



# The OL Connection

Summer 2023

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## Headlines

### **The upcoming Official Languages Regulations Re-application Exercise**

We are pleased to inform you of the upcoming Official Languages Regulations Re-application Exercise (OLRRE). The OLRRE is a legal obligation undertaken every 10 years following the publication of the decennial Census data and is intended to update the linguistic designation of federal offices. This major review aims to determine which offices are required to communicate with and provide services to the public in English, in French or in both official languages. All institutions with regional operations (offices outside of the National Capital Region) must participate in this exercise and review compliance with the [Official Languages \(Communications with and Services to the Public\) Regulations](#) for these points of service to the public.

The OLRRE will soon be launched. We would like to reassure you that prior to each stage of the OLRRE, the Regulations team will offer targeted information sessions on certain tasks in the process to the institutions concerned. Stay tuned for future communications on this topic. Should you have any questions on the Regulations, please contact us at: [info-ollo@tbs-sct.gc.ca](mailto:info-ollo@tbs-sct.gc.ca).

## Royal Assent of Bill C-13

Bill C-13, [An Act to amend the Official Languages Act, to enact the Use of French in Federally Regulated Private Businesses Act and to make related amendments to other Acts](#), received royal assent on June 20, 2023. Here are some key changes to the [Official Languages Act](#) (Act).

The amended Act confers new roles and responsibilities on the Treasury Board, its President and its Secretariat:

- The President of the Treasury Board is now responsible for exercising leadership within the federal government of Canada in relation to the implementation, coordination and good governance of the *Official Languages Act*.
- Treasury Board's existing authorities for monitoring and verifying compliance with Parts IV, V and VI are strengthened and become mandatory. They are also expanded to include the new power to monitor positive measures taken by federal institutions under Part VII, and their obligation to consider the inclusion of language clauses in federal-provincial/territorial agreements.
- The Treasury Board is now the designated entity to develop regulations for the application of Part VII, after consultation with the Minister of Canadian Heritage.

The amended Act contains new provisions relating to the use of English and French as languages of work within federal institutions. One of them states that federal institutions will be required to ensure that employees in bilingual regions for language of work purposes are supervised in the official language of their choice, regardless of the linguistic identification of their position. This provision will come into force 2 years after Royal Assent. The Treasury Board Secretariat is currently examining the implications of this new provision and will be communicating further with federal institutions on the subject.

In addition, the amended Act has implications on the disposal process for surplus federal real property. Accordingly, the Treasury Board Secretariat will update its [Directive on Management of Real Property](#) and supporting guidelines, as applicable, to reflect the new legislative obligations to consider the interests of linguistic minority communities in the disposal process.

Until further information is published, you can contact us at [OLCEInformationCELO@tbs-sct.gc.ca](mailto:OLCEInformationCELO@tbs-sct.gc.ca) if you have any questions regarding the implementation of these new legislative requirements.

## Update: CBC requirement for bilingual supervisory positions

### Increasing the minimum second language proficiency requirement for bilingual supervisory positions

In light of recent amendments to the *Official Languages Act* (OLA), the implementation date for the policy change to increase the minimum second language proficiency requirement for bilingual supervisory positions has been postponed to summer of 2025.

## End of second language evaluation temporary measure 3 for reading comprehension and written expression

A new [Letter to Heads of Human Resources](#) has been published announcing that the temporary measure 3 allowing departments and agencies to use an alternative method to assess the language skills (oral proficiency, reading comprehension and writing expression) will be amended on **September 1, 2023**, to remove the use of alternative methods for the assessment of reading comprehension and written expression.

Departments and agencies authorized by the Public Service Commission may continue to use an alternative method to assess second language proficiency for oral competency until further notice.

The Commission invites you to share this information with hiring managers and colleagues in your organization who may be interested.

The [questions and answers for human resources specialists](#) have been adjusted accordingly.

## Toolbox

### System for Official Languages Obligations

The development and improvement of the System for Official Languages Obligations (SOLO) is an iterative process. We continue to improve the application as more persons responsible for official languages (PROL) become familiar with it and identify pain points, bugs, etc. We appreciate your ongoing cooperation. Since our last update, we have made the following improvements within SOLO:

- The PROL are now able to modify addresses in a census metropolitan area where the census subdivision changes;
- The 'illegal address change' message no longer appears erroneously for several offices;

- The office numbers now appear in the task list;
- There were various upgrades and fixes to the service area page;
- The PROL can add programs to their head office;
- The OL Statistical data: Progress bar is fixed;
- The Annual review: the 'Print Questionnaire' function is fixed.

Please continue to report all issues to [info-ollo@tbs-sct.gc.ca](mailto:info-ollo@tbs-sct.gc.ca).

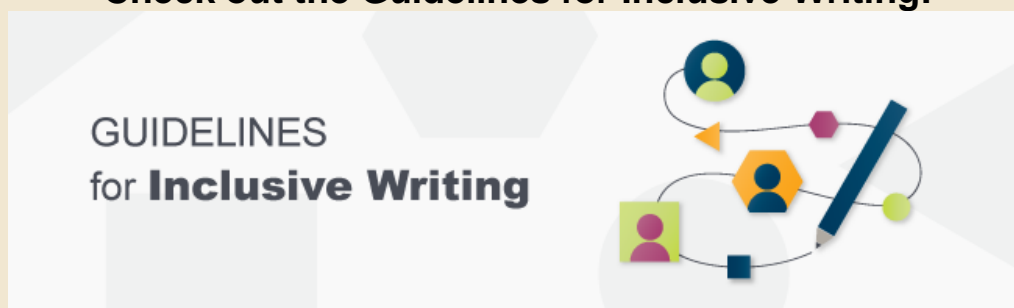
## Substantive equality in the context of communications and services with the public

Persons responsible for official languages (PROL) participated in a mini workshop on the principle of linguistic equality at the May 31, 2023, meeting of the Departmental and Crown Corporation Advisory Committee on Official Languages.

