a certain incentive amount depending on proficiency. Your target is to build more capacity with training to build up the incentives.

Also, even though the languages acts provide specific obligations on administrative heads of government departments or agencies responsibility for them to provide services, but that's, as far as I know, is not built into their performance appraisals. Are they meeting

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that obligation? So you could those kinds of things in employment equity and the things that I stated about the hiring process, ensuring that every step of the way, you're accommodating people who are bilingual, but under the pressure feel a lot more comfortable speaking their mother tongue, in an interview, for example.

I know many who are perfectly proficient in both languages, but under pressure, revert to their mother tongue. So ensuring in the hiring process that they're able to use the official language of their choice in signing the employment contract, for example, putting in internship programs and dealing with long-term casual employees, that's been one of the things that's been stated in the Legislative Assembly that you have many Inuit in casual positions, how can we put in place a means to direct appoint them if they've been in the position for a long period of time. Are there measures to ensure that there are no frequent organizational changes, job descriptions being changed, work charts being changed? Those are the things that you would evaluate and monitor.

Finally, employment equity in other countries has been used as a powerful tool to start providing for administration that's reflective of society, as it's aspired in the land claim agreement. In places like Africa, it's been a tool used to decolonize.

How do we make Inuit feel a lot more welcome in their own government, to work there, to own it, and to speak their languages, their mother tongue; Inuktut. Those are the things that you can build in to employment equity. Those are just some ideas on how it could work. Thank

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you, Mr. Chairman.

Chairman: Thank you. Mr. Savikataaq.

**Mr. Savikataaq**: Thank you, Mr. Chairman. I thank you for your answers. A lot of the stuff you just said seems like there would be stuff done once the person is hired, and you talk about the priority hiring policies. There is one thing that I disagree with you there. There are a lot of people on casual, and have been on casual for a long time, I would disagree with direct appointments because that circumvents a fair and open process of someone getting hired because they're qualified and because they can do the job. The guidelines for hiring a casual are way more lenient than hiring an indeterminate worker. It's not a question. It's just a statement, and it's just my opinion.

In some case, it might be right to just direct appoint a casual, but people will perceive that as favouritism, nepotism, and that's not the way we want our government to go. At least that's not the way I would like our government to go. The hiring process has to be fair and open. That's just a comment on that.

In that same open letter you suggest that the *Public Service Act* does not provide specific whistle-blower protection for Inuit for new employment and languages. As you are aware, subsection 38(1)(a) of the new *Public Services Act* addresses the disclosure of wrongdoing and indicate that any conduct in violation of an act of the Legislative Assembly is considered wrongdoing. Therefore, individuals who disclose a violation of the statutory language rights may be protected under the provision of this new *Public Service Act*.

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In your judgment, what additional protections need to be provided for whistleblowers? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Mr. Inutiq: Thank you, Mr. Chairman. As I stated in my response, yes there are often overlap or repeating of certain legislation and the *Public Service Act*, yes it does have a whistleblower provision. But when I'm talking about whistleblower provision for the *Employment Equity Act*, I'm talking about specifically to the aims of the *Employment Equity Act* whether its aim is to deal with discrimination then it would the whistle-blowing provisions would be directed to or could deal with the aims of the *Employment Equity Act*.

I don't know if that answers the question but I'll leave it there.

**Chairman**: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. That sort of answers the question but more or less talks around it more. Being an independent officer and a language commissioner... it's an important role. You more or less don't have to answer to people but you have to abide by what's reasonable. That's what I believe.

In your recent open letter to the Premier, that to me would seem like a last resort. Did you call the Premier or his staff or make any attempt to voice your concerns that you had when you wrote the letter? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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**Ms. Inutiq**: Thank you, Mr. Chairman. No I did not. One of the roles that I have is to create public dialogue around issues. If you see an issue, are you to keep quiet?

As I said, one of the roles that I have is to advocate and in this case I am advocating for language rights and trying to create public dialogue around an issue that we see and how can we better the situation?

I do recognize that I could write a letter to the Premier directly, but the aim was to 'let's think about this. Is there a better way to implement a means to hire Inuit in the workforce?'

Much of what I do is writing letters to people in positions like the Premier and in this case it was a public one. I see it much like the other language commissioners who do open letters, who create dialogue around language issues and how can we deal with this? How can we make the situation better? Let's talk about this as leaders who can effect change. That's what I chose. I'll leave it there. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you Mr. Chairman. If most of the Committee Members weren't that pleased that an open letter was written before any attempts were even, now you say you made no attempt to the contact mayor, sorry not the mayor, the Premier to set up a meeting or just have a dialogue with him. It's in my life experiences I find it's much easier to work with someone and show them your point of view and convince them, than it is to try and back someone up into a corner.

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ΕΝΕΡΕΘΕ ΕΙΘΕΘΕ 
I worked in law enforcement my whole career, and I found its much easier to get people to do what you want them to do by being cooperative, you always have the big stick in the back so if you need to than that's what you use. In your case an open letter would be the big stick, but it just makes more sense in the committee's mind that it is easier to work with people and if you have concerns the first steps should be to let them know; look I have some concerns and I think this is not working out can we sit down and talk about it. If the Premier were to say, no, I'm not willing to talk to you, or, no, I don't see this as a problem, then you would go to your next step. But to go directly to open letter to the public is too big a step I think.

We just think that your job is to monitor, and to publicize but I believe your job too is to try and get the job done and it's easier to get the job done when everyone is on the same track of mind. If you just can't get on the same train of thought, then yes, you do what you have to. In saying that, I said your job is to publicize, are you plan on writing more open letters to people that you feel are not living up to the guidelines or their roles in terms of your job? Thank you Mr. Chairman.

Mr. Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you. I think the broader issue is, for me, since when in Nunavut are we not discussing important issues publicly, and people are voted into positions to hear people out and to create dialogue and to listen to the outcome of various roles or various positions of that dialogue. As I said, I wrote the letter to help create that dialogue, and people are voted into leadership roles to, whether to respond to open letters, open letters are

done all the time in a free and democratic society. As I said, one of my roles is to advocate, and that's how I chose to do it for this time. I will just leave it at that. Thank you.

Mr. Chairman: Mr. Savikataaq.

Mr. Savikataaq: Thank you Mr. Chairman. I never stated that doing an open letter public is wrong, I just stated that I think it is one of the steps but not the only step, and its more important to open up dialogue and to talk and voice your concerns if a person doesn't know your concerns, or they are not sure they are meeting their obligations, then the fist step would be to let them know, 'look Mr. Premier, I think that you are not meeting your obligations, can we talk about this?'

We are all elected, and yes we are elected here to do a job, and most government officials, in my opinion, are doing the job as best as they can, and from time to time they have to be told look I think you are not doing this portion of your job correctly or properly, and then maybe they can take corrective action if that's the issue. But to not even talk to them or raise the concern, I think that's just jumping the gun or missing a step. Your job is to publicize, yes, but your job also is to let people know that 'I think we could do better here' and the whole goal of everyone's job is to meet the goals and get the job done. There are many ways of doing a job and there are better ways and worse ways.

I think it should be up to each one of us to do the job in a good manner that doesn't ruffle up feathers or that makes a person that want to say 'yeah, I think you're right, maybe we should do it this

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way.' It's just a rebuttal on that because I didn't say that it's not your job not to do that. Write an open letter, I just said. Dialogue should be first. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. Would you like to respond to that, Ms. Inutiq?

Ms. Inutiq: Thank you, Mr. Chairman. Just briefly. It wasn't a statement saying the Premier wasn't doing his job properly at all. That wasn't the intent of it. The intent was to create, here's an idea that you might want to consider. There are different methods to achieve things and this was one tool, I suppose, in a drawer of tools that I might have in my job. So the intent wasn't to say that the Premier wasn't doing a job properly, that wasn't the intent at all. It was to, as I said, to create a dialogue and here's an issue, maybe this is one way of dealing with it. I chose to do an open letter and I think, as I said, an open letter is meant to bring public awareness, here's an issue let's talk about it, let's mull over it. An open letter isn't necessarily a statement that somebody is doing a bad job at all. I just wanted to clarify that. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. I can't speak for the Premier and I can't speak for you but I just, in your opinion, should the Premier reply in an open letter then? Or should you guys just sit down and talk? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. Ms. Inutiq.

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Ms. Inutiq: Thank you, Mr. Chairman. I just said that yes, it was directed to the Premier but it's also to bring other people, the public, other language stakeholders, people that might be interested in the issue, people to mull over it. An open letter is open to the public. Yes, it's directed to the Premier but it's also to bring other people, I guess, to chime in as they choose. I, in terms of responding to your question, the Premier can respond with an open letter or respond to me directly, I don't know, it's up to the Premier to choose to respond to that one how he chooses. Thank you.

**Chairman**: Thank you, Ms. Inutiq. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. We'll leave that subject now and go on a different one. As you are aware, the government's priority hiring policy gives priority to qualified beneficiaries who apply to government positions. Subsection 10(2)(d) of the *Nunavut Public Service Act* indicates that an applicant's ranking can be influenced by their knowledge of the Inuit language.

In your 2012-13 annual report to the Legislative Assembly, you recommended that the government create a policy that would prioritize hiring Inuit and Inuitlanguage speakers. Can you explain how the approach that you are recommending would be different from the government's current policy since I believe the government's current policy states that the ability to speak Inuktitut is usually an asset? Thank you, Mr. Chairman.

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Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq**: So you're referring to recommendation number five where we state that Article 23 of the land claims agreement recognizes priority hiring of Inuit and Inuit language speakers.

As I stated, even if Inuit language speakers it is to be considered an asset. As we discussed earlier, the question has been is that weighed in properly. If I apply for a job and I state that I speak both English and Inuktitut, and the job advertisement stated that the ability to speak Inuktitut will be an asset. So when they are tallying up my score in the interview or the screening, is it weighted? Does it count for anything that I speak Inuktitut properly?

That has been a question posed. In order to answer your question I'm not saying you shouldn't abide by the land claim agreement not to hire those that don't speak Inuktitut but it's an issue of the weighting. Weighting, w-e-i-g-h-t-i-n-g. Thank you.

**Chairman**: I think history has shown there is the other kind of waiting quite often as well to fill positions, w-a-i-t-i-n-g. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. (interpretation) I'm done and I'm satisfied with your responses. Dialogue can be difficult. (interpretation ends) It's not an easy job and I commend you for doing it. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. I do have a follow-up question along the line of Mr. Savikataaq's questions. Did your open letter to the Premier achieve

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what you had hoped to achieve? Did your goal work? Is there a dialogue opened up with the public, with the Premier's office, with any other entities other than the lines of questioning today? Ms. Inutiq.

Ms. Inutiq: Not yet. But things kind of come to a halt in the summer as well. Maybe the next step could be, as Mr. Savikataaq suggests, is for our office to contact the Premier's office and start that line of communication.

I also wanted to emphasize that sometimes people don't feel empowered or part of a dialogue and language is so much part of who we are in Nunavut that to do an open letter is trying to engage the public as well. I just wanted to add that to that comment. I do take Mr. Savikataaq's comments that if one of the obligations that I have, and it's quite clearly set out in the languages acts is that Aajiiqatigiinniq, those Inuit Qaujimajatuqangit principles where I try and work with people to achieve a goal.

The challenge of that is that those are very important principles, and I take them seriously. As I stated, there are many letters that we write to departments, most of our concerns are dealt with in very amicable terms. We work with the department to come to an agreement on how they will deal with the issue at hand. So it's always that balancing act of trying to apply pressure, and to appear that you're applying pressure as well as to work with people to achieve the goals that you want achieved. Thank you.

**Chairman**: Thank you, Ms. Inutiq. We are always trying to find that balance amongst ourselves here in this House as well. On that note, I would like to

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>>Committee recessed at 10:12 and resumed at 10:33

Chairman: Thank you. I'd like to welcome everyone back to the proceedings. I'll go directly to the next name that I have on my list. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Welcome to the House. You were talking earlier about human resources and looking at working with human resources in regard to the Act. I am wondering if your office is currently considering working with other departments as well to see if they're in compliance to the Act. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Right now we're focused on trying to finish our systemic investigation report, and then once we're done that process we're going to be doing a review, because there was a lot, as I stated, it was a lot more cumbersome than we had anticipated to look at systemic issues in a department and how can we do the next one better? Then we'll choose one of the ones that we have put in the back burner for now is the human resource practices of the GN. We'd be open to any kind of recommendations or thoughts in that area as well.

Right now, we're focused on as I said, this systemic investigation as well as dealing with a list of concerns our office has right now. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq. Ms.

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Ms. Angnakak: Thank you, Mr. Chairman. Thank you for the answer. It leads me to my next question, to talk about another department I think that Members here have often asked questions on and that's health and health medical policy.

I read with interest in your annual report that a situation came up where your office was involved and it related to a person that was travelling for medical reasons and the language, I guess, her ability to speak English was at the basic level. I think they brought this case before you because she was denied an escort. The nurse had felt that her English was good enough to travel down south and to get medical assistance whereas perhaps the applicant herself or her family felt that her language rights were being stepped on. At the end of the day she got her escort.

But I was wondering if you could elaborate a little bit about that and about maybe other circumstances like that that might come before you within the government and the service that they provide? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you, Mr. Chairman. We are aware of the medical escort policy and that wasn't the only concern we've received about medical escort situation. Our systemic investigation, because the medical escort often has family members or friends travelling south with medical patient and having to provide interpreting services.

In our systemic investigation we do deal

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with the issue of relying on family members for translation who aren't necessarily trained to be medical interpreters. Who might not necessarily have the medical terminology proficiency. Even though it's not relating to the medical escort per se, in our systemic investigation we do touch on that issue because there are still many situations in Qikiqtani General Hospital where family members are relied on for interpreting. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Thank you for your answer. I wonder if you can then confirm the reason why this case came before you was the fact that she wasn't going to be able to speak in her own language and she needed an interpreter. I mean the escort who could speak Inuktitut. Can you confirm that? Thank you.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: As far as I understand this situation was that the medical patient wasn't proficient enough in English to feel comfortable to be able to communicate with the medical professionals, and was denied an escort because the nurse felt the persons could speak English well enough to be able to communicate. So then our office was contacted. The person was leaving very soon and we had to intervene in an urgent manner to ensure that the person had a medical escort. They were escorted in the end. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Angnakak.

