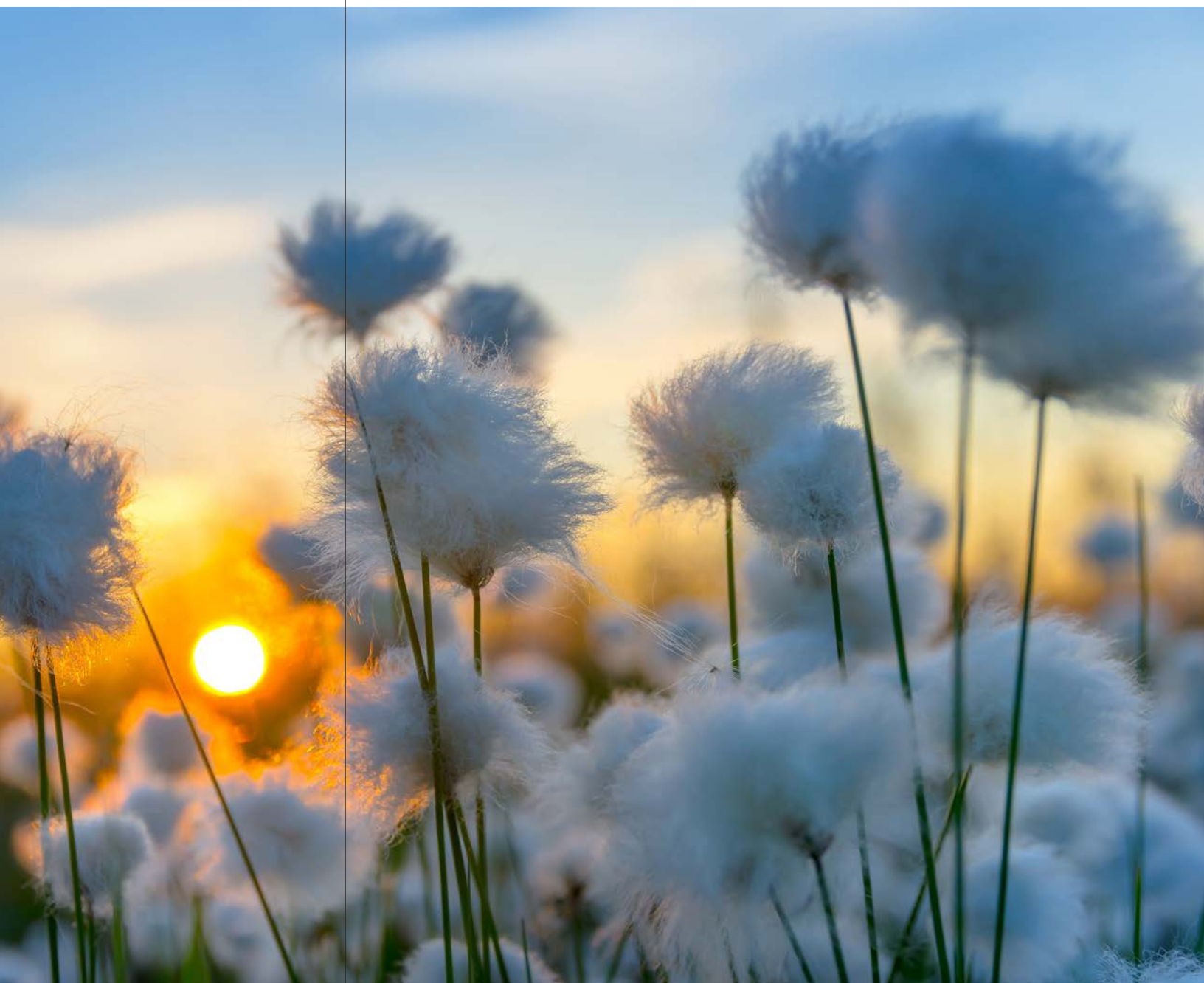




Minister of Languages

2020 – 21
Annual Report



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$\Delta \theta^b \Pi^{\dot{c}} \Gamma^{\dot{a}} \Pi^{\dot{c}} \Delta \rho^{\dot{a}} \Gamma^{\dot{c}} \Delta \rho^{\dot{b}}$
 $\Pi \Pi^{\dot{a}} \Pi^{\dot{c}}$.

Inuinnaqtun titiraqhimajuttauq
titiqqat.

Ce document est aussi
disponible en français.



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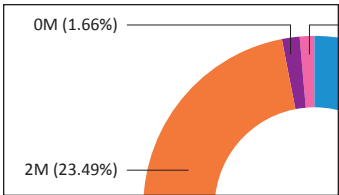
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Message from the Minister of Languages



On behalf of the Government of Nunavut, it is my pleasure to submit the Minister of Languages' 2020–21 Annual Report, in accordance with the *Official Languages Act* and *Inuit Language Protection Act*.

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

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

Thank you.

Honourable Joanna Quassa

Minister of Languages

Uqausivut: Implementing Nunavut's Language Legislations



The Legislative Assembly of Nunavut adopted the *Official Languages Act* and *Inuit Language Protection Act* in 2008. These two bills were designed to enhance the rights of the three linguistic groups in Nunavut: Inuit, French, and English. These policies are also aimed at creating positive measures to promote the revitalization and use of Inuktitut across the territory.

Uqausivut is the Government of Nunavut's comprehensive plan to implement Nunavut's language legislations: the *Official Languages Act* and *Inuit Language Protection Act*. The Minister of Languages tabled this four-year (2012–16) plan in October 2012, followed by the five-year (2018–23) Uqausivut 2.0 in June 2018.

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

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



ABOUT THIS REPORT

Part 1 – Inuktitut Language

The first part of this report presents implementation measures undertaken and results achieved in 2020–21 for Inuktitut Language under both funds.

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

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

Part 2 – French Language Services

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

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

1. Support the planning, development, and delivery of French programs and services in Nunavut
2. Promote the vitality of the Francophone community in Nunavut
3. Improve overall management and accountability

Sources of Funding



INUIT LANGUAGE IMPLEMENTATION FUND

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

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

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

Part 3 – Translation Services

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

Part 4 – Budget

Budget allocations and expenditures are described in this section.

CANADA-NUNAVUT AGREEMENT

The Government of Canada committed \$4.483 million for French Language services and \$5.1 million for Inuktitut Language initiatives with the renewal of the Canada-Nunavut Agreement on French Language Services and Inuktitut Language for 2020–21. This commitment enables the territorial government to expand a number of its language programs, including increased supports for grass-roots projects across the territory.

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

Management and Accountability

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

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



Language of Learning



EARLY CHILDHOOD EDUCATION

Department of Education

Family Literacy Language Nest Program

This new family literacy pilot initiative targets stay-at-home parents and young children (0 to 6 years) who do not currently attend preschool or daycare. The program strengthens participants' Inuktitut skills by incorporating and linking early childhood education and adult learning activities built around Inuit societal values and traditional knowledge.

For 2020–21, a contribution agreement was signed with Ilitaqsiniq (Nunavut Literacy Council), and a work plan was drafted to implement the pilot initiative.

