

# Our People Management Strategy – Official Languages

Summary report on organization-wide key accomplishments and results (French version: [GCDocs #12639191](#))

Fiscal Year  
**2020-2021**

Accessible version: [GCDocs #12722669](#)

## Highlights – Language of work

- › Assessed the integration of OL within the PSC using the OL Maturity Model and established a plan to address the gaps.
- › Improved procedures on 2<sup>nd</sup> language assessment monitoring.
- › Identified actions to resolve the issues identified through the PSES and *Have Your Say!* surveys and consulted stakeholders to build on existing initiatives led by different groups.
- › Updated employee onboarding material to include information on the OL Working Group, on 2<sup>nd</sup> language training and on OL rights and obligations.
- › Supported the organization in relation to the temporary measures put in place by the PSC to provide more flexibility in the assessment of second language.



### Workplace Bilingualism

- › Fostered partnerships, such as with the Council of the Network of OL Champions.
- › Innovated to ensure employees in bilingual regions can express themselves in their OL of choice.



### Activities to support bilingualism

- › Best Practices Passport
- › Linguistic Duality Day
- › Interactive Trivia Game
- › Panel discussion on linguistic insecurity
- › Informal discussion workshops



The OL Working Group, OL Committee and our Co-Champions do a lot of heavy lifting to foster bilingualism. Their efforts should be commended.

**88%** ↓ **95%** =  
1st OL French English

of employees feel their workplace material and tools are available in their OL of choice.

From **92%** and **95%** in 2019 PSES

**88%** ↓ **92%** ↓  
French English

of employees feel senior managers use both OLs in their interactions.

From **91%** and **94%** in 2019 PSES

**98%** **97%**  
French English

of employees feel that the information received on the COVID-19 pandemic is available in both OLs.

N/A in 2019 PSES

**486** ↑ + 295%

participants to 2<sup>nd</sup> language learning activities in **French** in 2020-2021.

From **123** in 2019-2020. Optional training, bootcamps, workshops, and informal discussions

**207** ↑ + 322%

participants to 2<sup>nd</sup> language learning activities in **English** in 2020-2021.

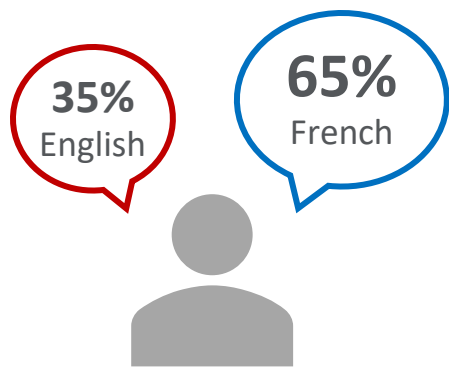
From **49** in 2019-2020. Optional training, bootcamps, workshops, and informal discussions

**0** ↓

complaints filed with the OL Commissioner.

4 in 2019-2020

## OL Demographics – Who we are



Distribution of employees by 1<sup>st</sup> OL.

**99.3%** ↑

of **employees** meet the language requirements of their position (February 2021).

From **98.1%** in February 2020

**20.1%** ↑

of **employees** have at least 1 expired SLE result (February 2021).

From **12.6%** in February 2020

**99.5%** ↑

of **managers** meet the language requirements of their position (February 2021).

From **96.2%** in February 2020

**19.2%** ↑

of **managers** have at least 1 expired SLE result (February 2021).

From **13.7%** in February 2020

## Recruitment – snapshot as of March 31, 2021

**3**

**non-imperative appointments** made in 2020-2021.

4 in 2019-2020

Beyond the availability in the population

**33%** ↓

of **employees** appointed on a non-imperative basis in 2019-2020 meet the requirements of their position after 2 years.

100% for 2018-2019 appointments

**10.1%**

of candidates in GC Jobs were from **OLMCs** in 2020-2021.

Target of **6.9%**  
**10.14%** in 2019-2020

## Fostering broader linguistic duality

- › Participated in Federal Council OL committees & subcommittees in the five PSC regions in Canada (12 events directly related to OL).
- › Established specific partnerships related to OLMC awareness activities, including the Black Community Resource Center working group.
- › Presented to various audiences in partnership with organizations or departments such as Kiuna College (Natural Resources, Indigenous Services).
- › Participated to 16 external events related to OLMCs across Canada (1,143 participants).

## Evolution of the representation of OL minority communities in the PSC's workforce

