

Working Group on Official Languages : 2021-2022 Event Calendar

Celebrating linguistic inclusion : Dare, Learn, Share!

Event	Description	Objective & Link with the PSC's People Management Strategy	Target Group	Related Festivity and Quarter	Key Partners	Project Scope
1. New - Monthly Lunch & Learn open to the GTLO	Monthly informal lunch and learn where members of the GTLO can discuss, learn and share their passion for OLs, through led discussions (for example about travel, music, or other convivial themes), “book club” sessions (to talk about a suggested book related to official languages, linguistic duality, or written by an indigenous author), movie/documentary watching, quizzes, etymology fun facts, etc.	<p>Objectives:</p> <ul style="list-style-type: none"> • Space for passion sharing • Networking Opportunity • Creating a sense of belonging <p>Link with OLWG 2021-22 theme: “Learn”&“Share”</p> <p>Link with the People Management Strategy: objective 4.1: Support a workplace that is respectful of official languages and conducive to linguistic duality.</p>	Members of the OLWG	N/A Throughout the year	OLWG members	On the spot / optional / little to no preparation required
2.Promote CSPA event for Linguistic Duality Day & OCOL dictation	Promote the event that will be organised by the CSPA and the OCOL dictation	<p>Link with OLWG 2021-22 theme: TBD (dependent on the CSPA’s activity) & learn</p> <p>Link with the People Management Strategy: objective 4.1: Support a workplace that is respectful of official languages and conducive to linguistic duality.</p>	Employees of all Levels	Linguistic Duality Day (September 9, 2021) Second quarter	<ul style="list-style-type: none"> • CSPA • Communications • HRMD 	Simple

<p>3. New – Meme contest</p>	<p>Share the examples from the concours de mèmes organized by the Official Languages Committee of the Federal Prairies Council, and invite employees to create their own meme!</p>	<p>Objective:</p> <ul style="list-style-type: none"> • Celebrate linguistic duality <p>Link with OLWG 2021-22 theme: “Share”</p> <p>Link with the People Management Strategy: 4.1 – Support a workplace that is respectful of official languages and conducive to linguistic duality</p>	<p>Employees of all levels</p>	<p>Linguistic Duality Day (September 9, 2021)</p> <p>Second quarter</p>	<ul style="list-style-type: none"> • HRMD • Communications • Learning 	<p>Simple</p>
<p>4. Provide opportunities for employees to practice their second OL via the interdepartmental linguistic interchange program (ILIP)</p>	<p>The ILIP provides lunch hour facilitated group discussions to employees of participating departments who want to practice their second OL in an informal setting.</p> <p>The group discussions are guided by facilitators, who are trained volunteers from the participating departments. Facilitators are given the option of participating in either their first or their second official language and have the opportunity to practice their second language (if they choose to do so) as well as public speaking.</p>	<p>Objective:</p> <ul style="list-style-type: none"> • Provide a mechanism for employees to practice their second OL in a safe and encouraging environment, enhancing their feelings of linguistic security. • Allow employees to network with employees from other departments. <p>Link with OLWG 2021-22 theme: “Learn” & “Dare”</p> <p>Link with the People Management Strategy: 3.2 - Develop a bilingual workforce;</p>	<p>Employees who want to maintain or improve their second OL</p>	<p>Fall – TBD</p> <p>Third quarter</p>	<ul style="list-style-type: none"> • Learning • Communications • Other participating departments • Emerging Leaders Network 	<p>Ambitious</p>