KINDERGARTEN TO GRADE 12 BILINGUAL EDUCATION

Department of Education

Language of Instruction Implementation, Kindergarten to Grade 12

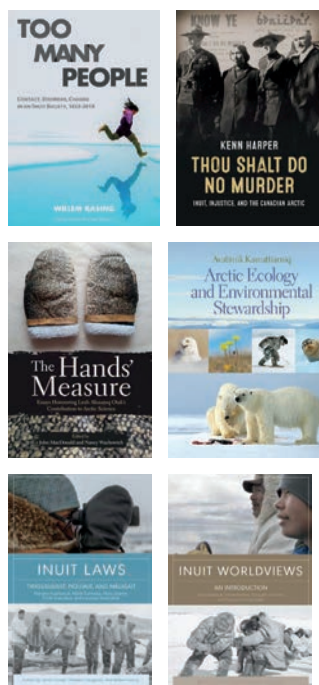
In 2020–21, the Department focused on its 20-year Language of Instruction Implementation Plan as outlined in Bill 25: An Act to Amend the *Education Act* and the *Inuit Language Protection Act*.

This year, over 201 new resources were developed, printed, and/or purchased for Inuktitut language learning: 117 for Inuktitut and 84 for Inuinnaqtun.



.....
*This year, 201 new
resources were
made available
in Inuktitut.*

In 2020–21, NAC produced seven books, four books accompanied by video series, 350 photos and slides, 140 hours of audio, and 35 hours of films.



ADULT LEARNING

Nunavut Arctic College (NAC)

Nunavut Arctic College (NAC) undertook several initiatives to develop and provide materials and programs for adults who sought to learn or improve their proficiency in Inuktitut, both in community learning environments and through post-secondary education.

Post-secondary Interpreter/Translator Training Program

The Interpreter/Translator Program is designed for students who are interested in the more technical aspects of the Inuktitut language and who wish to pursue a career in this field.

NAC is in the process of securing another community in addition to Rankin Inlet where the Interpreter/Translator Program can be offered.

Post-secondary Certificate in Indigenous Language Revitalization (CILR)

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

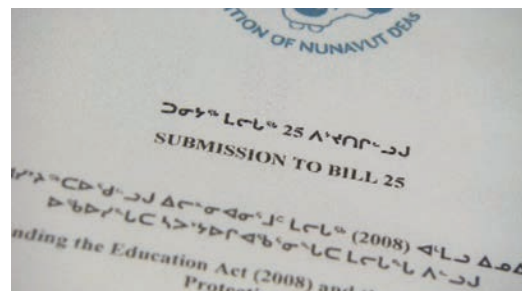
This year, two new learners were admitted to the program while three learners have completed the requirements to graduate and receive their certificate.

Media Resource Development

The NAC Media digital archive is a repository of digital assets that have been collected since 2016. Currently, there are approximately 7,800 hours of audio (principally in Inuktitut), archival films, photographs, and documents. This archive is building capacity in research, media production, and resource development.

This initiative remains strong through NAC's digitizing efforts and through partnerships with multiple individuals and institutions. To learn more, visit nacmedia.ca.

In 2020–21, NAC produced seven books, four books accompanied by video series, 350 photos and slides, 140 hours of audio, and 35 hours of films.



Dave Gunn/CBC



Jordan Konek/CBC

Language of Work

.....
The Project Management team received 11 training sessions, and the Inuktitut translators/reviewers received eight training sessions.



WORKING IN INUKTUT

Inuit Uqausinginnik Taiguusiliuqtiit (IUT) *Inuktitut Language Incentive Program*

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

Of 1,378 applicants received to date, 776 (56%) were assessed at levels 1, 2, and 3.

Department of Culture and Heritage (CH)

Language-training functions were moved from the Department of Human Resources to the Department of Culture and Heritage during the fiscal year 2020-2021.

Inuktitut Language Training for GN Public Servants

Two Pigiavik Level 1 courses were initiated by the Department of Community and Government Services and delivered by the Pirurvik Center. There were 21 employees, out of 29 participants, that successfully completed the course.

TERMINOLOGY

Department of Culture and Heritage (CH) *Translation Services*

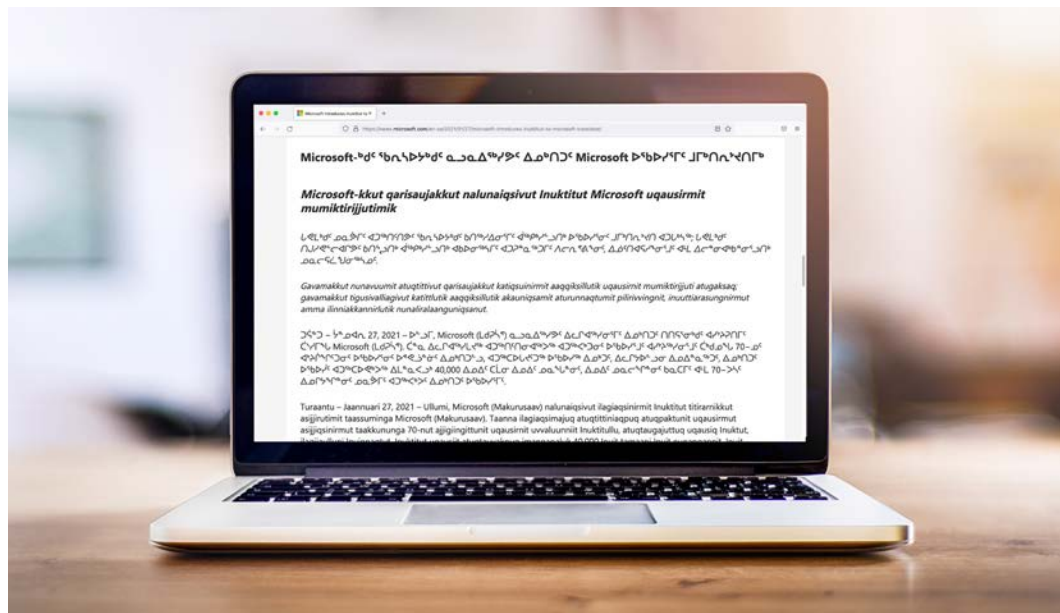
Training Activities – Inuktitut Teams and Project Management

Seventeen training sessions representing 19 hours of structured instruction were delivered to 29 participants. The Project Management team received 11 training sessions, and the Inuktitut translators/reviewers received eight training sessions.

Training was provided to small groups of participants and additional informal mentoring activities took place as needed.

Training topics included Invoicing and Emergency Requests, Complex Files for Processing, Memsources Features, and Memsources Quality Assurance Tools.

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*Inuktitut Translation Now Available
in Microsoft Translator*

Inuktitut translation is now available to Microsoft Translator users in Nunavut and around the world. This was made possible through a collaboration between Microsoft and the Departments of Culture and Heritage and of Community and Government Services. Community and Government Services initiated the project and managed the initiative; Culture and Heritage shared millions of translated words from its databases and its expertise in Inuktitut.

