

THE COUNCIL OF THE NETWORK OF OFFICIAL LANGUAGES CHAMPIONS



2023–2024 Annual Report

ABOUT THE COUNCIL

[The Council of the Network of Official Languages Champions](#) (the Council) is a horizontal organization of the Government of Canada within which departments, agencies, Crown corporations and regional federal councils all work together.

The Council's mandate is to act as an agent of influence for official languages and mobilize deputy heads and official languages champions, with the aim of promoting common approaches and ensuring that official languages are a top-of-mind issue at the senior management level.

Made up of 25 members, it provides a voice to more than [200 official languages champions](#) across the federal public service.

REVIEW OF 2023–2024

The 2023–2024 year was marked by many changes, including the adoption of Bill C-13, *An Act for Substantive Equality of Canada's Official Languages*, a testament to the importance of official languages nationwide. The Council continued to act as an agent of influence for official languages within the Government of Canada, with the aim of promoting common approaches and ensuring that official languages are a top-of-mind issue at the senior management level in federal institutions.

[Brigitte Gibson, Regional Director General for the Prairies and Northern Region](#) at Canadian Heritage and Vice-Chair of the Council since 2021, and [Lucie Séguin, Assistant Deputy Minister, Receiver General and Pension Branch](#), King's Printer for Canada at Public Services and Procurement Canada, were [appointed co-chairs of the Council in May 2023](#).

More than 60 new official languages champions were appointed within federal institutions. The Council met five times in 2023–2024 and welcomed one new member.

The Council is pleased to have completed the implementation of the key activities set out in its 2021–2024 Strategic Plan. This report presents an overview of the initiatives carried out in the last year.

Official Languages Day 2023

The Council's signature event, [Official Languages Day](#), was a resounding success, gathering more than 2,700 participants from all backgrounds to celebrate around the unifying theme of "Our languages, a window on the world". This event, which celebrates and promotes official languages, is now open to the public and is streamed virtually. The opening of Official Languages Day was highlighted by the participation of the Deputy Minister of Canadian Heritage and champion of the public service official languages community, as well as the Deputy Minister of Crown-Indigenous Relations and Northern Affairs Canada and the Commissioner of Official Languages of Canada.

A Community Spotlight showcased little-known official language minority communities, including a vignette from the Regional Development Network on Quebec's English-speaking regional communities, and a conversation with the Association des francophones du Nunavut, which introduced participants to Nunavut's francophonie and the territory's unique linguistic reality.

During a discussion panel that focused on giving youth a voice, panellists shared and discussed their experiences and how learning an additional language enriched their professional lives and shaped their view of the world.

Feedback received highlighted the event's excellence, diversity and quality. The Council would like to extend its sincerest thanks to the Linguistic Duality Network, Canadian Heritage, the Translation Bureau and the Canada School of Public Service for their support and collaboration, which were key to this success.

The Conference of Official Languages Champions

The Conference of Official Languages Champions took place on June 8, 2023, at the Shaw Centre in Ottawa. More than 70 federal institutions were represented at this first hybrid mobilization event since the pandemic. Under the theme "Dare to Lead", champions listened with interest to the keynote speaker and facilitator, Richard Rochefort, whose goal was to inspire and strengthen leadership among champions. The speaker used his experience and the symbol of the campfire to lead discussion groups and inspire participants' reflections on the role of the champion, the environment and the tools to support them in their role. The trends that emerged from these discussions can be consulted [here](#).

Best Practices Forum on Official Languages

[The Best Practices Forum on Official Languages](#) took place from February 5 to 9, 2024. This year's event brought more than 2,000 participants to the webcast and 1,388 participants to various virtual workshops offered throughout the week. Special contributions included the Clerk of the Privy Council, the Minister of Employment, Workforce Development and Official Languages, and the President of the Treasury Board.