<p>5. Holidays Countdown OL Challenges Calendar</p>	<p>A tool similar to last year's challenges calendar, and to the one used by OttawaU, with daily challenges to be completed by employees and managers. The themes of the challenges will be around learning and maintaining one's second OL, as well as fostering linguistic duality.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Provides employees with: <ul style="list-style-type: none"> • incentives to practice their second language • opportunities to challenge themselves • Fosters linguistic duality. <p>Note: Some challenges will promote HR tools and best practices such the Hub, the Mauril app, and tips to facilitate bilingual meetings.</p> <p>Link with OLWG 2021-22 theme: 'Dare'', 'Learn''&'Share'</p> <p>Link with the People Management Strategy: 3.2 – Develop a bilingual workforce; 4.1 – Support a workplace that is respectful of official languages and conducive to linguistic duality; and 4.3 – Foster a healthy workplace that focuses on wellbeing and where employees feel valued.</p>	<p>Employees of all levels</p>	<p>December Third quarter</p>	<ul style="list-style-type: none"> • HRMD • Communications • Learning • Managers' community 	<p>Medium</p>
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<p>6. New - Discussion on la Francophonie in the world</p>	<p>A panel of employees of various backgrounds who learned French outside of Canada will share their experience (e.g. facts about la Francophonie of the country where they learned French, whether they experienced linguistic insecurity in Canada, etc.).</p> <p>It would also be possible to add a section on the linguistic path of Indigenous persons, and the issues that come along with learning colonial languages, as well as relating to the valorization of Indigenous languages.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> • Increase awareness of Francophonie, its richness, and challenges linked to linguistic insecurity • Provide an opportunity for employees to learn more about challenges linked to the valorization of Canadian languages, including indigenous languages • Increase employee well-being by providing tools to overcome linguistic security <p>Link with OLWG 2021-22 theme: "Learn" & "Share"</p> <p>Link with the People Management Strategy: 4.1 – Support a workplace that is respectful of official languages and conducive to linguistic duality; 4.3 – Foster a healthy workplace that focuses on wellbeing and where employees feel valued; and 4.4 – Provide a respectful workplace that is safe from violence, harassment and discrimination and that reinforces ethical behavior</p>	<p>Employees of all Levels</p>	<p>"Bell Let's Talk" (end of January) Fourth quarter</p>	<ul style="list-style-type: none"> • Communications • Learning • Ombuds Office • D&I Committee 	<p>Ambitious</p>
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7. New - Informative <i>Update at the PSC</i> messages	Periodic <i>Update at the PSC</i> messages will be issued to provide fun and informative facts about official languages (e.g.: Word of the Week, linguistic tips and advice, info about OLMCs, infographics, neoterminum, updates on the OL Center of Excellence’s initiatives relating to linguistic security, etc.)	Objectives: <ul style="list-style-type: none"> • Increase awareness & knowledge about linguistic duality; • Equip employees with tools and resources they can use and share <p>Link with OLWG 2021-22 theme: “Learn”</p> <p>Link with the People Management Strategy: 4.1 – Support a workplace that is respectful of official languages and conducive to linguistic duality.</p>	Employees of all levels	Various Throughout the year	<ul style="list-style-type: none"> • HRMD • Learning • Communications 	Simple
8. Viewing of an OL-related documentary/film	Viewing of a NFB movie, followed by a guided discussion	Objectives: <ul style="list-style-type: none"> • TBD based on movie selection <p>Link with OLWG 2021-22 theme: “Learn”&“Share”</p> <p>Link with the People Management Strategy: 4.1 – Support a workplace that is respectful of official languages and conducive to linguistic duality.</p>	Employees of all levels	« Rendez-vous de la francophonie » (March 2022) Fourth quarter	Communications	Medium

The Working Group on Official Languages increases the exposure and reach of official languages. To do so, it seeks to raise awareness of linguistic duality’s importance among PSC employees, encourages them to practice their second official language, and provides opportunities for linguistic learning and development. It also provides an intragroup space where group members can share their passion and continuously learn. The Group promotes linguistic duality in partnership with HR, OL Champions, as well as other PSC groups and initiatives, in a spirit of collaboration. Its technological presence, sustained engagement with employees, and strong visual identity help it stand out and distinguish itself. Its mission is to favour a work environment in which each employee feels free to express themselves in the official language of their choice at all times, and where linguistic duality is actively valorized and encouraged.