ʌ	pi	ʋ	pu	ʌ	pa	ʌ
ʊ	ti	ʉ	tu	ʊ	ta	ʊ
ɸ	ki	ɔ	ku	ɸ	ka	ɸ
ɾ	gi	ɷ	gu	ɷ	ga	ɷ
ɫ	mi	ɭ	mu	ɭ	ma	ɭ
σ	ni	ɓ	nu	ɓ	na	ɓ
ɹ	si	ɹ	su	ɹ	sa	ɹ
ɕ	li	ɹ	lu	ɕ	la	ɕ
ɹ	ji	ɹ	ju	ɹ	ja	ɹ
ʌ	vi	ʋ	vu	ʌ	va	ʌ

The addition of Inuktitut to Microsoft Translator will allow access to Inuktitut for anyone with Internet access via computer, phone, or tablet at home, at work, or in the classroom. This also creates opportunities for individuals and businesses requiring or providing Inuktitut language services. Inuktitut Syllabics text can be translated to and from any of the other 70+ languages supported by Microsoft Translator.

Modernization of Translation Tools within the Translation Bureau

This year, the Translation Bureau began to work with InDesign (IDML) files in Memsources for the translation of the Minister of Official Languages' annual reports from English to Inuktitut, Inuinnaqtun, and French. This type of file allows the translation to be completed directly in the designed document, saving both time and money.

Language of Services



DEPARTMENTS AND PUBLIC AGENCIES

.....
The Department recognizes four staff who completed all five medical terminology modules.

Department of Executive and Intergovernmental Affairs (EIA)

Inuktitut Languages Communications with the Public

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

Department of Health

Medical Terminology Training Workshops

For 2020 – 21, the following modules were delivered:

- Module 1 (Anatomy), in Iqaluit: One staff member from Qikiqtani General Hospital attended
- Module 5 (Mental Health), by distance learning: While the in-person classes in Iqaluit were cancelled, the four staff members returned to their home communities with learning packages. Thanks to the remote support of NAC instructors, all four completed the module.

Four Staff Complete All Medical Terminology Modules

The Department recognizes four staff who completed all five medical terminology modules:

- Daniel Aola, Arctic Bay
- Anna Nakashuk, Pangnirtung
- Lynda Paniuq, Rankin Inlet
- Mary Rose Tulurialik, Taloyoak

These individuals are role models to their colleagues and in their communities.



.....
Interpreting services is an essential part of the Nunavut Courts system.

Department of Justice
Enhanced Inuktitut Legal Translations and Interpreting Services

Interpreting services is an essential part of the Nunavut Courts system. Interpretation is required daily. The Nunavut Court of Justice continues to look for new opportunities to ensure that Inuktitut interpreting is provided in the most efficient way possible.

All legislations introduced in the Legislative Assembly is published in English, French, and Inuktitut in accordance with the *Official Languages Act*. The Legislation Division website publishes all legislations in Inuktitut.

During 2020–21, 16 bills, one Act, and three money letters were translated into Inuktitut, totaling 407 pages.

Finally, congratulations to translator Caroline Novalinga, who was recognized as an Employee of the Month by the Legislative Division for her hard work [in providing translation services].



.....
NHC aims to improve access by ensuring reception and customer services are available in Inuktitut.

Nunavut Housing Corporation (NHC)
Reception and Customer Services Available in Inuktitut

Nunavut Housing Corporation (NHC) aims to improve access to residential and housing services by ensuring that reception and customer services are available in Inuktitut.

Three documents were translated from English to Inuktitut, and two were translated from English to Inuinnaqtun.

Quilliq Energy Corporation (QEC)
Improved Customer Services and Communications in Inuktitut

QEC used live translation services during public events on four occasions, and 53 documents (one internal and 52 external) were translated or produced.

.....
QEC used live translation services during public events on four occasions, and 53 documents (one internal and 52 external) were translated or produced.



Kitikmeot Heritage Society

MUNICIPAL INSTITUTIONS

Department of Community and Government Services (CGS)

Training Program Builds Inuktitut Language Capacity in Municipalities

This program builds Inuit Language capacity in Nunavut's 25 municipalities by engaging the Municipal Training Organization (MTO) to offer courses in Inuktitut to municipal employees and volunteers. Nunavut's municipalities aim to use Inuktitut in the municipal workplace as it best serves the municipality, its employees, and its residents. These courses encourage and strengthen the use of Inuktitut in the municipal workplace.

Three topics of the Council Governance Program were translated into Inuktitut and Inuinnaqtun and will be offered to mayors and councils in 2021–22. Also, the Water Treatment Level I training content was translated into Inuktitut and will be offered in 2021–22.

Support for Municipal Compliance

Municipal governments have obligations under the *Inuit Language Protection Act* to include Inuktitut on public signs and to provide their public reception and customer services in Inuktitut.

Thirteen municipalities accessed funding to purchase equipment and translate signs, posters, and ads into Inuktitut, and 37 employees in 13 communities provided reception and client services in Inuktitut.



Thirteen municipalities accessed funding to purchase equipment and translate signs, posters, and ads in Inuktitut, and 37 employees in 13 communities provided reception and client services in Inuktitut.

PRIVATE SECTOR

Department of Culture and Heritage (CH)

Private Sector Inuktitut Support Program Funds Six Projects

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

This program provides grants to private organizations operating in Nunavut that are seeking to comply with the requirements of the *Inuit Language Protection Act*. This year, support was provided to the following projects:

- Inuinnaqtun Capacity Building (Kitikmeot Heritage Society)
- Amautiit Translation Program (Nunavut Inuit Women's Association)
- Translate Chief Administrative Officer Performance Appraisal Tool Kit (Nunavut Association of Municipalities)
- Signs (Southeast Nunavut Company Ltd.)
- Compliance with the *Inuit Language Protection Act* for Private Sector (5479 Nunavut Ltd. Travel Iqaluit Tourism)
- Building signs update (Nunavut Municipal Training Organization)

.....
*This year's 32
community
initiatives support
the revitalization,
use, and
promotion of
Inuktitut at the
community level.*

Language Revitalization

COMMUNITY INITIATIVES

Department of Culture and Heritage (CH) *Community Radio Station Grants*

This program supports community broadcasting organizations by covering their operating costs and improving community broadcast communication systems. In 2020–21, 32 projects were funded, 11 more than last year.