**Ms. Angnakak**: Thank you, Mr. Chairman. Thank you for that answer. I

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**Δολ«ΡΟς»** (ϽϳλΡηΟς): 'dϧͼΦͺϳͼ, Γ, ΦΦΨως.

**፭ጐ፬ϧ·**ʹͼ (Ͻϳʹ;Ϸϭϲ): ·ϭϧ··ϼʹϝͼ ΔϧϒͺϘϹʹ·ͼ. ·ϭϧ··ϼʹϝϲϹϷ;ͼ ϹΔϳͼ ΡϷͿϪ··ͼͿ. would like to ask if you foresee more cases like that coming before you. As people get to know your office, the responsibilities, and authority that you hold as the commissioner. This is an example of a policy within government that states these are the rules. And then you've come forward with your office to say, "Okay, wait a minute. There might be a problem here." At the end of the day, the patient was able to travel with an escort after your office interceded.

How many more cases do you feel your office, and it might not be about medical travel, it could be about a different kind of service the government provides? How often do you think you are going to be able to have to deal with things like this? Do you have the staff if the number of applicants increased? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Over the years we've seen a gradual increase in the number of concerns being communicated to our office. For the annual report that I'm answering to, it was 15 [requests]. In years previous, there would be one, three, and so obviously the numbers are increasing. We're hoping that with things like once we release our systemic investigation, and there is some publicity around it, that those kinds of things will inform people to be able to come to our office.

We noticed things like things being posted on Facebook that somebody could contact our office for. There was a situation where somebody had to interpret, I'm sure you've heard it on the news last month for an elder that was posted on Facebook and we ended up

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contacting the person.

Sometimes there are situations where we become aware of a concern and we have to contact the person, themselves, so we hope that more people will have the sense of comfort to come forward to our office. Sometimes if you don't know the players involved it can be a bit intimidating.

We are fully staffed now. One of the positions that we struggled in filling was an Investigator/Research Officer for the Inuit language, which is a pretty critical position in our office because the person is the one communicating to Inuit language speakers about their concerns, and investigating them. That position is filled now. We now have Aluki as Director of Strategic Planning and Policy and we have a Public Affairs Officer, and a person working on private sector, our secretary, and we also have an intern for the Inuit learning development through the Inuit Learning Development program who is with us for four months and working on areas and projects of interest.

So it's with an office, sorry I left out the Investigator Research Officer for the French language as well. So it's a full office you start to gain momentum and people contacting us, and us contacting people, so hopefully, I can't guess on how many, but hopefully the numbers will increase if there are real issues out there. *Taima*.

**Chairman**: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you Mr. Chairman. You know, we often talk about English and Inuktitut a lot, obviously, because you know the population here is 85 percent Inuit. We don't hear a lot about French, and I'm

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wondering your office, I guess a percentage of time spent on French advocacy, versus other language, what would that be, about what percentage would that be at? Thank you Mr. Chairman.

Chairman: Thank you. Ms, Inutiq.

**Ms. Inutiq**: For this annual report, you'll see in French page 222, just kidding, in terms of the tables that we provided, the concerns that were brought to our office, I think was about half, 43 percent were relating to the French language, 7 percent for the English language, and 50 percent for the Inuit language. Even if it's about half, what we find is that language issues that relate to French or Inuktitut apply to the other language so if somebody phones in to bring a concern to our office about a French language concern, often what we find is that the same issue applies to the Inuit language. So that's why it's important for us that all language groups feel comfortable approaching our office about their concerns. Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you Mr. Chairman. How much work do you do with municipalities to date, and what kind of work would you be working with them? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you Mr. Chairman. We did a survey, not in this annual report, recently on the readiness of the municipalities, and as you know, I think it was September 19, 2012 the municipalities were obligated to provide services in the Inuit language according

ΔΔΛιο (ϽΫΑΠΛιο): ἐβρο Φζο, Δρλ Θρζερ. CΔΓ C°°σ Δ°ĠJCĹΓ Þσ•ĠσΔλ۶° Lc°⊃Γ°, CΔL PGC = PCC $a \rightarrow a \Delta + c + c \Delta + c$ ΔιΓιρ σ<<νυ σ<<ισ> ጋየረላውና  $^{\circ}$ ጋየረላጐቦውና  $^{\circ}$ ጋ  $^{\circ}$ ረበና  $^{\circ}$ ር%ጋና.  $PA\dot{A}DCP^*Q^*D^*P^*P^*P^*F^*D^*ADDJ$  $C\Delta L \subset C\Delta L^{\circ} \Delta L^{\circ} \Delta^{\circ} CΔLC P&U-D 4/0 1/2 % CF44 CF.L. Λ<sup>6</sup>υζΔσς Ρίβρζες ΡΔάΠΟς, ίβς μάΠΟς,  $\Delta \triangle^b \cap D^c \supseteq CL^r \cap D^* \cup L^r \cap C^r \cap C^r \cup L^r \cap C^r \cap C$  $\Delta$ 67 $\mathcal{Q}$ DC $^{56}$ .

**Δ<sup>6</sup>/«Σ<sup>C</sup>»** (Ͻ<sup>1</sup>/<sub>2</sub>): 'dϧ<sup>6</sup>α Γ<sup>6</sup>. Γ/<sup>1</sup> Ϥ<sup>6</sup>α <sup>6</sup>6.

**Δολ«ΡΟς»** (Ͻϳλλη)ς): ٩μλο Δ΄ς. Γι Δ.Δής.

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ʹϧϒϒϤϹϒʹϹ ϹʹʹϘϭ ϷϭϧϧϧͰͿϧͺʹϲϽϲϷͿͺ ͰͰϤϲ ϷʹͿϭϧͺͿϲ ΗϤ·ϹϘͺ ΛϧϤͿͿϲͺϽͺ ϒϤ 19, 2012Γϲ ϳͼͿϤ ΔͽͰϽϽϲ ϤϽϧϲϥϥϧϲͼͺͿϲ ΠΠϲͼΝϲ ΑϲϲϧϧͼͺͿϥͺ Λϧϥϧϧͼͺϲϧͼͺ ϳͼϫϧϧͼͺͼϧϲͺ ϲϤͺ ϫͼϧϲ ͺ ϲ Ͻϳϧϧϧϲͼϲͼͺ ϲ the *Inuit Language Protection Act*. We were concerned about whether they're given proper funding and to be able to deliver those obligations, and so we have been back and forth between the municipalities and the Government of Nunavut on a funding arrangement and we've been told to date that there would be a memorandum of understanding to position municipalities to provide those services financially.

I have been invited to speak to a few municipalities, Arctic Bay, Rankin Inlet, and here. I'm open to speak to other municipalities to discuss what their obligations are and what concerns they may have. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps NAM's meeting might be a good place to go to and you can address all municipalities at that time. The other area that I'm interested in hearing from you is about the private sector and their obligations under the Act. Can you tell us what kind of work you've done with the private sector? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: Thank you. That work started in 2009, so over the last three years we've been working with the private sector to inform them of their future obligations to provide services in Inuktut. So the annual report lists how many communication efforts our office made, how many letters were sent, and how many meetings and how many mailouts. It's been quite extensive. There was a position in our office, a private sector liaison officer that was dedicated

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to work on it full-time for three years.

Our next annual report will be focused on the final report of the three years of the work that we've done. We'll recommend to the Minister of Languages that that provision in the *Inuit Language Protection Act* come into force soon. There are some concern areas; our office worked with the department responsible for economic development in ensuring there is funding available to small businesses. As far as we know, that's now in place.

As well there are sectors, such as the pharmacies that require a lot of work. I can't remember the number of pharmaceutical products and information that would need to be created and standardized. There would have to be assistance, probably from government, to put those sectors in a position where they're ready. It was Wayne Dawes that I worked with the private sector. That report, as I said, will be in the next annual report. Thank you.

**Chairman**: Thank you. The next name that I have on my list, Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Good morning to the people of Nunavut. Welcome. My question is in relation to my constituents in Pond Inlet. The majority of them are mostly Inuit and speak mostly Inuktitut and are unilingual. A lot of Nunavut communities are mostly unilingual and in reference you, as the languages commissioner, you stated that they must be made to feel welcome, and need to feel welcome when they talk with headquarters or the regional offices, and therefore, it is why I'm speaking in Inuktitut. It's for the benefit of those who

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understand only Inuktitut.

In 2012-13 annual report, you stated that you had work to do mostly four things. You stated on page 8 of your annual report various things which you do which is to advise and to provide services and even though some of our dialects may be slightly different, however you do have four areas of responsibility. Which of those four areas of responsibility do you mostly work about? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Enook. Ms. Inutiq.

## **Ms. Inutiq** (interpretation):

Investigations arising from concerns about violations to the law forms a large portion of our work as well as increasing awareness on language rights. This is especially true during Inuit language week in February.

That is when we try to provide information on language issues and rights and what these rights contain. I think this is the most of what we do. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Back in 2011-12, in relation to the annual report, the committee has provided impetuous to your office about the importance of language, the process of investigation that will be taken in relation to how the language provisions could be enforced. You had been working on that presumably up until today so how much work have you done up to today? Thank you, Mr. Chairman.

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Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): Thank you, Mr. Chairman. We want to make visible thusly in relation to the Government of Nunavut I stated that our office is now beginning to develop some capacity and we stated that who needed to be doing what. We want to be creating a report sort of like instructions like a checklist in terms of whether they are carrying on their responsibilities as it pertains to language.

I think that is the way I can answer you. I'm sorry, I regret that some of our work in various areas is lagging behind and we are now finally endeavouring to catch up with all of our areas of responsibility.

Chairman: Thank you. Mr. Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Chairman. Do I understand that what you wanted have not been done by your staff? Do I understand that, Mr. Chairman? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I understood your question as saying that we were asked to bring about a policy or guideline. At this time I could say we are just beginning to talk about it in our office. I think it's in my report section 3 and it's recommendation 3, we are just beginning to deal with it right now. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Chairman. In your 2012-13 annual report, you're using the numbers from 2011 with respect to the use of Inuit

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**Δυγ«ΡΟς»** (Ͻʹϧληυς): 'dϧͼαΓ΄, Γ' Δώης.

**Δογ<br/>(**Οίλροσς): <sup>5</sup>σρος Τ'ς Δ.Δο.

language in Nunavut. Do you have more recent numbers or statistics that you're going to be doing that are more relevant to us today? Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq

Ms. Inutiq (interpretation): Are you referring to the federal (interpretation ends) census (interpretation) in your question? The 2011 census is the last, and since they only conduct the census every four years, the 2011 statistics are the newest figures and that is why we are using that data. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Enook

Mr. Enook (interpretation): Thank you, Mr. Chairman. That is the reason why I asked the question, is because I know you're using the 2011 census. I asked the question because are you not going to do any new census, yourself? There would be different numbers all together. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq

Ms. Inutiq (interpretation): I can say that it will be a lot of work for my office to do this census. Because there are a lot of people in Nunavut. We could recommend exactly, or talk about, what can be done with respect to languages in the north. Thank you.

**Chairman**: Thank you, Mr. Enook

Mr. Enook (interpretation): Thank you Mr. Chairman. In your annual report, I'm not exactly sure which part of your annual report it's in, but you stated that you have a concern I think in your opening remarks to the committee you

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stated that, I'm sorry there is no Inuktitut in your opening report I will be looking at the English.

In your recommendations, in your opening comments, you stated that the Inuinnagtun language is in danger of being lost and you also stated that it would be very difficult to try to do the review on them. I'm not sure how to ask the question, but I'm not talking about asking all Nunavummiut. You also have people that are working for you. If I could ask you a question; how do you know that the Inuktitut language is being lost, and how the Innuinnagtun language is not being used as much? How can you find out that, besides the 2011 census? If that's understandable, Mr. Chairman. Thank you.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): We used the census and we listen to the radio and do a phone-in show every year to try to hear from the people of Nunavut with respect to what their thoughts are in regard to languages. Culture and Heritage usually has a public meeting and we ask them how often they have a public meeting with respect to dealing with languages. Those are the types of stuff that we use for information with respect to Inuinnaqtun languages.

I can say that the Kitikmeot Inuit
Association work with the Nunavut
government and traveled to the
communities with respect to the
Inuinnaqtun language. Not just to protect
Inuinnaqtun, but what we can do to
revive the Inuinnaqtun language. That
was the topic that they had when they had
a meeting. They have a plan in place to
protect the Inuinnaqtun language. We

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work with the Kitikmeot Inuit
Association and we also work with the
Francophone Association to try to get
some feedback from their concerns.
That's it for now. Thank you.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Again, with respect to languages, it states that in the *Official Languages Act*, under item 12, it states that the municipal governments have to use the Inuit languages if people want it. The Act does not state anywhere exactly what it means that it's really needed. When it's not clear in the Act, if they really want to use Inuktitut, it can be used in their offices. How do you know that when it does not really state in the Act? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Enook. The term that's listed in the Act is significant demand, if that helps you. Ms. Inutiq.

Ms. Inutiq (interpretation): Yes, we have thought about that in our office. When we look at the Act, I think the Act has to be amended because it states that... I think he said it was on 12, with respect to government agencies or associations. It only talks about various organizations of the government, like municipal government. It's under 12(3).

Can you hold on?