Lucie Séguin, the Council's Co-Chair, had the great pleasure of hosting the [Spotlight on the modernized Official Languages Act discussion](#), during which the panellists, the Associate Chief Human Resources Officer, the Deputy Minister of Canadian Heritage and the Commissioner of Official Languages, discussed the modernized *Official Languages Act* and how it benefits all Canadians.

The second event of the day, hosted by Jean-Pierre Rousseau, the Canada School of Public Service's Official Languages Champion, was mainly devoted to the official languages community of practice. Participants had the opportunity to ask the Treasury Board of Canada Secretariat and Canadian Heritage questions during the "The floor is yours" discussion. Representatives from the Treasury Board of Canada Secretariat, Canadian Heritage, Farm Credit Canada, the Canadian Food Inspection Agency, the Financial Transactions and Reports Analysis Centre, the Canada Deposit Insurance Corporation and the Public Health Agency of Canada all contributed to best practices workshops and information sessions during the Forum. Many other institutions participated by hosting a kiosk during the hybrid event on February 6 or by sharing best practices. The virtual kiosks, resources and material presented during the forum is available on the [Forum's GCwiki page](#).

These mobilization and learning activities were jointly organized by the Treasury Board of Canada Secretariat, Canadian Heritage and the Council of the Network of Official Languages Champions.

Official languages & public service values and ethics

At the initiative of the Deputy Minister of Canadian Heritage and champion of the public service official languages community, the Council invited official languages champions to participate in a discussion on official languages and public service values and ethics.

The meeting was organized following the Clerk of the Privy Council's announcement of an exercise intended to advance discussions with public servants on how to continue to collectively give expression to the values and ethics within the public service and in a dynamic, increasingly complex environment.

On November 30, 92 champions from various federal institutions took part in discussions with the champion of the public service official languages community. They had the opportunity to share their thoughts on public service values, mainly official languages as an integral part of

the Values and Ethics Code, to establish an inclusive, strong and thriving public service culture that continues to serve Canadians.

During the discussions, official languages champions emphasized citizen services and bilingual workplaces by suggesting that, as a requirement, official languages be considered part of workplace culture. They also raised challenges created by the evolution of the linguistic landscape, especially with multilingualism. Several measures were suggested to promote and sustain a bilingual culture within the public service. The Council would like to thank the champions for their engagement and valued participation in this meeting.

The final report can be viewed here: [Deputy Ministers' Task Team on Values and Ethics Report to the Clerk of the Privy Council](#).

Official languages learning paths

As part of the initiative to develop official languages learning paths by the Official Languages Centre of Excellence (OLCE) of the Treasury Board of Canada Secretariat, the champions community was asked to better identify their official languages development needs. More than 60 champions from various federal institutions, Crown corporations and agencies completed the questionnaire. The Council will use the results to review existing resources and develop activities and resources for champions. The following is a summary table of key points.

LEARNING CONSTRAINTS	KNOWLEDGE TO BE ACQUIRED
<ul style="list-style-type: none"> - Operational constraints - Availability of training adapted to meet champions' realities and roles 	<ul style="list-style-type: none"> - Legislative framework - OL governance within the GC - Issues and priorities - Strategic ties
LEARNING METHOD	TYPES OF TOOLS
<ul style="list-style-type: none"> - Virtual, self-paced - Workshops - Conferences - Discussions - Mobilization committee or group 	<ul style="list-style-type: none"> - All-in-one kits - Q&A sessions - Collections of best practices - Guidelines - Targeted presentations

New champions

The Council distributed a welcome toolkit to [60 new official languages champions](#) in the past year. The toolkit contains a wealth of useful information, including a reference guide for champions, infographics and links to resources and tools. These are also available on the [Tools and Resources](#) page of the Official Languages Champions' Toolbox.

Upcoming

The Council is currently reviewing its 2024–2027 Strategic Plan, through which it will continue to carry out its leadership role to promote common approaches supporting the implementation of the modernized *Official Languages Act* and the advancement of official languages priorities. The Council will continue to build on its role as a catalyst and its partnerships to support official languages champions in the performance of their roles. Taking into account, integrating and promoting the realities of Canada's various linguistic minorities and regions remains a priority in the Council of the Network of Official Languages Champions' overall activities.