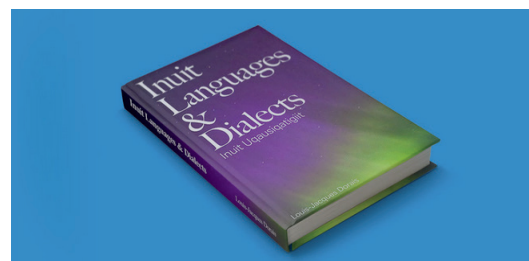
Inuktitut Language Community Initiatives

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

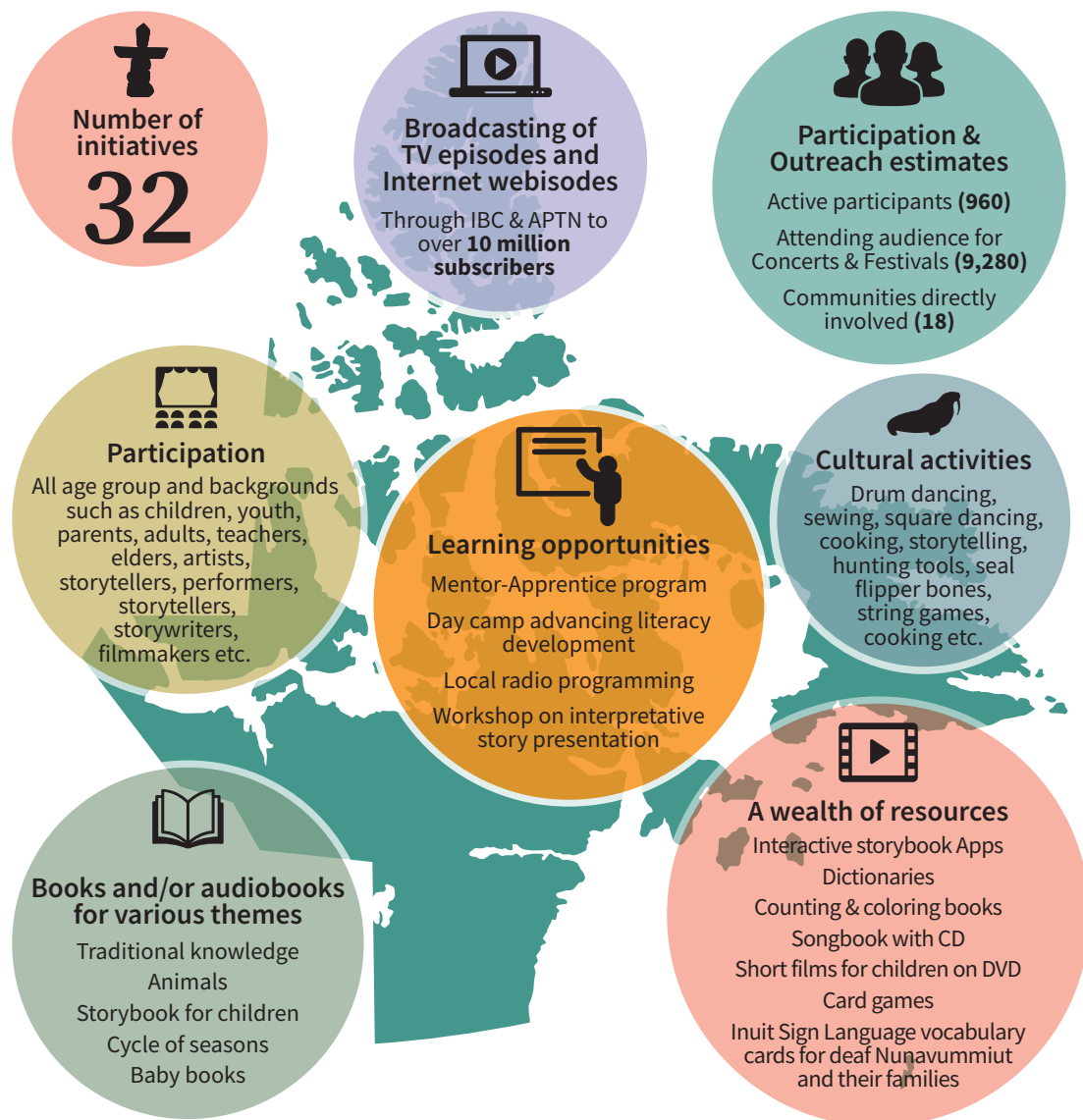
Two sources of funding support our continued efforts in assisting the work of Nunavut communities and partners in the recognition, revitalization, preservation, use, and development of the Inuit Language:

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

With these funds, the Department of Culture and Heritage provides grants and contributions to community-based initiatives in language revitalization, language resources, language planning, and language development.



2020-21 INUIT LANGUAGE COMMUNITY INITIATIVES



Inuit Language Promotion and Protection Contribution

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

An illustrated Inuktitut storybook about Inuit traditional creation stories was published.

A series of cultural education programs for children in Grades K-3 were translated from English to Nattilingmiutut.

Various initiatives were offered: mentor apprentice training; youth and middle-generation language programming; local radio programming; sewing and tool-making programs; and interpretive story presentations of drum dance songs.

Four hundred and twenty hours of cultural activities such as drum dancing, sewing, square dancing, cooking, and storytelling were delivered.

IBC produced 13 episodes on subjects such as hunting tools, seal flipper bones, string games, and making necklaces and bracelets from scrap materials.

A booklet and a CD of Inuktitut traditional song-games to help children understand how the song and game work together.

An interactive Storybook app allowing children to listen to the story and engage with the interactive features by manipulating the characters and playing educational games while improving their comprehension of Inuinnaqtun.

A CD of Inuktitut traditional songs was developed for children.

An educational Inuktitut card game for all ages called Naniggaqtara! was created.



Production continued of this popular program for children, which promotes the use of Inuktitut and enhances cultural identity among young Inuit.

This illustrated Inuktitut storybook with Kugaaruk Elder Levi Illuitok is based on the traditional story *Ahihia*.

Ongoing efforts continued to link International Sign Language (ISL) to Nunavut Inuit identity, culture, and heritage through recording ISL and consulting with deaf Nunavummiut and their families.



Modern media tools were used to foster collaboration, promote Inuit values, and support and promote Inuit culture and language.

This Inuktitut book about the seasonal cycle in Nunavut teaches children the beauty, benefits, and life changes of each season.

This illustrated baby book in Inuinnaqtun explores how mothers show their love for their babies, as experienced through the five senses.

NBES worked with Taqqut Productions and Inhabit Media to create this CD of audiobooks for children, narrated in Inuktitut by well-known Inuit.

UNAAQ Cultural Society gathered and recorded 10 songs by prominent artists from across Nunavut to produce this online children's album.

This songbook of modern Inuktitut music contains 10 songs on CD so learners can sing and play along.

.....
*In 2020–21,
 24 Inuktitut
 Language
 film production
 projects were
 completed.*

Inuit Language Promotion and Protection Grant

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

In 2020 – 21, grants were awarded to the following seven projects:

1. Cape Dorset Elders Stories (Aksaqtunguaq Ashoona)
2. Promoting Inuit Language through Social Media (Qikiqtani Inuit Association)
3. Essential Inuinnaqtun Phrases for Language Learners (Kitikmeot Heritage Society)
4. 2020 – 21 Inuktitut Song Writing Contest (Ovayok Broadcasting Society, Cambridge Bay)
5. Inuit Qaujimagatuqangit (Lasaloosie Ishlutak)
6. Traditional Inuit Customs (Jean Simailak, Baker Lake)
7. 2019 – 20 Inuktitut Song Writing Contest (Ovayok Broadcasting Society, Cambridge Bay)

CREATING MATERIALS IN OUR LANGUAGE

Department of Economic Development and Transportation (EDT)

With respect to the commitment to support the revitalization and promotion of Inuktitut, the Department of Economic Development and Transportation (EDT) supports two programs.

Inuktitut Music Recording

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

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

In 2020–21, Joshua Hauilli, Annie Petaulassie, and The Jerry Cans had their music produced on CD.