Let me go to that section. I hadn't given it much thought, yes, if this is something a municipality wants to implement, section 12(3) speaks to the territorial institutions requirement to provide Inuktitut language services in all their communications and services especially if the majority of the people requesting it

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**Δυ/«ΡϹ·»** (ϽϤΑΛͿ·): ·ϭͿϧ·αΓ·<sub>Ϸ</sub>, ΓʹϹ ΔΔ<sup>ι</sup>. ΔΔο·ΠϽ· ΔΓ<sub>ε</sub>α ΔΕ<sup>ι</sup> «ΥλΫΠΓΙΑΡ-Ές «Κ΄?

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mainly speak Inuktitut.

When we are calling various organizations, we enquire as to the service provision and whether they are using the official languages to provide these services. We monitor the communications stemming from the (interpretation ends) head or central offices.

(interpretation) Some departments are situated in the decentralized communities, in different government offices and we have a written log of the organizations we have called in the past as we conduct research on this matter. At this time, I don't think I have a copy with me as to which organizations have been called by our office. All I can speak to is that we monitor the organizations that provide public services to all residents to see if they are providing their services in all official languages. Thank you.

Chairman: Thank you. Mr. Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Chairman. Let me try the same question again. Sorry if I didn't come across. I apologize if I didn't come across.

Mr. Chairman, my question was within the language legislation, it talks about that if they want to use our language that there is a provision in there that if there is a significant demand for that language in the community. If there's a significant demand, with that wording it does not define what is significant. What is the level of significance when you say significant demand?

As a language commissioner and you said that you have four main

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responsibilities to monitor and also to take measures and ensure the rights and status of privileges as a language commissioner. Did you define that term within your office? What did your office define? What level should the significant demand be at to provide services to the public? I'm not talking about other entities; I'm just talking about your office. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): Yes, we have discussed this matter in our office. It shouldn't be just in percentages level. If there is an individual that we need to provide services to, and if the services have an impact on the individual's life, then automatically it's under the significant demand. Even though there are not too many people and if it has a social impact on the individual, sometimes an individual can be at risk if they're not provided services with the language that they require. For example, for health reasons.

Even if it's just one individual who requires service in a certain language, such as Inuktitut, and if it's going to have an impact on the individual's life, then with that, it would be included under the significant demand. I wouldn't just rely on number figures myself for the significant demand. I also would consider the impact and the importance of the individual and the government. That would also be included.

I cannot give you the definition of significant demand's meaning, but the issue at hand, we would have to look at it case by case individually. If it's going to have an impact on an individual, or if the services are very important to the people,

**Δογ<ΒC'6** (Ͻϳγρφς): ٩σρφς Ε΄. Γ' ΔΘΩ...

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**Chairman**: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. In your 2012-13 annual report also states in there that the Executive Council, the leaders, in chapter 12(7)(d), when would this go into effect? Right now are you working with the government and discussing the matter as to when would be the best time to implement that provision? Are you working toward the implementation of that provision? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): Which legislation number in the *Official Languages Act*? As I stated, once we table our annual report for 2013-14, we'll report on private companies and how we have consulted with them. It'll have recommendations for the private sector. I believe we will table our annual report and the recommendations at the same time. The private sector will be included in that. Thank you.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Let me try and ask this question again. Subsection 12(7)(e) of the *Official Languages Act*, it has to come into force. Are you working with the current government to determine when the feasible date for bringing the subsection into force would be? Is that clear enough? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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**Ms. Inutiq** (interpretation): As I stated earlier that it will be included in our next annual report and discuss this matter with the deputy minister. Usually we meet very regularly with the Deputy Minister of Culture and Heritage. We also consult with each other regularly on what we're working on and also inform them what our key areas are going to be in our report. We have discussed the matter of private businesses and they are going to be our key stakeholders. Although I did not fully inform them, but I have made up my mind, I believe I could be wrong, but the private companies will be included in our report, and also include that issue in the report.

Although we have not discussed this issue face to face, since we'll be reporting on the three years, it'll be included in the 2013-14 annual report. We can also have discussions with them in regard to this issue.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. In view of that, subsection 12(7)(c) has to come into force. Let me ask a question from a different angle. I understand that your office has not started working on this issue. Some Nunavummiut believe that this is very important, especially for those companies that are going to be impacted. How come you're not hurrying to complete this? Don't you believe that this should be one of your higher priorities? Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq.

**Ms. Inutiq**: As I stated, as part of our report on our work for the private sector, it will be included in that work. There are

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areas where we have written to certain departments regarding third-party contracts. We just wrote one the other day on training, for example. We do realize the urgency of some of the third-party contracts. The way the legislation was drafted that we were mandated to work with the private sector for the three years, and then we would report on our findings. So the third-party contracts, because it relates largely to the private sector, we had included it as part of that reporting.

There have been situations where we have written letters saying that it should be included in language considerations need to be in contracts with the government. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Although I understand that the Languages Commissioner has stated that this will be included in the annual report. I understand that clearly. When you spoke in English, if I speak in Inuktitut, I believe that you understand as you stated that you know that there is a sense of urgency on that. If I interpret what you said in Inuktitut.

My question is, why have you not started working on this? Why have you not started the consultations working with the government departments? As you have stated that you know that this could have a sense of urgency? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): As I have stated, the minister is responsible for tabling our annual report and has not

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done so. That should include what work has been completed. Once they start working on the contracts then the government is the only one that can implement this. All the work that has to come to force within our legislation are very important, because the legislation protects our Inuktitut language. Sometimes if we're not informed how important this issue is, then we wouldn't know.

As we have stated our four key activities for the upcoming reporting year. We do make budget plans too, and if we're not told by the other departments whether anything has some form of urgency. We have to be notified by the departments, also keep that in mind, and also consider that. Sometimes they fall through the cracks. Our office is open all the time if there are any concerns about implementing any parts of the provision and provisions that are important to you, then you can also come to our office when we are open. Thank you.

**Mr. Chairman**: Thank you. I'll go on to my next name. Mr. Mikkungwak

**Mr. Mikkungwak** (interpretation): Thank you, Mr. Chairman. I would like to welcome the Languages Commissioner of Nunavut to our meeting.

My first question is in regards to your opening comments and the second paragraph, my colleague asked some questions on this issue. I would like further information and clarity: my colleague mentioned the policy on hiring and you stated that the official languages included the French language, and when a beneficiary applies for a job within the government that indicates it's an asset to be able to use the French language. What

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Mr. Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): The federal government uses four sections that indicate these are the candidates we would like and if they all had the same assets they would put them in a point system in order of the highest number and we can do the same practices here in Nunavut.

In following the *Nunavut Land Claims Agreement*, we can set up a score or point system when hiring for the Nunavut government. It is something the Government of Nunavut can consider setting up a point system in their hiring practices, and if they don't, they would focus on the official languages, the Inuit language, the English language and the French language. Those are the official languages of Nunavut.

Right now with the Inuktitut language, and with the French language, when we did a telephone survey, and the main language used was English, Inuktitut and French were rarely used. Even though that's the case, what we've found was that there was a lack of French being used during that survey.

I think we could alleviate that problem if we increase the number of French speakers. If there are no French speakers 4PG%ጋን°៤%
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then they are breaking the *Official Languages Act* in terms of the usage of the French language in the workforce or in the workplace.

It is also in the federal act where English and French are the official languages and the services to be provided in both English and French and that the Inuit languages are also recognized in section 35 of the *Official Languages Act*. As that is the case then we'll have to redo the government system so that all of the official languages of Nunavut be used and provide the services out there in those languages. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Mikkungwak.

Mr. Mikkungwak (interpretation):
Thank you, Mr. Chairman. The reason why I'm asking this question is when Nunavut was created and as aboriginal people of Nunavut, as Inuit, our first language or our mother tongue is Inuktut. In regards to the usage of the English language, it was the first second language that was taught and learned by the people of Nunavut because it was the language of instruction back then. With this languages act that was brought up by the federal government, the three languages that are officially recognized in Nunavut are Inuktitut, English and French.

Now that has been enacted and recognized by the federal government, my question then is Mr. Speaker, when we bring up the French language in Nunavut it's very strong right away but if we're going to reestablish or revitalize the Inuktitut language after the establishment of Nunavut and as my colleague from Arviat South was saying,

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if an individual applied for a job within the government it indicated that Inuktitut spoken would be an asset. So that gives the French language leverage.

As he was asking questions, if you apply for a job without speaking the French language then how can we.... So my question is what are you going to do to revitalize the official languages?

If a person is proficient in both English and Inuktitut how could it help that individual gain a job within the government using the point system? And my next question... Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I'm afraid I didn't quite understand your question. We have also indicated that the people who don't speak Inuktitut should be able to take courses or training so that they can learn the Inuktitut language. I think there's 4,200 Inuit who have lost their Inuktitut language in Nunavut. That doesn't seem to be a lot in numbers when it comes to training, education, or learning the Inuktitut language and revitalizing it.

I'm not saying that the Inuktitut language is not placed as a priority, or that the Inuit who do not speak Inuktitut shouldn't be getting the jobs. That's not what I'm saying. What I'm saying is that following the laws, the official languages has to be used or implemented. It is my job as the Languages Commissioner all the official languages have to be recognized in Nunavut. I wouldn't be doing my job if I didn't treat all these official languages at the same level.

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ΑΘΕΙΑ

If we want to see changes to the *Official Languages Act*, the only place that can do that is the Legislative Assembly. I'll leave it at that. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. I'll re-phrase my question in English here. Earlier in the morning one of my colleagues had asked a question regarding priority hiring policies that at times your office is involved in, or could be involved in. One of the examples she used was two individuals, a beneficiary who attains only the English language, who does not attain Inuktitut as an asset, or who does not also attain the French language, and then you have another individual who is a beneficiary, but attains the French language.

My question here would be is as the Languages Commissioner, and when you look at priority hiring policies, and as you responded to one of my colleagues, I believe was French would be an asset. Would that not have a determining factor and an individual who is applying for a position, and when you look at the Nunavut Land Claims Agreement and the *Official Languages Act*, would that not create barriers, or some obstacles that you would have to deal with in resolving the matter? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Mikkungwak. Ms. Inutiq.

Ms. Inutiq (interpretation): We will have to review the laws and look at the policies. I think we can overcome the obstacles that way. In the Nunavut Land Claims Agreement, the Nunavut Land

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Claims Agreement would take precedence over the laws. If this individual only spoke French, would they be able to get a job with the government system? We would have to review the laws and policies carefully and then make a decision.

At this time, when we can't get beneficiaries who speak both languages, we usually hire an English-speaking unilingual from outside of the territory. If the English and French languages are not recognized in the Nunavut Land Claims Agreement, maybe we should change it. It's one of the recommendations I made so that it could be reconsidered. There's nothing in there that recognizes French as an official language and when it comes to hiring for the government. That's one of the recommendations in my annual report. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq. I'm going to recognize the clock at this moment. I understand that Mr. Mikkungwak, I'm sure you have a number of other questions, but we will take a recess for lunch and return at 1:30. Thank you.

>>Committee recessed at 11:47 and resumed at 13:20

Chairman: Thank you. I see everyone's back and ready to get to work this afternoon. I just want to thank everyone for how everything has been going so far. We will just go straight at it. We will continue with Mr. Mikkungwak, Member from Baker Lake. Go ahead, please.

Mr. Mikkungwak (interpretation): Thank you very much, Mr. Chairman. I say "hello" to the people in Baker Lake and I send them a big smile. Δ~LC>~Δ′b55%) Ο ΔΔΟΟΔ% Ρ΄b2° α2σ Δ%baΔ;%Ċ2° α%b? Δ%Γ2ΠΡ< ΔΔΘ%bdσ Ċ%bd CdacCP6ΠdcP5ΔN% ΔLΔC%U4L4U6. CΔĹ% Ρ΄b%γLC2°C Θ%Ρ°CP6Πd2° α%DΛ;%bc.

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This morning, you had a response to a question and I wanted some clarification. You quoted a number, 4,200. That's the number of Inuit who can't speak Inuktitut. How did you come up with that number? That's my first question. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): There is information in the federal government's Bureau of Statistics and the Nunavut government's Uqausivut Plan has that information as well. I can't pinpoint where I got the figure, but I remember that the figure was that high. I believe it came from those sources. Thank you, Mr. Chairman.

Chairman: Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you very much, Mr. Chairman. Thank you for that response. I would like to move on to a different question. As the Languages Commissioner, I would like clarification on the four main issues that your office handles. To make sure that the Nunavummiut are represented properly, what do you do to promote your office to Nunavummiut? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): As I stated this morning, at Inuit Language Week, we go on the radio and talk about our jobs, our office, and the Inuit Language Authority. We held phone-in shows on *Isumavut*, trying to help people understand what we do and get feedback. We also published information in the media.

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We hold contests for the celebration of Inuit Language Week. We hold different contests and we tell them about what we do and they have to do something like that. We use media publications like *Up Here* magazine and *News/North* and share information in the Nunavut Trade Show.

We hand out brochures and other information material. Also at the arena, we have put up information about us so our office can be more easily recognized by the people out there. Our logo is out there as well.

Recently, we introduced something in Facebook using all official languages explaining who we are and what we do, and the fact that they can comment on the site. We also put out notices on Facebook using the official languages. If the information is available in French, we would present it in French. And if we get the information in Inuktitut, we would present it in Inuktitut.

As I stated, we introduced a poster explaining what we do, working with Piggusilirivvik and the *Inuit* Ugausinginnia Taiguusiliuatiit office, and also the Department of Economic Development and Transportation. Sometimes people don't know who is responsible for doing what, and sometimes we get a call requesting interpreters or translators. They assume that we are interpreters and translators. Sometimes the calls we get are for the terminology group. That is why we decided to do more promotion of our office out there. That's about it. I'll stop here for now. Thank you, Mr. Chairman.

Chairman: Thank you. Mr.

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Mikkungwak.

Mr. Mikkungwak (interpretation):
Thank you, Mr. Chairman. I want to
make sure that you keep this in mind in
your office. These days, those of us who
are middle-aged, we're not very
competent with iPhones, and cellphones
and new technologies, and also
information that is brought out using the
new technologies. Those of us who are
younger than most people, we know how
to use them. Because we're dealing with
Nunavut, I wanted to make sure that you
keep in mind in your office some Inuit
can only speak Inuktitut. That's it. They
can't speak English or French.