The presentation, and recommended speaking notes with general instructions, is now available as a learning resource for PROLs to conduct workshops within their own institutions. Access the [material here](#) (and in [French here](#)).

If you have a topic for which you would like more resources to help you in your role as a PRLO or OL advisor, please do not hesitate to contact the Support to Federal Institutions Team: [OLCEInformationCELO@tbs-sct.gc.ca](mailto:OLCEInformationCELO@tbs-sct.gc.ca).

## Check out the Guidelines for Inclusive Writing!



Would you like to write more inclusively in French or English?? Looking for inclusive writing principles and techniques to help you do just that? You can now access the [Guidelines for Inclusive Writing](#) on the Language Portal of Canada!

The Guidelines for Inclusive Writing are designed to help the federal public service and any other organization produce writing that is free of discrimination based on gender, race, ethnicity, disability or any other identity factor. The Guidelines outline principles for writing inclusive texts and describe practical techniques to use in various contexts. Another new resource is the [Inclusionary](#) and its French counterpart, the [Inclusionnaire](#), which can help you find inclusive alternatives to gendered words and expressions.

The Guidelines and the collections of inclusive solutions were developed by the Interdepartmental Working Group on Inclusive Writing, which is co-chaired by Public Services and Procurement Canada (represented by the Translation Bureau), Women and Gender Equality Canada, and Canadian Heritage, and composed of various federal and provincial departments and agencies. These resources have been the subject of extensive consultation, notably with equity, diversity and inclusion networks, as well as with language and communications specialists. Check out these resources today!

## Community

### Official Languages Day: Save the date!

Formerly known as Linguistic Duality Day (LDD), Official Languages Day (#OLDay) has been celebrated every second Thursday in September since 2009. As in previous years, many virtual activities are planned to reach as many Canadians as possible.

The [Council of the Network of Official Languages Champions](#) & [the Canada School of Public Service](#), in collaboration with [the Linguistic Duality Network](#) & other partners, will be hosting a webcast on the theme "**Our languages, a window to the world**" on **September 14 from 1:30 to 3:00 p.m. (EST)**, bringing together public service employees, community stakeholders, youth, artists and many others. Keep an eye on your e-mails and the Canada School of Public Service's newsletter, [GCLearning](#), for upcoming details on how to participate.

Mark your calendars to celebrate Canada's rich linguistic heritage!

### Conference of Official Languages Champions

The annual Conference of Official Languages Champions took place on June 8, 2023, at the Shaw Centre in Ottawa. Over 70 federal institutions were represented at this hybrid event.

Under the theme [Dare to Lead](#), champions listened with interest to the keynote speaker and facilitator, Richard Rochefort, whose objective was to inspire passion and strong leadership in champions. The facilitator spoke about his life experience as a Franco-Ontarian raised in a predominantly English-speaking region, and the challenges he and his family faced. He spoke about how they overcame challenges and resisted assimilation to maintain their language and culture. Through their church community, and a group of like-minded Franco-Ontarians, they formed an informal social group called "les Bons copains campeurs," where French families in the region came together to camp and spend time with one another.

Richard used his experience and the symbol of the campfire to leave three reflections with participants:

1. When we huddle around the fire, we are one team, one family. Amongst team and family members, we do not need formalities. Champions need to set the tone and create environments and dialogues that are open, inclusive, and welcoming to better connect with people.
2. Fire produces light. To maintain this light, the fire needs to be stoked, it needs oxygen and kindling. Champions must all contribute and work together to maintain the fire, the light, if they want to be successful.
3. Fire produces warmth. We can associate this warmth with emotional intelligence, a trait that leaders must develop and exercise in their decision-making and interactions with others. Others will be drawn to this warmth.

During the breakout activity, champions came together to discuss [four questions](#). The trends that resulted from these discussions can be viewed here [\[add link\]](#). The organizing committee will analyze these results and use them to develop learning events and tools to better support official languages champions in understanding and exercising their functions.

If you have any questions about the Conference of Official Languages Champions, please do not hesitate to contact the [organizing committee](#).

## Subscribe to the Human Resources Council Newsletter

The Human Resources Council (HRC) produces quarterly newsletters with timely updates and relevant articles for the HR community. Make sure to stay apprised of HR news by subscribing to their informative newsletter at [HRC Newsletter](#). The [June Human Resources Council Newsletter](#) is now available!

## Contacting the Official Languages Centre of Excellence

A friendly reminder that it is important to use our generic mailboxes to contact the Official Languages Centre of Excellence (OLCE), particularly during the summer vacation season.

- Questions about the Annual Review on Official Languages: [OLReview-BilanLO@tbs-sct.gc.ca](mailto:OLReview-BilanLO@tbs-sct.gc.ca)
- Questions about the Official Languages Regulations and SOLO (System on Official Languages Obligations): [info-ollo@tbs-sct.gc.ca](mailto:info-ollo@tbs-sct.gc.ca)
- Interpretation services and general questions: [OLCEInformationCELO@tbs-sct.gc.ca](mailto:OLCEInformationCELO@tbs-sct.gc.ca)