Inuktitut Language Film Productions

Since 2013-14, this program has been very successful. In 2020–21, the following projects were completed:

- | | |
|---|--|
| 1. Taqqut Productions: <i>Kuluk</i> | 7. Kingulliit Productions: <i>Tarriaksuit</i> |
| 2. Taqqut Productions: <i>Arctic Song</i> | 8. ENBS: <i>Engaged Reading</i> |
| 3. Nadia Mike: <i>Race to Kimmirut</i> | 9. Myna Ishlutak (Red Marrow): <i>Tupiq</i> |
| 4. Nadia Sammutok: <i>The Owl and Two Rabbits</i> | 10. Aïda Maigre Touchet: <i>Iqaluit Military Project</i> |
| 5. Sean Guistini: <i>New Stories from the Eastern Arctic Archives</i> | 11. Miali Coley-Sudlovenick: <i>Tusaavisii</i> Podcast |
| 6. Arvaq Media: <i>Anaana's Tent Website</i> | 12. Aakuluk Media: <i>Kuluk</i> Website |
| | 13. Nadia Summorkut: <i>Tuktu's Journey</i> |
| | 14. Inuit Broadcasting Corp.: <i>Nunavummi Mamarijavut</i> |
| | 15. Inuit Broadcasting Corp.: <i>Uakallanga!</i> |
| | 16. Jason Sudlovenick: <i>Outdoors Iqaluit</i> |
| | 17. Taqqut Productions: <i>Tundra Friends</i> |
| | 18. Taqqut Productions: <i>Anaana's Tent</i> |
| | 19. Christine Enooya Nutarak: <i>Digital Storytelling</i> |
| | 20. Rocco Canil: <i>Digital Storytelling</i> |
| | 21. Ashley Kilabuk Savard: <i>Reclaim</i> |
| | 22. Myna Ishlutak: <i>Tupiq 2</i> |
| | 23. Red Marrow SB Productions: <i>Slashback</i> |
| | 24. Taqqut Productions: <i>At the Cabin</i> Season 1 |

Management and Accountability

DEPARTMENT OF CULTURE AND HERITAGE (CH)

The Department of Culture and Heritage oversees the management and accountability of the Canada-Nunavut Agreement on French Language Services and Inuktitut Language and the Inuit Language Implementation Fund. In 2020–21, funds were used for casual employees and contractors' support to ensure effective coordination of the implementation of language obligations, policies, programs, and services by departments and public agencies, including monitoring of results achieved government wide.

The department continues to review and update its funding guidelines, procedures, accountability reporting, and monitoring templates, and it prepares annual language-funding agreements with multiple departments and public agencies.

OBJECTIVE 1:

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



ACTS, REGULATIONS, AND THE NUNAVUT GAZETTE

Department of Justice

The lawyer/legal translator position ensures that territorial bills, laws, and statutory instruments are translated and published in French. In 2020–21:

- 85 Acts and statutory instruments were translated and published
- 408 pages of appointments, official notices, and statutory instruments were published in French in the *Nunavut Gazette*
- 4 Acts and 9 Regulations were consolidated and published: all French consolidations were made available at the same time as the English versions

Training

A consultant was hired to analyze production workflow and access levels to Memsources and to offer solutions on process to leverage existing Inuktitut and French content.

Different groups of users were trained based on their workflow roles. Following this training, staff learned to use Memsources, a machine translation management solution used by the Department of Culture and Heritage.

ADMINISTRATION OF JUSTICE

Department of Justice (Nunavut Court of Justice)

The bilingual executive legal officer continues to offer French legal services in both administration and public services at the counter.

The demand for French services is consistently required, and the Nunavut Court of Justice has been able to meet that demand.

EIA Communications Division issued over 500 communications products in each language, an increase of 150 over last year.

COMMUNICATION WITH AND SERVICES TO THE PUBLIC

Department of Culture and Heritage (CH)
Translation Services

Eight training activities for French Language translators were undertaken during the 2020 – 21 fiscal year, ranging from human resources terminology to business writing.

Department of Executive and Intergovernmental Affairs (EIA)

French Communications with the Public

The EIA Communications Division issued over 500 communications products in each language, including French. This is an increase of 150 over last year.

In keeping with the Corporate Communications Policy, all communication products released in Inuktitut and English were also produced in French.

French Language Training for Public Servants

Language-training functions were moved from the Department of Human Resources to the Department of Culture and Heritage during the fiscal year 2020-2021.

Eight French Language courses were offered in 2020–21. Courses alternated between beginner and intermediate levels.

Bilingual Public Services

To encourage and attract French-speaking or bilingual individuals to the Government of Nunavut, jobs are advertised in Northern newspapers in all official languages of Nunavut, including French. In addition, job ads are posted on the Government of Nunavut's website in French.

Between April 1, 2020, and March 31, 2021,
there were:

- 41 inquiries received in French
- 15 resumes received in French
- 3 job offers made in French
- 10 requests received to have interviews conducted in French
- 2 references conducted in French
- 4 bilingual hires completed
- 2 relocations for a designated bilingual position

Training Initiatives

Two professional development training courses were provided in French.

Δημόσια Διεύθυνση

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ

N.I.R.B.
NATIONAL INSTITUTE FOR
RESEARCH AND REHABILITATION SCIENTIFIC

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Διεύθυνση Επικοινωνίας, Διαφήμισης & ΕΚΔΕΛ.

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www.nirb.ca/careers

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PO Box 1000 Cambridge Bay NU X0B 0C0
Canada Tel: 867-983-2594
humanresources@nirb.ca

CAREER OPPORTUNITIES


www.nlr.ca
NATIONAL LABOR RELATIONS BOARD

**YOUR CHANCE TO START A REWARDING
CAREER IN THE ENVIRONMENTAL FIELD
AND CONTRIBUTE TO THE FUTURE
OF NUNAVUT!**

The Nunavut Impact Review Board (NIRB) is an Institution of the Government of Nunavut responsible for the environmental assessment of development projects in Nunavut. The NIRB is seeking qualified applicants for the following positions:

- Interpreter/Translator I, II
- Technical Advisor I, II
- Outreach Coordinator


Based in Cambridge Bay, Nunavut, the NIRB provides employees with significant opportunity for job satisfaction, personal growth and career advancement. The NIRB offers competitive salaries as well as a Northern Living Allowance, Vacation Travel Assistance and other benefits. Housing may be available.

Full position descriptions can be accessed online at www.nlr.ca/careers

The positions are open until filled.

Priority consideration will be given to qualified Nunavut residents. Positions may be unfilled or remain unfilled if no suitable candidate is found.