Some of them don't fly around on airlines. Some have never even handled documents or papers, or used computers as yet, especially those from the generation before us, our elders in Nunavut. They often participate in meetings dealing with language issues. I know that in some of the communities where they are not visited, where people don't go see them, or go hold meetings in their communities, they don't know what's going on. I want to make sure that you keep this in mind.

All the people of Nunavut have to be properly informed. I want to make sure that you keep this in mind when you are putting out material from your office. That is just a comment.

I have a question on another matter. An example that I can use when we're talking about languages, I'm from Baker Lake and my fellow MLAs here. We're all Inuit. But our language has different dialects. You have to make sure that you know that as well because it's part of your job.

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In the documents 2012-13 annual reports you brought out an annual report to the Legislative Assembly in the fiscal year and you list a number of materials that your office distributed.

After you held meetings with the justice department, the French organizations, the Baffin organizations, the Inuit language workers and also the new French groups that have been added on in Nunavut; which were the hardest or the most challenging to deal with? Or which had the most problems that were raised at those meetings? Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq, please.

Ms. Inutiq (interpretation): If I understand what he is talking about, I'm not sure which meeting you were referring to. Time to serve in Inuktitut, and how can I say this? It's common, it's all Inuktitut. All communities speak Inuktitut but they have different dialects. What dialect do we use to serve the communities is a common question. Using interpreters.

Let me use the Department of Justice as an example. If their interpreters or translators are from the Baffin region and they go to the Baker Lake area, their translations are they being able to be understood in Baker Lake? That's a concern.

French and English development are pretty well on par with each other but the Inuktitut language development has lagged behind.

It's a pretty common question that comes

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to our office but we have a hard time responding to it. The Inuit Language Authority has been asked to look into this matter to see how we can set it up so that we who live in Nunavut what common terminology are we going to adopt. If we're going to try and standardize the language, the Inuit Language Authority has been given the task to work on this problem, not us. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. We are all Inuit in Nunavut, however we have different dialects. As a matter of fact we even have to use interpreters amongst our own. I just heard you mention the need to use interpreters, and so in your offices how do you deal with the question of using interpreters so that the people out there on the ground will understand what it is you are saying. Thank you, Mr. Chairman.

Mr. Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): The way the language specialist in Nunavut deal with this question I suppose we need interpreters and translators that are quite expert at understanding both the spoken and written languages. For example, if the person is a medical interpreter, you need to interpret health and medical issues then most definitely they would need interpreters that understand medical terminology. So the terminology group, the language specialist group, and certification in English as it pertains to the interpreters and translators and the need to be certified. Thank you, Mr. Chairman.

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Mr. Mikkungwak (interpretation): Thank you very much Mr. Chairman. In relation to ensuring the language of the Inuit remain alive which also is in the law, the constitution of Nunavut, and in English section six, it states that all the communities when it pertains to the public forum, even if in Inuktitut syllabics or roman orthography, the news needs to be put out. How do you keep tabs on what is coming out in the public domain? Thank you, Mr. Chair.

Mr. Chairman: Thank you. Ms. Inutiq

Ms. Inutiq (interpretation): Thank you Mr. Chairman. Yes, as per my earlier statement this morning, in relation to discussing this matter with some communities on whether they can implement these requirements for their road signage as it now has to comply, and this includes building names which now require an Inuktitut title included for any signage.

The municipalities and perhaps the city as well have to comply, as an example, if you were stopped on the street and are served with papers in Inuktitut as any paperwork now has to be in all the languages and that requirement became applicable as of September 19<sup>th</sup>, 2012.

We have asked the communities if they have been provided with sufficient funding to properly implement their signage in all languages as per the legislation. To date, the agreement for implementing the language requirements haven't been completed yet.

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Just recently I requested further information from some communities and whether they have started complying with the language requirements, including funding to change all their signage. Most of the communities said it's still under consideration. It's still in the construction process. I have not inquired about the status of it in recent memory.

However, there is an understanding in government that there should be a directive that should have gone out from headquarters out into the field. As far as whether that has been done or not is not something I understand. But if there is something to be like this then some concerns would be what would be involved. Perhaps the news media would announce that whether it comes out in news release form, I can take another look at it soon.

Chairman: Thank you. Ms. Inutiq, if I may, on behalf of my question. I think also what he is looking for is how does your office monitors compliance of this legislation at the municipal level? Ms. Inutiq.

Ms. Inutiq: Because it is a transition time, yes the municipalities were... this section came into force September 19, 2012. However, if the funding arrangements haven't been made it's really difficult to hold the municipalities fully responsible for these provisions if they have no means of implementing them. For example, putting street signs up which is a huge costly endeavour. New building signs and ensuring that their invoicing and all those kind of things are in place.

I would call this period more or less a

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grace period until I know that the memorandum of understanding is signed between the Government of Nunavut and municipalities to ensure that the funding is in place.

We had been in discussion with Government of Nunavut to ask them what the status is. I think it's been a couple of months since I asked but I can ask again as soon as I'm done here, sometime within the week. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. I am able to speak in Inuktitut and in English but in this case I will speak in English for now. You added, Mr. Chairman, to it. Thank you.

(interpretation ends) I guess to get a better reflection of this particular section of the *Inuit Language Protection Act* in municipalities across Nunavut. Another suggestion I would voice out to your office would be to visit various communities to see where each community reflectively stands with this particular section that you oversee as an office.

Considering the fact if you were to go to the community of Baker Lake you'd probably see signs within the majority of the municipal buildings which actually have Inuktitut and English. Just something to consider and to get a true reflection of this particular *Inuit Language Protection Act* in municipalities in Nunavut, maybe that's something that your office can start considering, is visiting communities

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aside from the ones that you have already visited.

Moving along, as you are aware the 2012-13 Public Service Annual Report indicates that 756 employees were receiving bilingual bonuses during that fiscal year. As you are also aware, that 2012-13 main estimates indicate that there were over 4,000 positions in the government's departments, including the Nunavut Housing Corporation and the Nunavut Arctic College.

In your view, should more government positions require proficiency? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Mikkungwak. Ms. Inutiq.

**Ms. Inutig**: It has been the position of the Office of the Languages Commissioner, as I stated this morning, that the bilingual bonus should be replaced with a different program that has proficiency levels. Depending on your proficiency in the Inuktut language, you receive a certain amount. This would then motivate people to reach higher proficiency, and it would include a training component where you train people to achieve the different proficiencies. This was recommended, I believe, in 2001. Again, I think there have been recommendations in 2009, and then when we did our ten-year review of Nunavut's existence, it was restated that this has been a recommendation that has not been followed through.

There have been commitments by the Government of Nunavut to replace the bilingual bonus with a proficiency system instead. I understand the work is still in progress to work towards that. It has not

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yet taken place. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. Thank you for the answer. That sort of leads to my next question. As you indicated, you have been in this with the government, and you indicated that they are working on it. Has there been some response? At the same time, are there levels of proficiency, for example, in schools, or various government departments? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Mikkungwak. Ms. Inutiq.

Ms. Inutiq: I'm aware that *Inuit*Uqausinginnik Taiguusiliuqtiit has
developed a proficiency standard, or one,
at least, that I've seen a sample of. I'm
not aware of different levels
proficiencies. I've seen one sample
proficiency test to date. As far as I
understand the Government of Nunavut
would need to work with Taiguusiliuqtiit
to ensure that those proficiency tests are
in place for the different levels. It would
need to consider, as you've said, the
dialect factor. So that is what I'm aware
of right now. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. I'll move onto another subject here. Being a resident, and being an MLA for Baker Lake, and having been a past inspector for what I'm going to be asking next. When you look at mines in Nunavut, one of which is already operating, which is outside of my home

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community, Agnico-Eagle Mines in Baker Lake, and then you have another one that's within my neighbouring community, that's about to be opening up just outside of Rankin Inlet.

As we all know, in the news, the Mary River project on Baffin Island, but I can honestly state this: when we look at the three official languages that we were referring to this morning, Inuktitut, English, and French, has been in the workplace at the Meadowbank mine site. I am very familiar with it, but at the same time, I would like to ask your office: how has your office monitored signage and language services provided at these mining sites? First question. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Mikkungwak. Ms. Inutiq.

**Ms. Inutiq**: It's part of our work to inform the private sector on their future obligations. Mining was an area of interest because so many people would state that it was an area where they wanted the language present. Our office has been in communication with Agnico-Eagle mines and we have been reassured that all the signs include Inuktut. We also have been in communication with the future Meliadine project. I'm not sure, actually, to be quite honest, about the Mary River, but mining has certainly been an area of focus to inform them of their future obligations to provide services in Inuktut. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I

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**୮ዮ°୬Jላ%**: L'ଦ'ጔላል⁵ Δ⁵ሃペ▷ር%. ወ¹୮σ% CdHΔL'ĊЉ°Ъ° ▷ናσህበ'ር%HΔL'ጔJ C∆°ዉ have seen it myself and I have approached the Agnico-Eagle mines. I have done some research and review, and heard that Inuktitut, English, and French are being spoken. They work closely together. When it first opened, there was a problem, but to date, it has improved, although there are some more problems coming up. Perhaps the mine has been in existence for four or five years. With those various languages that they speak at that mine, they have worked for four or five years now. There are also Inuit and English-speaking and French-speaking people.

My question to your office is: when development is happening in Nunavut and there will probably be three mines pretty soon here in Nunavut, has your office thought about visiting those mines to find out from Agnico-Eagle mines? If people are speaking in Inuktitut, English, and French, your office would find out what's happening with those languages. Have you considered visiting that mine? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Mikkungwak. Ms. Inutiq.

Ms. Inutiq (interpretation): There's an individual who was working here for three years, but I'm not sure whether the individual has visited those mining communities that you mentioned. When we get an invitation, we are always available to go to the communities. I was asked to come to Arctic Bay and I visited that community. We're available to visit those communities by invitation, but you know that there is not a lot of money to go to all the communities that we get an invitation from, but we go to communities. Thank you, Mr. Chairman.

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ΔΓΥΔ<sup>16</sup>G<sup>16</sup>C<sup>16</sup>LLC d<sup>16</sup>C<sup>16</sup>DJ<sup>16</sup>. 165<sup>16</sup>α

ΔΥLΓΓΔ<sup>16</sup>DΠJ ΔαC<sup>16</sup>Δ<sup>16</sup>FC<sup>16</sup>DJ<sup>16</sup>. 165<sup>16</sup>α

Δ<sup>16</sup>V<sup>16</sup>PC<sup>16</sup>.

**Chairman**: Thank you. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. Maybe I'll ask this in English. Seeing that Agnico-Eagle Mines operates a mine and it's been in operation for quite some time now, it's working and mining actively in three official languages. I understand you will visit places by invitation.

At the same, I guess, the different approach that I'd like to see from your office, seeing that you're the Languages Commissioner, and your four primary roles and responsibilities are ombudsman, advocate, advisor, and monitor. Seeing that earlier this morning you indicated the majority of your work more reflects ombudsman, from my understanding this morning in listening to your responses.

Maybe to be proactive in your duties, or to deal with matters that will be coming forth in the near future, I suggested that you take a visit to the Agnico-Eagle Mines outside of Baker Lake, so that you could actually see, hear, and consult with some people, management to foresee what problems or what positives that you could possibly see within your office after having gone to an actual site? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq**: Yes, we can certainly consider that. Thank you.

**Chairman**: Thank you. I'll go to the next name on my list. Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman. Good afternoon. In your 2012-

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Assembly, you indicated that your office attended an education and research conference, which was organized by Inuit Tapiriit Kanatimi. Where did this conference take place? What was some of the key outcomes of attending the event? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

**Ms. Inutiq**: That was here in Iqaluit. The discussions were around trying to create a National Education Strategy for all Inuit regions. One of the topics of discussion was a common orthography, or writing system. So that was the conference. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman. I am wondering if her office has ever attended any meetings that are outside of Canada. If they are, where? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

Ms. Inutiq: Yes, our office is part of the International Association of Language Commissioners, which was established in Ireland in May 2013, which is in the next annual report. They established the International Association of Language Commissioners. As the title infers, it's all of the languages commissioners around the world that get together to share best practices and also to support each other. That was in Ireland and it's an annual event. The following one was in Spain in March 2014 of this year and the next one will be in Ottawa next coming May.

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**Δ<sup>6</sup>/«ΡC<sup>66</sup>** (Ͻ<sup>ί</sup>, 2Λη*)*: 'd><sup>6</sup>α Γ<sup>6</sup> Γ' Δ.Δη<sup>66</sup>. Γ' Σ<sup>1</sup>. ς.

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Thank you, Mr. Chairman.

**Chairman**: Thank you for that response, Ms. Inutiq. Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman. When you attend these meetings in other jurisdictions, what are some of the key outcomes of attending these events? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

Ms. Inutiq: There are many presentations on various language issues all the regions face. There are academic papers that people present. The main focus is languages commissioners presenting in areas of interest. There are themes for the conferences. We find that we share a lot of issues because we're all trying to protect language rights in areas where there's a dominant language and there's the onslaught of deterioration of the less dominant language. The meetings are often sharing some of these issues and some sharing of ways to deal with them and also networking.

There was one example where one of the languages commissioners stated that she is doing research on the bilingual workforce and if there's anybody who is interested in partnering. There have been some papers produced where there are jurisdictions partnering to write a report. There was a really interesting one that was done, a partnership between Finland, Ireland, and I can't remember who the third party was, just in terms of looking at language legislation and the effects of the different strategies and legislation. Those are the kinds of things that are discussed. Thank you, Mr. Chairman.