Lucie Séguin, Co-Chair

Assistant Deputy Minister, Receiver General and Pension Branch, King's Printer for Canada, Public Services and Procurement Canada

Brigitte Gibson, Co-Chair

Regional Director General, Prairies and Northern Region, Canadian Heritage
Official Languages Champion, Prairie Federal Council

Maya Bélanger, Senior Manager

Council of the Network of Official Languages Champions Secretariat



COUNCIL OF THE NETWORK OF CHAMPIONS



CNOLC-CRCLO



Osez! Dare!

COUNCIL OF THE NETWORK OF OFFICIAL LANGUAGES CHAMPIONS MEMBERS

Below are the members of the Council, which provides a voice to the community of official languages champions throughout the public service. The complete list of official languages champions within federal institutions subject to the *Official Languages Act* is posted [here](#).

Name	Institution
Séguin, Lucie (Co-Chair)	Assistant Deputy Minister, Receiver General and Pension Branch, Public Services and Procurement Canada
Gibson, Brigitte (Co-Chair)	Regional Director General, Prairies and Northern Region, Canadian Heritage Prairie Federal Council
Boily, Sarah	Director General, Official Languages, Official Languages Branch, Canadian Heritage
Bourdages, Jacinthe	Director and General Counsel, Official Languages Directorate, Justice Canada
Lévesque, Nathalie	Regional Director, Atlantic, Public Health Agency of Canada Atlantic Federal Council
Lojk, Begonia	Chief Audit and Evaluation Executive, Executive Services, Shared Services Canada
Barnes, Maria	Regional Director General, British Columbia Regional Office, Justice Canada British Columbia Federal Council
Dakdouki, Chaouki	Regional Director General, Quebec Region, Canadian Heritage Quebec Federal Council
Armitage, Elizabeth	Public Prosecution Service of Canada
McQueen, Monica	
Feniak, Aaron	Executive Director, Human Resources Council
Frame, Joshua	National Chair, Federal Youth Network
Hamel, Francis	Director, Data services and Analysis, Oversight and Investigations, Public Service Commission
Thiffault, Nathalie	Director, Strategic Directions and Partnerships, Public Service Commission

Name	Institution
Demers, Catherine	Associate Assistant Deputy Minister, Skills and Employment Branch, Employment and Social Development Canada
Mohan, Dinesh	Director General, Strategy, Architecture and Business Relations, Employment and Social Development Canada
Harris, Steven	Assistant Deputy Minister, Service Delivery Branch, Veterans Affairs Canada
Bérubé, Sylvie	Assistant Commissioner, Western Region, Canada Revenue Agency
Bolduc, Sylvie	Director, Official Languages and Recognition Division, Canada Revenue Agency
Leduc, Pierre	Assistant Commissioner, Policy and Communications, Office of the Commissioner of Official Languages
Lehoux, Nadia	VIA Rail Canada Inc.
Richard, Geneviève	VIA Rail Canada Inc.
Maltby, Amanda	Director General, Corporate Compliance and Regulatory Affairs, Canada Post Corporation
Nixon, Wendy	Assistant Clerk of the Privy Council, Orders in Council, Privy Council Office
Quell, Carsten	Executive Director, Official Languages Centre of Excellence, Office of the Chief Human Resources Officer, Treasury Board of Canada Secretariat
Turcotte, Martyn	Senior Counsel and Team Leader (acting), National Security and Intelligence Review Agency
Rousseau, Jean-Pierre	Director, Client Service Delivery, Office of the Registrar, Business Enablement and Assurance Services Branch, Canada School of Public Service
Cyr, Stéphane	Vice-President, Corporate Services Branch and Chief Financial Officer, Canadian Nuclear Safety Commission