**APPLY TO: Human Resources
PO Box 1366, Cambridge Bay, NU X0B 0C0
Fax: 867-983-2594 | humanresources@nlr.ca**



HAKAVATH PILAQNATH

PILAIQAQVATH PIALQNA PIAATTAIVAKKATH

HAVAHAHA TAPKUNAI AVAILITUKUTHI HAVANG KAYUTUNU INNUMKHAJUTHI NUNAVUTU

Tapkun Nunavu Availitukuthi Kaimayini (NIRB) tapkun-
guyal Kuvamiragayapattatrayin Innumuthi havellit
tapkunav availitukuthi nunaavayiluthi pialaitavathi havang
nukunavut tapkun NIRB-uthi qunithu pialaitukuthi
kayutunuthi tapkun havang

- Uqutukuthi/Kupattukuthi I, II
- Pichikupattukuthi Uqutukuthi I, II
- Tapkupaalukuthi havang

Inkajuthi havang Kuvamiragayal, Nunavut, tapkun NIRB-
kuyal havang angayuthi havang havahath naku
avayiluthi, innemikuthi pialaitavathi havanguthi puthuvathi
hath. Tapkun NIRB-uthi pichikuthi nakuavayilukuthi
maruthukuthi tapkun Uqutukuthi Innumuthi
kayuthi. Havallitukuthi havanguthi kayutunuthi tapkuthu
athu innumuthi. Ikkuthakunavutunuthi.

Tamath havang unumuthi qunithu qanithakuthi
tapkun

www.nirb.ca/careers

Tapkuthi havahath angmayuthi innemikuthi.

Havillitavayil innumuthi tapkun pichikuthi tapkunavayil
pialaitavathi havanguthi hath. Havahath pichikuthi unumuthi
innemuthi unumuthi havanguthi innemuthi pialaitavathi
nakuavayil unumuthi unumuthi nakuavayil.

TUNAKKUTHI TALVUNGA- Havavutukuthi
Tithiravayil 1360, Innaikuthi, NU X0B C02
Fax- 867-983-2594 | humanresources@nirb.ca

POSSIBILITÉS DE CARRIÈRE

«...pour donner du sens à nos actions...»



VOTRE CHANCE D'ENTREPRENDRE UNE CARRIÈRE ENRICHISSANTE DANS LE DOMAINE DE L'ENVIRONNEMENT ET DE CONTRIBUER À L'AVENIR DU NUNAVUT!

La Commission du Nunavut chargée de l'examen des répercussions (CNER) est une institution du gouvernement public chargée de l'évaluation environnementale des projets de développement situés au Nunavut. La CNER est à la recherche de candidats qualifiés pour les postes suivants :

- **Interprète/Traducteur L II**
- **Consaeiller technique L II**
- **Coordinateur de la sensibilisation**

Situé à Cambridge Bay, au Nunavut, la CNER offre à ses employés de nombreuses possibilités de satisfaction au travail, de croissance personnelle et d'avancement professionnel. La CNER offre des salaires concurrentiels ainsi qu'une allocation de subsistance dans le Nord, une aide aux voyages pour les vacances et une aide à la formation.

Les descriptions complètes des postes sont accessibles en ligne à l'adresse suivante :

www.nirb.ca/careers

La priorité sera accordée aux Inuits qualifiés du Nunavut. Les postes peuvent être sous-financés ou rester vacants si aucun candidat approprié n'est trouvé.

POSTULER À : Ressources humaines

C.P. 1306, Cambridge Bay, NU X0B 0C0
Télé. : 867-983-2954 | humanresources@nirb.ca

To encourage and attract French-speaking or bilingual individuals to the Government of Nunavut, jobs are advertised in Northern newspapers in all official languages of Nunavut.

All Departments

Designated Bilingual Positions

Since 2018-19, the Government of Nunavut began transitioning away from the bilingual bonus system into an Inuit Language Incentive (ILI) program for GN employees who had demonstrated languages skills in Inuktitut. However, the bilingual bonus system remained in place for GN employees who are required to perform their duties in French.

The distinction between Inuktitut and French Language bilingual bonuses are in some instances difficult to identify in the pay system. For this reason, even though the numbers are a very good estimate, they may not be 100% accurate. Therefore, the estimate of 105 bilingual bonuses for French across 10 territorial institutions may be inaccurate.

Department of Health

Medical French Language Services

The French interpreter/accreditation officer focused on supporting in-person interpretation, responding to 17 interpretation requests.

The Department is also using a phone service, CanTalk, that provides on-demand interpretation from English to French. This service, which is available 24 hours a day, 365 days a year, has been used about five times per month.

Department of Education

Communications and Promotional Materials

In 2020–21, the Department published French versions of written documents intended for the French-speaking public and educational staff. In total, three documents were edited, copyedited, translated, printed, or published in French:

- *The Ethnographic Recordings of Inuit Oral Traditions*, a book related to Inuit oral traditions
- *We Need to Know Who We Are: The Life Story of Paul Quassa*, a book about Paul Quassa's life and career
- Three online workshops provided, in French only, by Magistrad:
 - Faire de la traduction neuronale votre alliée
 - La traduction en ressources humaines
 - La traduction administrative... idiomatique! (volet I)

Of 400 translations requests received:

- 25 required only French translation, not Inuktitut and Inuinnaqtun
- 145 required only Inuktitut and Inuinnaqtun translations and proofreading
- 230 required translation and proofreading for French, Inuktitut, and Inuinnaqtun
- The rest were documents ranging from Elder's Certificates to District Education Authority meetings

Advertising and Public Service Announcements

- Day communications online advertising: eight unique rotating display ads in French
- Public service announcements (PSAs) in all languages: the Department of Education released six PSAs in Inuktitut, Inuinnaqtun, English, and French

Special Projects

Six books for high school students and three teachers' manuals were started by Inhabit Media but not completed due to delays related to COVID-19:

- *Aglu Hunting*
- *How I Survived*
- *Joy of Apex* (including teacher's manual)
- *Skraelings* (including teacher's manual)
- *The Hidden* (including teacher's manual)
- *Why the Monster*

Department of Culture and Heritage (CH)

Library Services to the Community

Iqaluit Centennial Library

In 2020–21, 548 items were borrowed by 869 visitors.

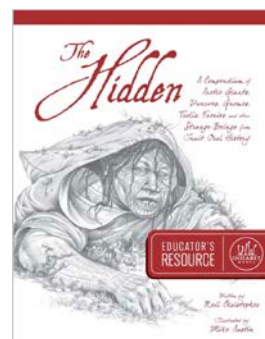
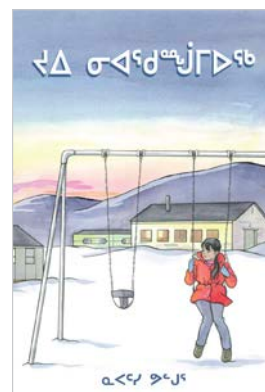
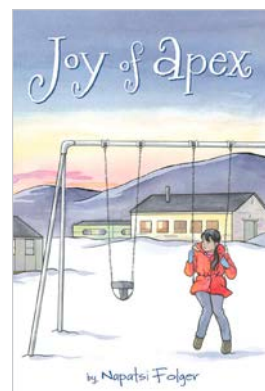
The library hosted 30 programs with 223 elementary-age children and 30 French practice lessons for all ages with eight participants.

MUNICIPAL COMMUNICATION AND SERVICES

Department of Culture and Heritage (CH)

Support to the City of Iqaluit

Funding for French Language support was used primarily for translation of various City of Iqaluit documents, such as the City recreation guide, public service announcements, news releases, and council agendas.