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**Δ৬/<>>(** Ͻ<sup>ί</sup>λληͿς): <sup>ና</sup>dϧͼ<sub>Φ</sub>ϳ<sup>τ</sup><sup>6</sup>, Γ<sup>ί</sup>ς Ϛ<sup>ι</sup>, Γ<sup>ί</sup> Δ.ὸη<sup>ς</sup><sup>6</sup>.

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**Chairman**: Thank you for that, Ms. Inutiq. Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Chairman. In your 2012-13 budget report, you indicated that your office spent \$287,469 on contract services in 2013, which is up significantly compared to previous years. Can you explain what types of contract services you obtained and what outcomes they have produced for your office? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

Ms. Inutiq: Much of it would be the legal services with the systemic investigation. We had quite a few legal opinions done leading up to the systemic investigation as well as when the systemic investigation started. That would have been part of the jump for the contract services. As well, there were things like cleaning contracts. I'll leave it there for now. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Chairman. In your 2012-13 annual report you indicated your office spend nearly \$20,000 on travel. However, your report did not include a detailed breakdown of what travel the fund was being spent on. I'm wondering if in the future will your annual reports include a more detailed breakdown of budget line items such as travel and contract services. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

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**Chairman**: Thank you, Ms. Inutiq. Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman. As a committee I'm sure we all look forward to more detail in budget line items. It makes it a lot easier for us and creates less questions when we're questioning budget items.

Also, in your budget report it indicated that your office lapsed almost 30 percent of his budget from the 2012-13 budget. Can you indicate what specific practice caused this? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Rumbolt. Ms. Inutiq.

Ms. Inutiq: As you will see for that year all of the salary dollars were not used. As I said, there were some capacity issues for that fiscal year. A large part of that was due to unused salary dollars. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman. Within your current budget, are you unable to conduct any specific activities or projects due to funding limits or are all activities coming in within

**Δ<sup>6</sup>/«▷C<sup>66</sup>** (Ͻ<sup>′</sup>, Δ·Δ·Δ·C<sup>1</sup>): <sup>1</sup>d><sup>6</sup> α Γ<sup>6</sup> Γ<sup>7</sup> Δ·Δ·Δ·Π<sup>66</sup>. Γ<sup>7</sup> Σ<sup>1</sup>. Σ<sup>7</sup>.

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Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: This year is going to be an interesting year because it's the first time that we have had full capacity in terms of staffing. When you've got more staff you end up doing a lot more work which then you end up spending more money. At this point it is difficult to know what implications that will have.

We know that there are some upcoming events such as the language acts legislation review that we will be doing that is going to incur more costs. We're anticipating that we're going to be relying a bit more on our legal services to help us review the act. As well, we're planning as part of the legislation review to co-host a conference with department of culture and heritage in February. Those are some of the upcoming events that will be more costly than our regular operations. It is difficult to predict but we are working closely with our director of corporate division just to monitor how we are doing on that front. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you, Ms Inutiq. Mr. Rumbolt

Mr. Rumbolt: Thank you, Mr. Chairman. Being a Member of the Manager Service Board I will ask one more question regarding a letter written to the Manager Service Board on January 8, 2013. In this letter, your office referred to a concern regarding the fact that the Languages Commissioner's position required a proficiency in the Inuit language. After seeking legal counsel, your office concluded that the language requirement was not in violation of the

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**ςι'>'** (ϽʹϧϷϭϲ): ʹϭͰϧ·αͺΓ΄<sup>\*</sup> ΔϧͰϙϷͺϹʹͼ. ϧΠͰϷʹϧϹϷʹ·Ͻϧ·Ϳ ϧΠͰϞϲʹͺϷϧͼʹϧΠͰϧϧʹͼʹϼϲ ϤϹϷͰʹϲ<sup>\*</sup> ϤΛʹͼϤΠʹϧϧ·ϭϤϛͰ ΠΠʹͼϧϭ ΠΠϚϲϷʹͼʹͼʹͼ ϧΠͰϞϲʹͺϷϧͼʹϧϹͰϷʹ<sup>\*</sup> Ϸʹ 2013-Γ ΠΠϚϲϷʹͼʹͼσ. Ϲʹʹ:ʹͼϭ ΠΠʹͼϧΓ, ϷʹϧϧͰͿϲ ϷͰͰϹ ΠΠϚϐͰͿʹͼ ϷʹϧϷͰϲʹͺϷϷ ϧϹʹ϶Ͻͼ ΔϼϧϹʹ϶ ΔͿʹϧͼʹϹͺͺϤʹϧʹϧϧͼʹʹϲͺͺϤϤ existing legislation. Can you explain why you did not include this concern in your 2012-13 annual report? Thank you, Mr. Chairman.

Mr. Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq: I think I know which one that is; it may have been an omission since it was directly affecting an issue relating to a job advertisement for the languages commissioner. Perhaps it wasn't seen as a concern as such by our office in terms of a normal state of how we receive concerns. And that is where a third party is being spoken about so that's probably how it wasn't included in the list of concerns. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you for that response Ms. Inutiq. Next on my list, Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. Good afternoon and welcome Ms. Inutiq, and also my sisterin-law, Aluki Kotierk who is also here. I just wanted to acknowledge her.

Earlier this morning discussions centered around hiring practices and priority hiring based on the candidates ability to speak their language (interpretation ends) priority hiring. (interpretation) I tried to listen very carefully during that discussion especially when consideration was being discussed about the government's practices.

Indeed, we have started discussions on these issues. I wanted to find out what the Commissioner's thoughts are on this, and I would like to understand the reasoning, especially since examples were brought up about people seeking employment. γ'dΓ'Πγιον β' γιος β' γ

**Δ<sup>6</sup>/«ΡC<sup>6</sup>** (Ͻ<sup>ί</sup>λ<sup>6</sup>σ<sup>6</sup>): <sup>1</sup>d<sup>6</sup><sup>6</sup> ΡΡυδ<sup>6</sup>, Γ<sup>1</sup> Δ.Δ.Π<sup>16</sup>. Ρ<sup>1</sup>σ<sup>6</sup>-C<sup>6</sup>σ<sup>6</sup>σ<sup>6</sup>-L<sup>7</sup>σ<sup>1</sup> CΔL Ρ<sup>1</sup>σ<sup>6</sup>-L<sup>7</sup>, Γ<sup>1</sup>C 2<sup>6</sup>σ<sup>6</sup>-L<sup>6</sup>σ<sup>7</sup>.

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The example used was a candidate who is a Nunavut beneficiary but who has lost their language versus another candidate who isn't a Nunavut beneficiary but who is fluent in Inuktitut. Which would the Commissioner pick or what would be her preference in this case? That is my question firstly, Mr. Chairman. Thank you.

**Mr. Chairman**: Thank you, Mr. Joanasie. Ms. Inutiq.

Ms. Inutiq (interpretation): Sorry we cannot make amendments to the Nunavut Land Claims Agreement because it supersedes every legislation. If an individual can speak Inuktitut, it would be an asset. Since it's stated there, we have to abide by that and we can't make changes or amendments to the land claims agreement. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Thank you for your response. It was just for my consideration. We discussed those topics this morning on language rights and I believe that proficiency would be very important to obtaining a job. That's why I was asking that question, but according to what I'm hearing, during this process, in your annual report....

Just to get further clarification how your office is, although you introduced your staff and how many staff you have, perhaps for the next year, I encourage you to elaborate further on your entity and provide an organizational chart. Perhaps you can provide an organizational chart in your next report

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Your main roles and responsibilities are to advocate, advise, monitor, and be the ombudsman. Do you have any other roles and responsibilities with government departments and outside of the government departments? If the entity or agency or department is not abiding by the language legislation, do you believe you require more authorization as a commissioner? Do you need more power? Do you have power and authority to make decisions or recommendations? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Joanasie. Ms. Inutiq.

Ms. Inutiq (interpretation): As I stated this morning, when a Member asked a question in regard to research, we have started considering how we can have better, up-to-date information and what we expect. For example, the Department of Health or Public Health, we can do a better review once we understand where they're at. There are others that have stated as to what their goals and objectives are and they're really good role models. We're starting the discussion of setting up those in our office and what the details will be. You can make any suggestions to us and we welcome your suggestions. Thank you, Mr. Chairman.

**Chairman**: Thank you, Ms. Inutiq. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. I would like to thank you for your response. In your Annual Report for 2012-13, you indicated that the Inuit language would be the language of instruction from Grade 4 to 12. It also

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indicates that this should be in place by 2015. As the Languages Commissioner, do you think that this is a realistic timeline to use Inuktitut as the language of instruction? Do you think 2015 is realistic? Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Joanasie. Ms. Inutiq.

Ms. Inutiq (interpretation): Thank you. I believe the Auditor General just recently put out his report on the Department of Education, and he outlined all the concerns he had regarding the language of instruction and education, in general. It also indicated that they would like to see Inuktitut and English used as the language of instruction, and to be implemented by 2015. Yes, it's a matter of concern to us.

Just recently the Minister of Education stated that they're going to be tabling a literacy program and that would be in Inuktitut. It seems like the Department of Education is already starting to implement the usage of both languages, and the Inuktitut language to be the language of instruction. We are looking into the issue. We have a long ways to go yet. Once that's completed we'll give you a detailed report on that. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. I'll be looking forward to that report. Moving onto another subject, again on education and training. I believe the government gave a work plan on the usage of the official languages within the government system. Your annual report indicates that your department has received and reviewed

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five language initiatives. Could you elaborate further on who had made submissions to your office? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I think you're referring to the private businesses. We have indicated to the private businesses because it's going to be implemented and to provide the services in Inuktitut. And to have the front office, the advertisements, the news releases, and so on be provided in Inuktitut. If they can't implement that right away they could give a copy of their work plan to our office and we will see the implementation of providing those services.

To date, I can't respond to which entities have submitted their language plans. But if they find that they can receive the required... they can send their request for support to our office. They could do so but some of the private businesses did not outline the timelines of their implementation plan. But they stated that this is where they are at, at this point.

We had to revise our document. I'll leave it at that. Thank you.

**Chairman**: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Then I would like further information on the Nunavut government departments and the entities. Do all government departments and their agencies all have language plans submitted? Or where do they stand at this point? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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**Δογ<>C'•** (Ͻϳγ>υ): 'qρεσίρ. Γι ΔΘυί.

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Ms. Inutiq (interpretation): As I indicated, the minister of languages submits... definitely have to give out annual report so we'll know exactly where the government departments, the Crown agencies and other entities are at with their language plans. I don't know whether they have language plans for each of the government departments and agencies but we stated that we would implement the act and there is also a requirement for the government to table annual reports in that section. We haven't seen any so far. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Maybe I can direct that question to the Minister of Languages. Moving on to another subject, in your annual report it also indicates that the Inuit have the right to use Inuktitut as a working language. Have you decided who would be doing a review on this issue or which government is going to be doing a review of this issue? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): The signatories to the Nunavut Land Claims Agreement were involved in the telephone survey that we did earlier this year. There were 86 [people] who agreed to be interviewed. Some stated that due to a large number of responsibilities or other commitments they weren't able to participate. We made 96 phone calls. But we involved the signatories to the Nunavut Land Claims Agreement. I'm not exactly sure who or how they invited people to be a part of the phone survey.

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**ሂላሴ***ነ*: Å, 'dኦ°ሲቮㆍ Δ⁵ሂጳኦርጐ.

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CLጋL Γ⁵\ኌ፟. ፈረጐኒኌጐህ, Ċ⁵dላ

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'ቴኦኦ\ማረLኒነረነጐ ለፈ°ሲኦበኦሪጐ, Δċ⁰

Δጐቴሲልኦን°ሲ°σኒ፫ና ΔዾΔና ▷ናቴኦፖህ ላጋጐጋህ.

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**Δογορίο** (Ͻϳγρος): «σρος Γ΄. Γ' Δ.Δ.Π'ω.

Δၨριδ: Δ΄, Ċυδο υθυδο σενώς σ

Thank you.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. I would like to thank you for your response. Regarding the private sector, and regarding the *Inuit Language Protection Act*, from what I understand it does not apply to the private sector. They still have two or three years to make that decision.

When is the *Inuit Language Protection*Act going to apply to the private sector?
In your annual report it indicates inadmissible concerns. I'm sure that they have received complaints from the private sector.

If the private sector is required to follow the *Inuit Language Protection Act* would the inadmissible portion of it apply then at that point? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): If we can't do that, we have indicated to the private sector that we would like them to be prepared to provide their services in the official languages. When we get a concern or complaint from the private sector, we write them letters. We have indicated to them to be prepared to apply that to them. Thank you, Mr. Chairman

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Thank you for that explanation. Another request for clarification I have is your authority or the work that you do. For example, pharmaceuticals were mentioned earlier. If I went to the hospital, they show me

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**Δν/<ΒC(\*)** (Ͻϳ/ΣΠΟς): 'dλεσͺϳρ'. ΓνΟ Κασ./.

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that this is medication that the doctor will prescribe for me that I'm supposed to take on a daily basis.

What I'm trying to find out is how much authority you have. For example, there are many unilingual Inuktitut-speaking people who don't speak English who take medications. I believe that the government can control this better or more. I just want your thoughts on the matter regarding the example that I used about pharmaceuticals. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): We can bring this to the Inuit Language Authority. As I stated earlier, there are so many different terms that are under pharmaceuticals for pills and so on.

We once had a meeting with a consultant from Toronto at Arctic College and the pharmacies to see how they can offer their services in Inuktitut and, if they are, how it will be set up. They had different examples of different prescriptions. There are also instructions where, if you're taking this medication, you're not supposed to take certain foods or other things. What we saw was that they were trying to describe the same thing, but using incorrect descriptions. When there are no proper descriptions for them, it's difficult.

I think that this is going to be one of the most challenging things that the private sector will have to face in trying to follow the Act. I believe that's the only area that needs to be worked on some more and it may take a little while longer to fall into place. It would probably take a while to get that done because there are

**Δογοροίο** (Ͻϳλρηυς): ٩σρο α΄ς. Γι Δώης.

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so many other things that need to be done as well.