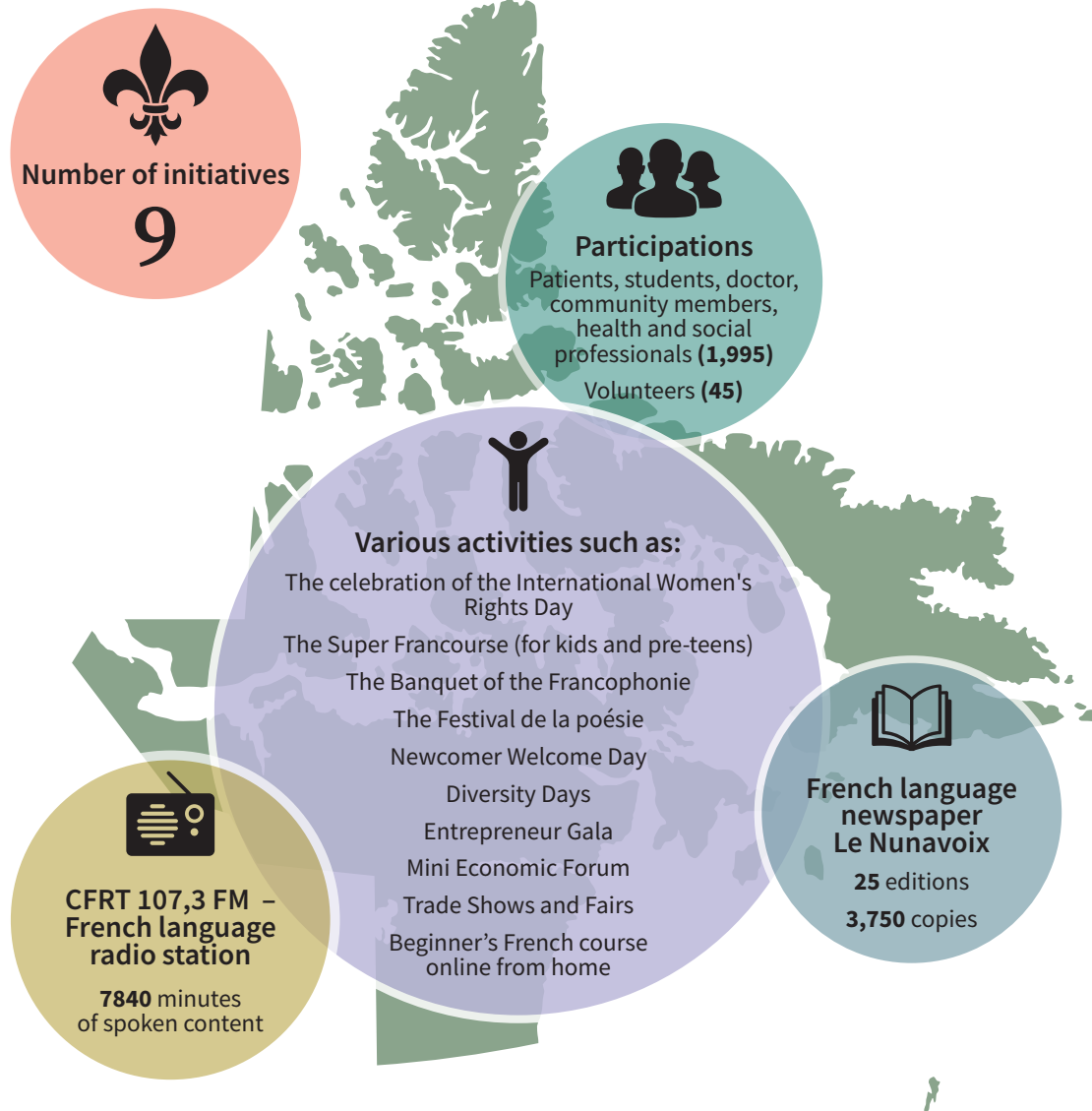


Inhabit Media

OBJECTIVE 2:

Promote the Vitality of the Francophone Community in Nunavut

DEPARTMENT OF CULTURE AND HERITAGE (CH)



Support to local organizations proposing cultural and artistic activities as well as community-based solutions for the delivery of French Language services

The Department supports local organizations proposing cultural and artistic activities as well as community-based solutions for the delivery of French Language services in priority areas that are not covered under other agreements such as: early childhood education, communications, immigration, and health. Nine community-based initiatives were funded in 2020–21.

French Development Program

This program promotes French Language services and fosters the development and vitality of Nunavut's Francophone community.



Réseau de santé en français au Nunavut (RESEFAN): Service d'accueil et d'intégration professionnel (SAIP) stages 2021-22

RESEFAN welcomes and integrates practicum students to the community through its SAIP program. In 2020-21, three medical students interned at Qikiqtani General Hospital in Iqaluit.

Also, 11 videos were produced with the objective of promoting Francophone health and social services professionals and the active offer of health services in French to the Franco-Nunavummiut community.

Réseau de santé en français au Nunavut (RESEFAN): Stages de recherche en médecine

This is the second year of RESEFAN's partnership with the University of Ottawa's Office of Francophone Affairs, to which RESEFAN is providing a research grant.

Both grant recipients worked on the project Reflecting on a Satellite Faculty of Medicine in Nunavut, a literature review to explore the possibility of establishing a university medical training program in a minority and Indigenous setting.

.....
Le Nunavoix issued 25 editions this year, with 150 copies each for a total of 3,750.



Réseau de santé en français au Nunavut (RESEFAN): Programme de bourses et de reconnaissance en santé et services sociaux 2020-21

This RESEFAN project provided funding for professional development and recognition of Francophone and Francophile health and social service professionals in Nunavut, as well as enhancing their bilingual skills (French-English). Thanks to RESEFAN's efforts, more than 35 health and social services professionals and 61 community members received information about the program.

Association des francophones du Nunavut (AFN): Le Nunavoix, 2020-21

The AFN is responsible for *Le Nunavoix*, Nunavut's only French Language newspaper. It is published biweekly to ensure that Nunavut's Francophone population stays informed about territorial government programs and services.

Le Nunavoix published 150 copies of each of its 25 editions this year, for a total of 3,750 copies.

Association des francophones du Nunavut (AFN): Émission quotidienne du matin et Émission du weekend à CFRT 107,3 FM

CFRT 107,3 FM is Nunavut's only French Language radio station. The radio station communicates government affairs and community information in French to its listeners, thus ensuring that French Language obligations are met under the Nunavut *Official Languages Act*.

This year, 2,450 segments were featured, as well as 49 ten-minute weekend radio shows, representing 7,840 minutes of spoken content. Also, three local Francophone programs were produced by volunteers.



Carrefour Nunavut: Accueil et établissement des francophones

This project provided information on French Language services available in the territory, fostered understanding and collaboration between organizations, and provided newcomers with ways to break isolation and network with others. This was made possible through several events, which attracted 383 participants.

This year, 986 clients received services from Carrefour Nunavut by email, and 133 clients used the employment centre in Iqaluit. Thirty-five volunteers contributed almost 350 hours of volunteer time, with an average of 10 hours per volunteer.