They normally use the local interpreters or translators to write down the prescriptions in Inuktitut. However, if I move to a different community, for example, what MLA Mikkungwak said, our dialects can be quite different from each other. If we can find a way to standardize the terms. I can advise the terminology group to work on it that way when it comes to pharmaceuticals. I'm sure they will need help. It will help if we can have some emails or if they don't have any Inuktitut-speaking people working for them, they can do it by documentation. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. And thank you for trying to respond to me properly. Something you said before about the Official Languages Act, for example for federal government departments and agencies, when they have to serve the people they should they be directed to use the Inuktitut language. Up to today, what has your office done in getting the federal government or their agencies to utilize the Inuktitut language more in documents they send through the post office and other ways? Thank you, Mr. Chairman.

Mr. Chairman: Thank you. Ms. Inutiq

**Ms. Inutiq** (interpretation): We check to make sure the government is serving people properly by calling them and do our investigations, and when we do our next phone survey, they will be part of

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the people we do survey to make sure they are serving people properly. We have also considered, for example, we cannot visit all the communities, if we can do that than we can look at all the signage done by the Federal government and review them all without it being too expensive. That is something we thought of doing. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you. Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. And thank you for that response. You said that you investigated, or looked into, the Nunavut government news releases to see which language they use to write them with. It is in your annual report, so I would like to ask the commissioner if you could do more investigations or studies on top of this information. If you could look at the application forms, as well, that people have to fill out. Whenever we request anything from the government we have to fill out these forms, and I would really like these forms to be looked at. Thank you, Mr. Chairman.

**Mr. Chairman**: Thank you. Ms Inutiq.

Ms. Inutiq (interpretation): I say yes to that. When I was the coordinator we would check to see what the government policy is and to make sure the government policy is available out there and that it states you can use Inuktitut and French.

After we did an online investigation, there was only English information available. But we have been introducing some Government of Nunavut policies not just in English. We can look into those forms you mentioned. Birth records

**Δυγ«ΡΟς»** (Ͻϳληυς): ٩σνατο. Γι Δώης.

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Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Thank you for that response. I will look into this again in the future to see what's available. If it's a language policy, or another way because there are different means of getting things. I know, it's obvious that your position is one of the most important positions in Nunavut. I'm sure it's a challenging position.

I would like to ask my last question. It's stated in your annual report that using the English language costs money and that fact has made it so that French and Inuktitut is not being used as much. You're trying to make it so that all languages are equally recognized in Nunavut?

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I'm not working on that alone. Only if we have the desire, will we be able to protect our language properly. That goes for you MLAs as well and the Minister of Languages, terminology, and all Inuit. Those of us who are here does our job properly and work together, will this be able to proceed with the protection of the language.

Standardization and enhancing the use of the language that is slowly not being used at much is very difficult. To have pride in your language, it's still embarrassing in some aspects to use our language. That's why I think in English a lot and then I የለσ՟ጏሁኝቤ∿Ⴑჼჼ, ሷ, ፫ቴሴ Δለ៤ჼጜჼየእንበቦዊቴርየረፈჼነርዎና ላዜ ፅዕውንናውና ጋየሃናውበቴዕ ሁለልና ለየዕርውዊቴሲናጋበჼ. የፅንቴሲቮ Δየረዋውርነት.

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become intimidated whether I am going to be able to say it properly in Inuktitut or not. Even though we're in that situation, we have to try and speak our language properly.

I know my position is to promote the language, and also help write languages rights. So I try to keep people informed about those things. If you have any language concerns, let me know about them. Even if it doesn't fit into my job profile, then I can give it on to a minister that can do something about it, or the terminology group. Only if we use our language can we express and protect our rights. I will leave it at that.

Chairman: Thank you. Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. Yes, language is a personal issue and I have worked really hard to incorporate it into my life and I know that it is impossible to go it alone and this is a fact.

As the Languages Commissioner, that would seem to the case. Actually, I wish to encourage her to continue her work, and we can only make progress by collaborating to enact changes to our situation. Furthermore, at least here in this House, I enjoy listening to the different dialects of the members however, although we can understand each other through interpretation, we can make this our strength by speaking our different dialects.

I thank the Commissioner for having responded to my questions as well I look forward to working with her on these language issues. Thank you, Mr. Chairman.

Δ/L<sup>-</sup>'ጔ<sup>\*</sup>'L<sup>-</sup>'b'CSL. ΔΔ<sup>6</sup>ΠϽ'6Δ ▷'62<sup>\*</sup>Δ<sup>-</sup>''A'σAS<sub>-</sub>Δ<sup>6</sup>'d<sup>6</sup>'L 6<sup>\*</sup>'J'C<sup>6</sup>'<sup>5</sup>'L<sup>-</sup> C<sup>6</sup>'' CΔLΔ<sup>6</sup>D<sub>-</sub>Δ<sup>6</sup>Π<sup>-</sup>-J ▷'6<sup>-</sup>C<sup>-</sup>ΠAS<sub>-</sub>A'6<sup>-</sup>C<sup>-</sup>C P/Aσ.

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**Chairman**: Thank you for those questions and comments, Mr. Joanasie. At this point, we're going to take a 15-minute recess. Thank you.

>>Committee recessed at 14:51 and resumed at 15:11

**Chairman**: Thank you, everyone. I will continue on with the next name I have on my list. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Good afternoon. Before I go to my question about what, you, the commissioner said, about what I heard just before the break. What I heard was when you said that you felt embarrassed about your Inuktitut speaking. You should not be embarrassed; otherwise, if we become embarrassed about speaking our own language, then we will lose it. Naturally, we don't all speak like elders anymore like in the old days or recently. It's not going to help us one bit if we are going to feel embarrassed about speaking Inuktitut dialects.

Our language will survive if we try to be clear about our terminology because today we have been told by the elders that even though we are speaking Inuktitut, we're using a lot of vulgar language, so to speak, because of contaminating it with a lot of English thought. We can fill out forms, and we can do all of these things.

As far as your personal opinion is concerned, if an Inuk's Inuktitut speaking capabilities are about 60 percent, or something in that area, up to what point do you think would be preferable if they use an interpreter? Thank you, Mr. Chairman.

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**Chairman**: Thank you, Mr. Enook. Ms. Inutiq.

Ms. Inutiq (interpretation): I try not to be embarrassed about my way of speaking Inuktitut, because it's the only way to be. These regulations pertaining to the Inuit language, the law relating to maintaining the Inuktitut language and retaining it, I think it's stated that it recognizes the fact that education starts at home, and our communities, private businesses, government offices and if possible within our homes, we have to use our language although some people have lost their mother tongue and this is part of the challenges in trying to get people to speak Inuktitut in their homes.

To put it all together, in order to properly protect our language, we have to showcase Inuktitut and it is hard to ascertain whether an advisor would comment on the proficiency since that seems to be the missing factor in this day and age. To use this example, "a single person is walking" or "two people are walking together" and "there is a group of people walking" and this would apply to a party of three or more people.

When you refer to two people walking, which is the grammatically correct way; it isn't being used to convey that two people are walking especially as it now seems to be used to apply to any number of people walking. It is quite noticeable when you hear references that aren't correct. It makes you wonder how to correct these mistakes. Particularly here in Iqaluit, lots of young people speak primarily in English and some people are quite sensitive and embarrassed to speak in their dialect.

If anyone corrects their Inuktitut, they

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tend to stop speaking it due to their lack of self-confidence. We have a lot of residents who understand Inuktitut, but we have to try to improve their linguistic skills by taking further training or in practising their language skills and not to be afraid of making mistakes as that is how they would learn the vocabulary.

Something I have thought of, and which I have discussed with other people is the need to provide training to this group, and I believe that a program is being developed towards providing this type of assistance. I am not sure exactly how to answer that question, and I personally sometimes think that if we had an Inuktitut language only radio station with no other languages and only listen to the Inuktitut programming with slots for elders to speak about language and the proper way of speaking then perhaps we cam make some progress. I really don't know.

Another factor is that we hear about research that shows that cultures all over the world are losing their languages and Inuit aren't the only people who are faced with that challenge as many cultures globally have lost their languages and some languages have been entirely lost. Some researchers have opined that if an opportunity is created where people can speak, even while making mistakes, as long as they practice their language that they would become more proficient in it.

Even if they first made mistakes as they relearned how to speak their language, they would become more fluent if given the opportunity to practice. The opportunity is something I have contemplated for quite a while, and in light of the fact that we also have many dialects used and when people originate

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from different communities they tend to criticize other dialects and state that they are speaking wrongly.

We should be looking at ways to improve their ability to speak their language and not simply criticize other people's dialects. I am not sure how to answer that, perhaps I haven't really provided anything concrete in my response. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Chairman. The Inuktitut language part of it is being lost now as we speak. You, for example, you wrote that the Inuinnagtun dialect is becoming less and less used. Many peoples in the world have lost their languages. Those of us who are said to be leaders, if we do not promote the loss of it... unless we are speaking it and unless we are encouraging it we will be contributing to the loss of languages in the world. That being the case, Ms. Inutiq may I ask you then... I believe that we all must promote Inuktitut language. In some ways I think that governments can provide some assistance in assuring that our language will remain alive.

You have indicated you have referred that Inuit dialects and language is definitely losing a lot of ground. It needed to remain alive because it's one of the Inuit languages in the arctic. Baffin language is also on its own. How can our government provide assistance to ensure the Inuinnaqtun language will remain for as long as it could be made to remain? Thank you, Mr. Chairman and if you're able to answer.

Chairman: Thank you. Ms. Inutiq.

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Ms. Inutiq (interpretation): I mentioned in relation to the central arctic, their regional association has made preparations and they are provided with funding in order to research how the language could be made to remain in use, whether through the schools. Especially relating to the young people, or even elders and adults that have lost their ability to speak it and understand it.

However, it's not just the Kitikmeot who have lost it. In Iqaluit we are in the same situation in some ways. I think that especially when you have little children it's getting more and more difficult to ensure that our children keep their languages... what is it that I was going to say?

We have also stated that Iqaluit is here, there is Baker Lake. Resolute Bay. Rankin Inlet. Gjoa Haven. Those communities are losing. Their language and their way of speaking, their dialects are beginning to erode.

In Arviat I don't know what it's like. How are people in Arviat able to maintain their specific dialects? Their Inuktitut? Even though they too are a large community.

If we use Iqaluit as an example, they are beginning to lose their Inuktitut a whole lot. So any suggestions, we need to listen to whatever suggestions.

I mentioned that I was invited by the Hamlet of Arctic Bay so when I go to a community, whenever I can, I have speaking engagements in schools and classes. I want to be able to hear what suggestions they may have, what the students have to say about it. When I

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went to Arctic Bay, I happened to arrive just as they were having a recess break at the school. The little children playing outside were speaking mainly in English, and yet the official position is that the Inuktitut language is still very strong in Arctic Bay. There has been a statement made that children at play reflect what their linguistic background is, and I was kind of demoralized since we keep saying that the Baffin region still retains a strong Inuktitut language.

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Yes, although we haven't lost the Inuktitut language, however, our children and youth are turning towards English as their primary language. This also applies in those communities we thought had strong retention of the Inuktitut language as this seems to be the case all over.

I concur totally that it takes all of us to work together to protect our language and keep it alive, and for the people who are in a more difficult situation linguistically or who have largely lost their language, we have to offer them more assistance. If people wish to revive their language, we should provide that opportunity. Perhaps in our communities where dialects are largely similar, then they could go to that community to take courses. I don't know the best method.

We have to start facing this challenge of protecting our languages. As the MLA, Mr. Joanasie stated earlier, sometimes we feel we are the only ones to be able to speak in our languages in our offices. Perhaps we are the only ones who feel strongly about speaking it. I don't think we are the only ones, and it is quite obvious here in this legislature, that the members speak more Inuktitut than not.

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I made a statement at the last election to ask the new members to speak more Inuktitut in the House, as our way of thinking in Inuktitut is very different from the western perceptions and I also notice that the mentality changes when we speak in our mother tongue, as it comes more from the heart. I will stop at that for now. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. If you can respond to me, I'm not sure whether or not what I'm about to say is true, but I have heard about and I will talk about it. According to what I have heard, the people of Greenland use their language. I have been there about five times and I think that they're really good in speaking their language, even the little children.

We say that we are not retaining our language in Inuktitut because of watching television and other things that come to our community. I thought about it too. Even though it's like that, even though Greenlanders have had white people come into their communities for so many years, they have retained their language. In their legislature, I haven't heard them speak English once. They're all speaking their own language.

Have you done any studies or have you done any surveys as to how they have retained their language for a long time, even though the Qallunaat have been coming into their communities for a while? Like you said, it's not just Inuinnaqtun that's not being retained. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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**Ms. Inutiq** (interpretation): I could say that since 1970s they have had home rule. The first thing that they did was education by preserving their language in their everyday lives, such as daycares, education and government. Language is who you are. Language has to do with who you are. I have been to Greenland, myself, about three years. They are trying to provide legislation for people in the private sector. It states in that legislation that they will be using their own language and using their own language to do their legislation and I thought that was really something. I would like to make that possible here as well. That way if we use our own language over here, it would be better. They're really surprised when they come here to our community that we're speaking English. They're using their language all the time.

I have been thinking that maybe perhaps their education was first and foremost in their language. They even have a university and they speak their own language. They can learn their own language in their university. They complete their university education by using their language. We can learn from them. I also realize that we use our culture here. A lot of people wanting to take cultural training. We have our legends and other stuff. Some of the stuff that they have forgotten we are retaining, but some of the stuff that we have forgotten they're retaining. We can learn from each other if we work with each other. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Chairman. I could speak Inuktitut all day, because I feel the Inuktitut language is very important. Sometimes it's very

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cumbersome. We have to be able to want to use our language, even if I try to tell some people to use their language; nobody is going to follow what I have said. I know that it's very challenging.