Renaud Bellefleur: Cours de français en ligne

The goal of this project was to make basic French training accessible throughout the territory.

A volunteer created an online course that gave Nunavut residents the opportunity to access a beginner's French course online from home.

In total, 141 people participated, with 92% of participants indicating that they were either satisfied or very satisfied with the online course, according to an anonymous online survey.

Artistic and Cultural Development Support Program

This program supports and strengthens the cultural, artistic, and heritage activities of Nunavut's Francophone community.



Jean Claude Nguyen

The project *Et si on était pareil* translated and subtitled a series of audio-visual productions for presentation to the Francophone community. Themes include homosexuality, self-acceptance, respect for others, and communities in minority situations, followed by a facilitated discussion.



The Association Francophone du Nunavut (AFN)

The annual project *Les Rendez-vous de la Francophonie* was a success again this year, with a total of 20 activities and the participation of over 150 community members.



OBJECTIVE 3:

Improve Overall Management and Accountability



DEPARTMENT OF CULTURE AND HERITAGE (CH)

Coordination, Management, Monitoring, and Evaluation

The Department of Culture and Heritage oversees the management and accountability of the Canada-Nunavut Agreement on French Language Services and Inuktitut Language. In 2020–21, funds were used for a casual employee and contractors' support to ensure effective coordination of the implementation of language obligations, policies, programs, and services by departments and public agencies, including monitoring of results achieved government wide. The Department continues to review and update its funding guidelines, procedures, accountability reporting, and monitoring templates; it prepares annual language funding agreements with multiple departments and public agencies.

OFFICIAL LANGUAGES PROMOTION FUND

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

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

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

During 2020–21, the balance of the account was \$61. No new monies were credited to the fund.

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

Translation Services

TRANSLATION BUREAU

Inuktitut text translation now available in Microsoft Translator

A new translation tool has been developed in collaboration with the Department of Community and Government Services (CGS) and Microsoft.

While CGS initiated the project with Microsoft and managed the initiative providing technical expertise, the Translation Bureau provided millions of words translations from its databases as well as expertise in the Inuktitut Language. This was accomplished in just eight months.

The official announcement of the translation tool was made on January 28, 2021 and coincided with the World Language Conference and the Government of Nunavut's Inuktit Language Month.

The Microsoft translator tool will increase access to the Inuktitut language to anyone with internet access via computer, phone or tablet. In addition to the Microsoft Translator applications, Inuktitut is also available in Office and Bing Translator. It is also possible to use Azure Cognitive Services Translator and Azure Cognitive Services Speech to add Inuktitut translation to your apps, websites, workflows and tools.

Word from the Minister of Official Languages on this accomplishment:

"For thousands of years we have spoken our language. It's amazing how we kept Inuktitut strong by continually adapting; and embracing new technology is a perfect example of our resilience.

Adding Inuktitut to Microsoft Translator is a great accomplishment which shows how collaboration with a partner like Microsoft, can make a positive difference in the future of our language.

Let's take the time to celebrate this milestone knowing it is the first of many to come."

Modernization of translation tools within the Translation Bureau

Following a recommendation from a consultant from NVision Insight Group Inc, the Translation Bureau is now using the Adobe InDesign Markup Language (IDML) format for the translation of the **Minister of Official Languages Annual Reports** from English to Inuktitut, Inuinnaqtun and French.

Using an IDML format allows the translated words to flow into the appropriate space in the design layout, so the graphics, tables, pictures etc., are generally positioned with the right text. Therefore, this simplifies and accelerates the proofing phase of the translation process.

The Department of Culture and Heritage (CH)

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

Services provided by the Translation Bureau include translation, correction, revision, proofreading, updates, and terminology. In 2020–21, the Bureau processed requests from 22 client departments and public agencies for these services.

Various translation management tools continued to be implemented to enhance productivity and terminology consistency.

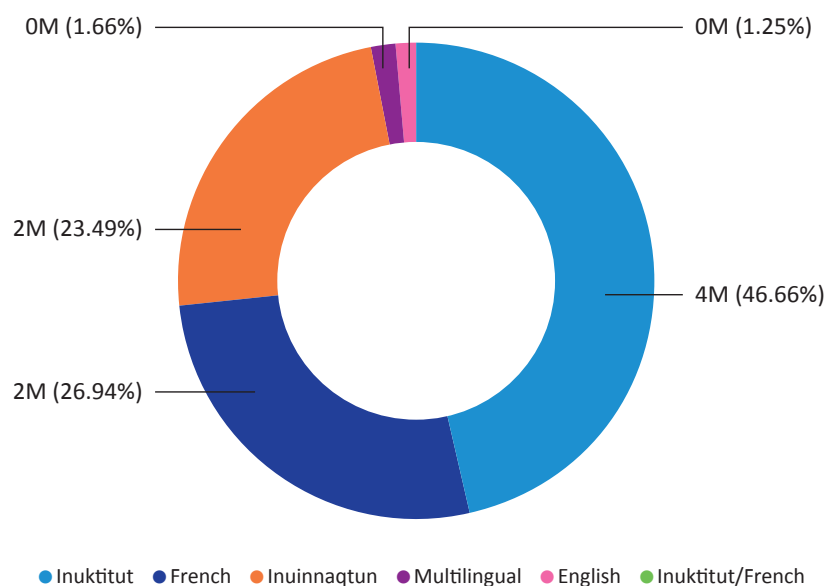
Requests and Documents

4,684	Requests
5,532	Documents
12,759	Tasks completed
33,784	Pages completed
8,304,189	Words completed

2020-21 TRANSLATION AT A GLANCE

Words Completed

By Target Language



Words Translated into Each Language by Fiscal Year

Fiscal Year	2017-18	2018-19	2019-20	2020-21
English	54,414	81,886	112,947	103,437
French	1,358,866	1,997,219	1,798,870	2,275,335
Inuktitut	2,199,815	3,758,745	3,167,646	3,941,123
Inuinnaqtun	1,354,789	1,728,939	1,654,725	1,984,294
Total	4,967,884	7,566,789	6,734,188	8,304,189

Expenditures

2020–21 EXPENDITURES

Department of Culture and Heritage	Budget	Actual
Official Languages Branch	\$ 11,996,000	\$ 9,633,000
Third-Party Funding		
Inuktitut Language initiatives	\$ 6,098,487*	\$ 6,098,487
French Language services	\$ 4,483,044	\$ 2,867,002
Development of Arts and Culture – French	\$ 75,000	\$ 18,125
TOTAL OF THIRD-PARTY FUNDING	\$ 10,656,531	\$ 8,983,614

The Department of Culture and Heritage spent \$9,633,000 in 2020–21 for its official language programs and services, which included translation services, Inuktitut and Francophone Affairs programs, grants and contributions to community-based Inuit Language initiatives, and support for the implementation of Uqausivut 2.0 priorities by departments and public agencies.

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

* Given the pandemic situation, unused funds were carried over to the next fiscal year. Therefore, this amount includes the 2019–20 carry-over of \$998,487 and the budget allocation for 2020–21 of \$5,100,000, for a total of \$6,098,487.



Minister of Languages

2020 – 21
Annual Report