You also stated this morning, and it's in your report, that you have an almost fully staffed office. If I understand correctly, how do you advertise for jobs for your office? For instance, some other positions that are open in your office such as policy and planning and a legal person, how did you advertise the jobs that are open in your office, through the radio or other media? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): The jobs that we advertise, we put them through human resources coming from our office. We advertised them through the human resources office and Nunatsiaq News. There is an individual that works with French languages. It would be a Nunavut-wide advertisement through the newspaper. Thank you, Mr. Chairman.

Chairman: Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Excluding you, how many positions do you have in your office? When they were advertised, were they open to all the people of Nunavut? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): There is myself and our secretary. She has been our secretary for a long, long time. I am not sure how she got the position, whether it was advertised, or whatever, the Director of Policy and Planning did

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We have been thinking about changing that. It's just a casual individual right now. Once we finish doing what we have to do, I will provide her job description later on. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you. You stated that you have advertised some positions in your office. How come it was not open to competition? How come there was a direct appointment and how come the people of Nunavut did not get involved in the direct appointment of a position that you have? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I changed it a little bit. The communication officer will be under the director. There wasn't ever a position of that kind. We wanted to be able to get a staff where the individual knows about the operations of the government under the Nunavut Land Claims Agreement and we wanted to get a beneficiary.

In the language legislation, it states that the employees or staff that we hire, I have the right or authority or opportunity to hire individuals. For that reason, we did a direct appointment for the director. The person whom we know knows the operations of the government and is ΛΛϤʹσ∿υσρʹͽͼϳʹͽϽʹͽ Ϥʹϲͺ«ϪʹϹ ϹΔϧϭ·Ͱϲʹ ϤʹͰ ϽΡͿϤͽΛ·ʹΛͰ <ʹͼͺσ·ʹͿ· ϤʹͰ ϤϽϤυϲʹʹϲͺσ·ʹͿ·. Ċʹͼͺ ϹͼͿʹϒΡΛϲϷʹͽͰͿͼʹϒϹʹϻϲʹʹϧϧ·ͿΔ Direct Appoint ΔʹͽϧͼͺΔͰʹͽ·ΛϹʹΛϲϷʹͽͰͿͰϧϚ ϹͼͿʹϒΡΛ·ʹΛϲϷʹͼͺʹ·υ. ϤʹͰ ͼͺϷ·ʹΛʹͽͰʹͼ· ʹϧϷϒʹϧ·ʹͶ ϷΔάΛϽ· ʹͺ·ͽͱϸ;ʹͼϧϽ·ϧϲϷʹͼϧͰͿϲϥ·ͽͺͼ ͼͺϷͶʹͼϧʹͼϧʹʹͼϧͰͿʹͰʹ·ͺ϶ϲͺϤʹͰͺͺϽϒΡͰʹͼϧϹϷϺϲʹϲͺ Δ΄ ʹͺͼϧͱϸ;ʹͼϧϽʹϧϲͺϷʹͼϧͰͿϲʹͼͺͼ ͰʹͼϧͺϹʹͼͺͼ Ͱʹʹ·ͿϪͺͼͺͰϹϭʹʹϧ·ϷϽ·ͽ·ͺͰʹͼͺͼͺͼͺͼ Δϲ;ͰϽϪʹͼͺϧϧʹͼϧϽ·ͽ·ͺͺͰʹͼͺϲ.

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Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Although I know that everyone is aware that you were given some authorization, I believe that you have a close relationship with our government and our government continually says that Inuit have to be visible and the government needs to be visible and transparent, as well as provide Nunavummiut any opportunity, especially employment opportunities. I believe what the government says.

I was just wondering: wouldn't it be better if you can provide opportunities for Nunavummiut to apply for the position by advertising that position? Why would the advertisement of the position created a problem. Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): I did not want to lose a person who is available to work with qualifications because it takes a very long time to fill positions through advertisement. With that advertisement, it takes forever to fill the positions so I thought we would lose out on getting a qualified individual. I felt that so I went directly to the direct appointment. Thank you, Mr. Chairman.

Chairman: Mr. Enook.

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Mr. Enook (interpretation): Thank you, Mr. Chairman. I know that we all want to have qualified staff and that you didn't want to lose on hiring a qualified individual. Did you know that there wouldn't be an individual with those qualifications in Nunavut even though this position was not advertised? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): No, I cannot say that I knew there was no other qualified person. As I stated, we need to monitor the Inuit language proficiency and we advertised that position publicly. We had a difficult time filling that position with a qualified individual who would be the director. Our task and roles and responsibilities were accumulating and work was not being done so therefore I did what I did. Thank you, Mr. Chairman.

Chairman: Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Nunavummiut should be given opportunity, should be allowed opportunity because Nunavummiut want the opportunity to be hired. Please, I recommend, please consider this very carefully if you're going to be making a direct appointment if there's no qualified individuals available yes I agree with direct appointment.

Please let's not assume that there are no qualified people in the public before we make direct appointment as you had stated that you advertised this position three times in the past. With that you make a decision right away if you advertise this position again that it won't be filled again. I'm just making a

comment to make sure that Nunavummiut are given the opportunity to apply for positions.

Also in your report, I have a question in your report in regards to language. On page 147 to 152 the languages we've discussed and there's a concern within your office. Lack of Inuit services provided by banks, airlines, and other federally regulated entities is a concern that has been previously raised by your office.

In your 2012-13 annual report to the Legislative Assembly, you note that Keewatin Air submitted a language plan to your office. That you have discussions with Canadian North and First Air about submitting their language plans.

To date, have you had similar discussions with any of the banks in Nunavut? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): Yes. Thank you, Mr. Chairman.

Chairman: Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Were you satisfied with your discussions? Have you observed any progress? Mr. Chairman, if I can ask two questions. The issue that I arose in regard to the airlines, especially Canadian North and First Air about submitting their languages plans? Have you observed any progress in Canadian North's and First Air's efforts to meet their languages obligations? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

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Ms. Inutiq (interpretation): The banks here, the First Nations Bank, the banks that came to discuss languages plans in our office, so that they can provide services in Inuktitut, CIBC and Royal Banks, although we've had initial discussions with them, but they don't frequent our office as much as the First Nations Bank. That's how it is. Canadian North and First Air have not submitted their language plans to our office yet. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. On page 153 from your investigation report in 2012-13 annual report to the Legislative Assembly, you provide information on your office's systematic investigation procedure. You also note that your office has completed systematic investigation on Inuktitut and French language services provided by the Qikiqtani General Hospital. I believe this was your office's first systemic investigation.

What kinds of lessons have you learned from this investigation? What types of things will you do differently in the future? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): Yes, as I stated earlier, we have not received the document that we've requested for a very long time. We waited for well over a year for the document that we requested and they didn't give our requested document right away.

In regard to access to information, there's legislation that we have to abide by and we can request for information from the

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Ldd Access to Information Ldg L NNSY'Ldg LcushCibishus U&Lbd gb DbYSP asc C Ca doscondis government. They utilize the ATIPP legislation to request information. They tried using that system again. We try to go through the ATIPP process, but we still didn't receive a document.

I believe that once the legislation is being reviewed, there should be an obstruction clause and I believe that there has to be a provision like that, especially when we're doing an investigation. There can be that clause so that we can go a little bit further or it could be used as a scare tactic. We have discussed this matter with the government.

Every time we request for information or documents, after a certain amount of time has passed, I believe that the government needs a policy to have a limited response time. I believe that they're starting to draft up a policy in regard to this issue. I have discussed the matter with the Deputy Minister of Culture and Heritage to make amendments to the legislation.

We found out that it was very difficult and challenging to do investigative work, especially when other jurisdictions have done their investigation. There are huge documents to read and there are people being interviewed and you have to transcribe the recordings. It becomes very expensive. It's such a long process and that's what we found out. It's such a long process and individuals will be writing a letter to our office. We have to write a report on the investigation. We have to work solely on that and that's where we found out that it would be very difficult and challenging to do that.

I'm not sure how we can set it up properly. If we're going to do that again, perhaps contract parts of it and I believe that we will have to do that. We had to 4)%CPP45\_4%US NNS%YL4 $\Delta$ S SACPCP%YP%PLC.  $\Delta$ ZLPZLLL $\Delta$ CSC.

solely concentrate on that investigation only and there are other jobs that had to be done by other people because the individual had to concentrate on the investigation and set aside some work that he or she had to do.

I hope I responded to your question. Thank you, Mr. Chairman.

Chairman: Thank you. Just to make a comment on your response, there were some fairly recent legislative changes to the Access to Information and Privacy Act where it does give the Languages Commissioner a little bit more authority. Maybe if you're still running into those roadblocks, I might suggest that you speak to the department of access to information with EIA maybe just to see how you might be able to progress your file a little bit faster in the future. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. If it's going to be easier to get a response, if I understood correctly in regard to that investigation, I'm assuming that that investigation is completed. Very likely, if you have completed that investigation, you will also have to complete a report. When can we expect that report to be tabled in the House? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): At this time, the report is not finalized yet. It's in draft form. We are going to have to summarize it because it's quite long. We want to keep it as short as possible. Once it's completed, we will submit it to the Department of Health so that they can give us a response to our final report. We would also like to get a response to the

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recommendations that we made. Once we have all that information, we will be able to submit the report. Once we have given you a summary, we will also include it in the annual report for 2014-15.

What we can do is give you a copy of the final report and then include it at a later date in our next annual report, once we have had a response from the Department of Health. We will keep you informed and give you updates on that. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. We look forward to getting a copy of the final report. Ms. Inutiq, one of the information I would like is in regard to the November, 2012 letter. You wrote to the Management and Services Board, MSB. You said you were concerned that the position....

Chairman: Mr. Enook.

**Mr. Enook**: My apologies, Mr. Chairman. I will leave the issue for now and come back after I read a few more sentences. (interpretation) Thank you.

**Chairman**: Thank you, Mr. Enook. Sorry if I derailed your train of thought. I will go to the next name on my list. Member from Baker Lake, Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. This question was brought up earlier this morning. It's in regard to the open letter that you wrote to the Premier. Wouldn't it have been better if you had directed to the Premier and to all of the cabinet members? That's my first question. Thank you.  $\Delta$ 676>C6 ( $\Delta$ 76):  $^{4}$ 9 $^{4}$ 9 $^{5}$ 1.  $^{5}$ 1.  $^{5}$ 1.  $^{5}$ 1.  $^{5}$ 2.

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Chairman: Ms. Inutiq.

Ms. Inutiq (interpretation): I didn't think I would have to write a letter. I'm not sure. He is the Premier of this government so I directed my letter to him. I can't really respond to your question. Thank you, Mr. Chairman.

Chairman: Mr. Mikkungwak.

Mr. Mikkungwak (interpretation):
Thank you, Mr. Chairman. The reason why I brought that question up is because this letter and in the middle of your correspondence indicates that the Nunavut Land Claims Agreement required a five-year review of whether Article 23 is being implemented properly. A five year gap in reviewing the provision allows for the potential for nonfulfillment to go unnoticed for a long period of time.

Would it not have been better if you had directed the letter to the premier and to all of the cabinet members? Because it is their responsibility. Usually we direct Nunavut-wide issues to the Premier and to the cabinet members.

My next question, my colleague asked some questions regarding some issues that you brought up in your annual report. You indicated that the Inuinnaqtun language was in a precarious situation and in danger of being lost. Again in your response, you indicated I'm not sure how many of the larger communities and including Baker Lake. When was the last time that your office visited Baker Lake? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq** (interpretation): When

**Δ<sup>6</sup>/«ΡC<sup>6</sup>** (Ͻ<sup>1</sup>/<sub>2</sub> Α): Γ<sup>1</sup> ΔΔΩ<sup>6</sup>.

**Δሷበና**•: በበናሊላ'ቴ'ቴርልታ? ፖሊና'ቴ b<sup>2</sup> የቦርናር ቫ'ቴር ব/<sup>4</sup>. 'ቴ⊿የላ' ሃዎር' የበኦኒር ር' ሃ ነት ላጋጐ ὑ 'የበር ር ኦ' ቴር የኦርኦን የርና. 'ፊሃ ሲ ሲ የኦር' የ

**Δ<sup>6</sup>/«Σ<sup>C</sup>»** (Ͻ<sup>1</sup>/<sub>2</sub>Αη<sub>3</sub>): Γ<sup>1</sup>/<sub>2</sub> Γ<sup>6</sup><sup>6</sup> <sup>1</sup>/<sub>2</sub>Δ<sup>6</sup>.

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**Δυλ<β>C'** (Ͻϳλλη)ς): 'dϧͼαϳͼ, Γ' Δάη<sup>ω</sup>.

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Alexina Kublu was the Languages Commissioner; she tried to visit all Nunavut communities. I can't tell you whether she made it to Baker Lake or not. In the four years that she was the commissioner she tried to go to every Nunavut community. Thank you, Mr. Chairman.

Chairman: Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you, Mr. Chairman. The reason why I brought up that question is the people of Baker Lake have had committee meetings and also been member of languages board. Baker Lake has always been included. They have made every effort to make sure that the Inuktitut language is used communitywide. Baker Lake is one of the largest communities in Nunavut, but the people came from different areas of the Kivalliq region and if you go to Baker Lake and if you go to the heritage centre, you will see where the people of Baker Lake came from. I know that some of these different dialects are losing out because their elders are dying off.

With that, my question is: how did you arrive or which Act did you use or which tool did you use to say that some particular communities are losing their Inuktitut language? What tool or what system did you use to arrive at that? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

Ms. Inutiq (interpretation): The Minister of Languages is responsible for the protection and enhancement of the Inuktitut language and related programs. It is also the Minister's responsibility to implement the language laws.

 $\Delta$ ዮ/**ኖ**ኦርጭ (ጋኒ/አሀገሪ): L/C Lbe ብላራ.

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**Δν/«ΣΟς»** (Ͻϳ/ΣΠϽς): ΫϤϒͼΦͺϹϻ, ϹʹϹ ΔͺΦϹΨ.

Δၨρῆς: Δ΄, Ϲͼͼ Γσής Νίδρης Λυσίμε βΕρίξυ Νίδρης Α΄ Κάρσι Κάρσι Κάρσι Α΄ Εςτί Αλογον Α

As I indicated earlier, language is not my sole responsibility. There's the Minister of Languages, the Inuit Language Authority, and our office. With our office, if we are directed and somebody out there asks for a review or an investigation, we do so following the laws. If somebody is complaining about the implementation.... Maybe I don't understand you because of our dialectal differences.

If you would like to have a review done or an investigation on a language issue or the protection of a language, I would think that you would direct that request to the Minister responsible. If you want to do anything that is for the enhancement or protection of the languages, the Minister responsible would be the person to go to. Thank you, Mr. Chairman.

Chairman: Thank you for that response, Ms. Inutiq. I think it's one of the real benefits of having you appear before this Committee. It helps us understand the roles and the associated roles within the government structure and your office. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. Maybe if I ask the question in English. In your documents and in your responses earlier, in your documents, it clearly indicates in black and white that the Inuinnaqtun dialect is being lost. That's a public statement in black and white. Earlier when one of my colleagues had asked a question, you had also clearly indicated and named off a number of communities, several of the larger communities that are losing their dialect or Inuit language, one of them being the community that I represent.

**ΓΡ° IJ4°** (ϽʹͱΛΟͿ): ʹϭͰϧ· ΔͰ/ϘϷʹϾʹ·.
ΔͰͿʹϳϧϲ ϤΛͼϧϲͿϲ ʹϧϲϫϷϧͼ϶ͺ Ν. Ϸϭͼϭ ΠΛͼϧͼϭͿϒͼϭ ϤͰͺϫ϶Ϸϧͼ϶ͺ Ν. Ϸϭͼϭ ΠΛͼϧͼϭͿϒͼϭ ϤͰͺϫ϶Ϸϧͼ϶ͺ Ν. Ϸϭͼϭ Δϫͼͼϧ϶ Ϸͼϧϧͼϧͼϧͼ Δϫͼͼϧ϶ Ϸͼϧϧͼϧͼ Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Ανασικά Καρασικά Ανασικά Αν In order to identify or validate your statement publicly, my question to you is: what distinction or what determining factors are you using in your *Inuit Language Protection Act*, which you oversee, to validate that the Inuktitut language is being lost in a particular community? Concerning the fact that you might have associated with individuals that may not be proficient in Inuktitut or some of their elders may have passed away.

And overlooked that Baker Lake has one of the highest number of elders within the territory and may not have associated with the other groups. And also taking into consideration you have 12 distinct groups in Baker Lake with distinct dialects in Inuktitut. So, my question here is when you are going to make a public determination of the people in that community that are losing their language. What are your determining factors? Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Inutiq.

**Ms. Inutiq**: Those are from the 2006 census and 2011 census. Where you have numbers, percentages of the Inuit language use in the home and the mother tongue percentages. You can see that over time, I am just saving there is a worrying trend in some of the communities that the deterioration is happening faster than others. I named some of those communities. If you look at the census over time since Nunavut was created 2001, 2006, 2011 even though I'd have to say that 2011 census are less reliable because it was a voluntary census. People volunteered. It wasn't mandatory and there is no distinction between ethnicities so we can't there is no you can't say these many **Δο/ΘΡΟίο** (ϽϳλΡηΤο): 'σροσίο. Γι ΔΘηίο.

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Inuit know the language. It is all by total population. So, 2011 census because the federal government changed the way data is collected. It's a little bit trickier for us in terms of determining the state of the language and the so to answer your question.

That information is from the census data. Thank you, Mr. Chairman.

Chairman: Mr. Mikkinguak.

**Mr. Mikkinguak**: Thank you, Mr. Chairman. My other question that I have which is I guess overall looking at everything here. So, I am going to be asking my questions in English just so you can understand clearly.

Overall, the Languages Commissioner and I heard all along this morning and part of this afternoon you consulted with Baffin Inuit organizations and what not and at the same time at one point your office did collaborate with Kitikmeot Inuit Association. Has there been any consultation or collaboration with the Kivalliq Inuit Association?

Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq.

Ms. Inutiq: There is no formal arrangement for collaboration. It is when things like language weeks come up and we try and coordinate events and for the language planning in the Kitikmeot, it is only something that I am aware that's happening in the Kitikmeot. Not that there was necessarily any kind of formal collaboration. So, for the language planning if there interest in Kivalliq to follow the same kind process for language planning. I would urge I guess

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the Kitikmeot Inuit Association or Kivalliq Inuit Association I should say to work with the minister to develop the same process.

So, to answer your question there hasn't been any kind of formal collaboration. When there are events where we're in the same place, or if issues arise, I will contact the Inuit organizations to see if we could collaborate on something. It's been mainly on more of an ad hoc approach. There is no formal collaboration. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. I thank the Languages Commissioner for her response. My one other question, when we were asking questions regarding private sector, and whatnot, I'll take that a little bit beyond. Seeing that you're the Languages Commissioners to ensure that language and beneficiaries, and whatnot, benefit. What has your office taken to maintain, or keep the Inuit language within our territory, as in some communities it's becoming a scary and sensitive area now.

In your office's opinion, on a proactive approach, what has your office done? Maybe utilizing modern technology, like iPads, Internet, as you indicated, Facebook? What proactive approaches has your office taken? Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq.

**Ms. Inutiq**: I think aside from radio and television, Facebook has been the only new method of communication by our office. Thank you, Mr. Chairman.

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**Chairman**: Ms. Inutiq, if you had something further.

**Ms. Inutiq**: I should add when there are opportunities to meet our invitations, the personal contact as well. Thank you, Mr. Chairman.

**Chairman**: I have no more names on my list. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. This is just to get more clarification on questions that were asked by one of my colleagues. Mr. Enook asked about the systemic investigation on the Qikiqtani General Hospital, and it was the first one you had done. I am wondering what the criteria of doing a systemic investigation? The reason I ask is I'm not saying you didn't advertise. I'm not saying you didn't do you job. I'm not saying it wasn't the right thing to do.

In 137 of your report on May 7, public consultations were held. The event was advertised through the local radio station, and posters were distributed. Two people from the public showed up for consultations. If two people showed up, is it a public concern? Thank you, Mr. Chairman.

**Chairman**: Thank you. Ms. Inutiq.

Ms. Inutiq: It wasn't because of the public consultation it was the systemic investigation. The decision to carry it out, it was seen that from when the office opened in Nunavut there would be concerns raised about the services by the Qikiqtani General Hospital. We would receive the same kinds of concerns over the years and nothing seemed to be changing.

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Due to that issues, and some other factors as well, the concerns that were raised could impact many people. Does it look like it is a system-wide issue was another factor, not just case by case? As I said, it seemed to be an ongoing issue. The recommendations made by our office seemed to be not being followed.

Even though the, I think, consultation in general is a tricky one in Nunavut where you have a public event and there's very little participation, we did interview many people and personnel from the hospital as well as 12 members of the community, including 8 Inuktitut speakers and 4 French speakers. Even though the public was given an opportunity to attend a public consultation, it is disappointing that only two people showed up.

There were other means of communicating with the people that the investigation impacted. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Savikataaq.

Mr. Savikataaq: Thank you, Mr. Chairman. Thank you for the clarification. Another topic that my colleague, Mr. Enook, brought up was the fact that one of the employees was direct appointed. There are places for direct appointment. You have a trainee or you're mentoring someone and the goal is to get that person that job, but I also agree with Mr. Enook that it should be advertised and advertised properly so that it seems fair and transparent.

We, as regular MLAs, are always after the government to make job posting fair and transparent so that there's no **Δ<sup>6</sup>/4°** (Ͻ<sup>1</sup>/<sub>2</sub>ΑηͿ<sup>2</sup>): <sup>1</sup><sup>6</sup>/<sub>2</sub><sup>6</sup> Γ<sup>1</sup>/<sub>2</sub> \δδ<sup>1</sup>/<sub>2</sub><sup>6</sup>.

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appearance of favouritism or nepotism because the people of Nunavut have a right to know. It doesn't mean there is, but just when there's appearance of either one of those, then people start questioning it. I believe that job competition should be transparent. You advertise, you can't find someone, and you need, yes, there is a time and a place for direct appointments. I'm not saying that this was not one of them, but I'm just saying that it's questionable and people should have a right to be transparent. That was just a comment.

My last comment is that you talked about some of the communities losing their language, but you said that you can't figure out... Arviat is big too, but they don't have a problem with losing the Inuktitut language and I'm from Arviat and I think it's pretty simple. Language starts at the home. In Arviat, parents speak to their kids in Inuktitut. If a parent speaks to their kids in whatever language, that's the language the kids are going to use generally. In Arviat, most parents speak Inuktitut to their kids in the home and I believe that's why the Inuktitut language is still very strong in Arviat.

That's just my personal view and I'm from there, so it should count for something. That was just a comment again and I thank you for appearing in front of the Committee. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Savikataaq. I guess the commissioner can consider that a community consultation.

>>Laughter

Now I do not have any more names on my list. I've just got a couple of

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CAL Δήγλικορφός υς Γίρφος ΔΛώσηνης Είρφος Τορλης Είρφος Εί questions that I would like to follow up with. One was regarding the gauging of language proficiencies. You're recommending different elevated levels of bonuses or some type of financial remuneration. Who is responsible for setting up these gauges or standards? Would it be the Minister of Languages? Would it be your office? Would it be the Department of HR? I would like a little bit of clarification on that. Ms. Inutiq.

Ms. Inutiq: The Inuit Uqausinginnik
Taiguusiliuqtiit, or the Inuit Language
Authority, is mandated to create
proficiency and competency standards for
Inuktut. They would be the ones creating
the proficiency tests or standards. If such
a setup where the program is to be based
on proficiency levels it would require the
government training division at EIA and
the Department of Finance and
Taiguusiliuqtiit to work together to create
that system. Thank you, Mr. Chairman.

Chairman: Thank you for that response. Along those same lines, I believe it was during Committee of the Whole this past year when the Department of Education was in front of us. The Nunavut Teacher's Association does have some type of gauging with response to the teacher requirements of the Inuktut language. Are you familiar with that and how did that run through the bureaucratic process to get into their collective agreement? Would that be similar to what you're talking about doing again for the Department of Human Resources? Ms. Inutiq.

**Ms. Inutiq**: I was actually not aware that the teachers had that system in place. I can't answer to that process because I only know about it in the periphery as I asked about what the progress is on that

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issue because our office, as I said, has been pushing for a different system other than the bilingual bonus system since 2001.

I just know that Taiguusiliuqtiit has started proficiency standards and I don't know if they used what's been used by other organizations or not. I can't answer to that. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq. I appreciate your candor. One of the other topics that came up quite a bit throughout this day from different committee members is standardization and you're using Greenland as an example. Should that be a path we should be arduously exploring? Ms. Inutiq.

**Ms. Inutiq**: It's a sensitive one because when we talk about a standard language people will want to protect their dialects and rightfully so.

When we were leading up to drafting the language acts, our office did a research paper and it looked at protecting a dialect versus protecting a language and looking at the issue of where do you put your focus on? Do you protect the dialects or do you protect the language? Looking at what's happened in other places, it was concluded that if you try and protect the whole language, the dialects have a better chance of not only surviving but thriving.

That's been the example in Greenland where they've picked basically the southwest dialect and they decided that that's the dialect. Not that that's necessarily how Nunavut would do it. That's the standard dialect how the government is going to function, how the schools are going to teach. Then each community they learn that dialect but then in the

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homes they're then able to maintain the local dialects. When you go into the communities they still have the dialect, but when they read the newspaper it's the standard dialect.

Until we make that step in Nunavut, I talked about how the idea of drafting a legislation or having standard terminology for certain things. Our language is in a much weaker position in terms of equality between English and French. Until we have a standard language, we can't, for example, how are we going to write legislation? The Official Languages Act talks about how eventually, we could draft laws in Inuktut, and they would have the same weight as French and English. It would be very difficult to do that until we have a standard language, because we would need to choose standard grammar, standard spelling of things, and those touch on dialectal issues, not issues because dialects aren't issues. It's a discussion that we need to have in Nunavut in order to protect the language.

The best way to approach it is I think if we partnered with the Inuit organizations, the Minister of Languages, and *Taiguusiliuqtiit* and started talking about it, and which direction we want to take in Nunavut. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq. I don't have any other questions. I'd like to invite you at this time to provide any closing comments that you may have. Ms. Inutiq.

**Ms. Inutiq** (interpretation): I just want to thank you for questions in a challenging way. It's very important to me, and very important all around. We are open in our office for anyone who could suggest that

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With respect to the private sector, somebody also mentioned that we all have to make sure that Inuktitut language has to be a priority, or make it very important not to be embarrassed, even though we make mistakes while speaking. I have been taught only in English, even though I try to speak good Inuktitut, now that we are living in Nunavut, we have to make sure that we use our language.

Let's protect our language for it to be visible and to be heard in Inuktitut. We want our language to be recognized in law and have a right place for them to be recognized here in Nunavut. Our Inuktut languages have to be welcomed here in our homeland. I want the Inuit to be able to speak their language at all times. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Inutiq. I would like to thank all the committee members and the research staff with me. I'd really like thank you for taking the time to appear before us and I know we went over the time that we originally allocated for this.

But, there was a really good dialogue. There were some really good questions and I hope you can appreciate all the work that the Committee Members have put in to the research to understand your role and the part you have to play in continuing the development of Inuit

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language and French language here in Nunavut.

I'd also like to thank the French translators very much. It is my first experience having to do the triple simultaneous translations and I really appreciate your patients with myself as Chair. Other than that I would like to remind members that we will have a short wrap up meeting in the Nanuq Room in 10 minutes.

Thank you very much everybody.

>>Committee adjourned at 16:41

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