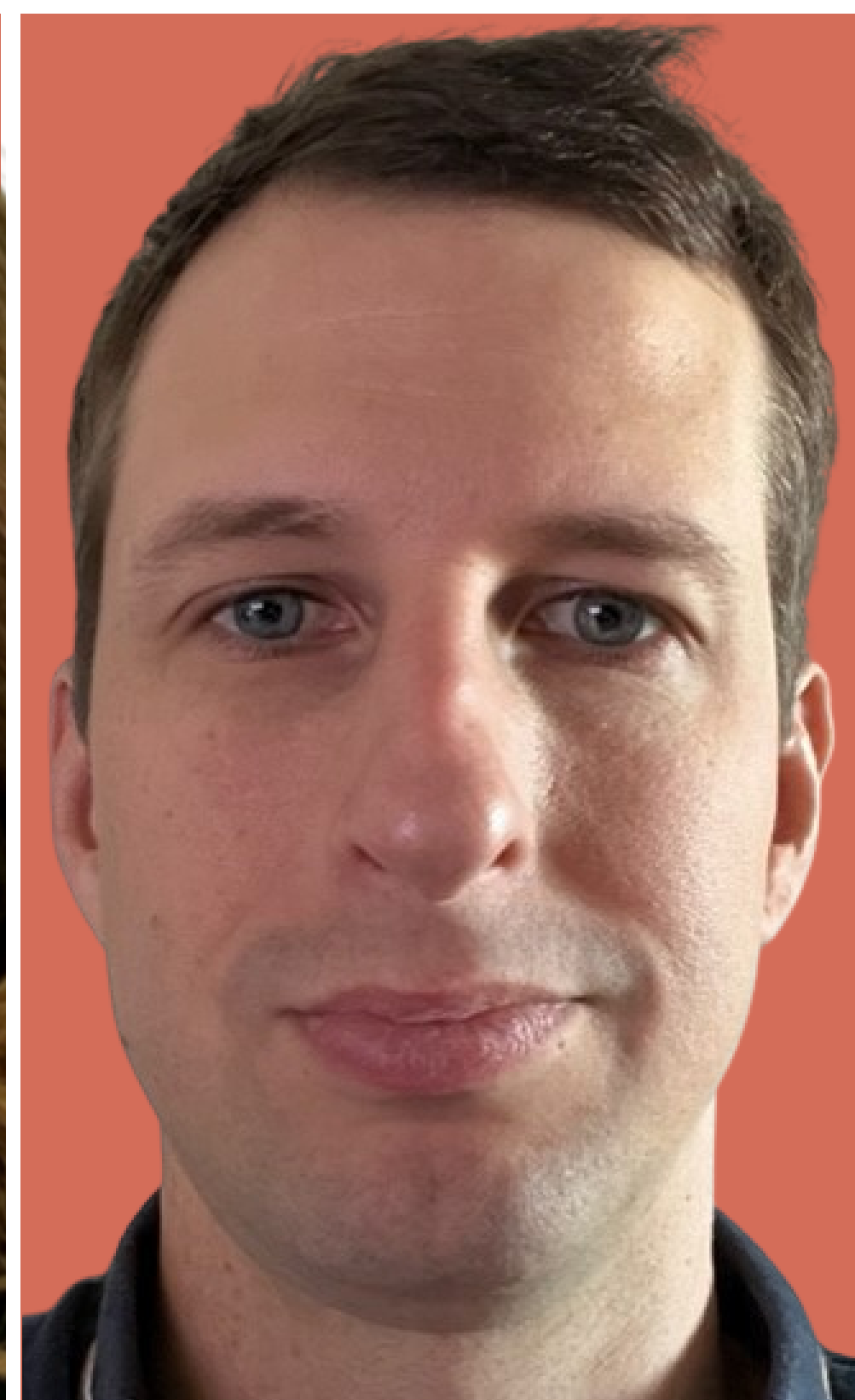


ASK ME ANYTHING



BILINGUALISM

**A COURAGEOUS CONVERSATION ON
WHAT IT MEANS TO BE BILINGUAL IN
THE PUBLIC SERVICE**



**WEDNESDAY, SEPTEMBER 14, 2022 AT 1PM EST
FEATURING: COMMISSIONER RAYMOND
TH  BERGE, LAMARE ROBINSON AND ANDREW
MCARTHUR**

Canada 

ASK ME ANYTHING (AMA) RESOURCE GUIDE



NOTE FROM OUR TEAM

Thank you for participating in September's [Ask Me Anything \(AMA\): Bilingualism](#). We are excited that you joined us for this event! An extensive list of resources has been collected and curated, that we believe will be helpful for our colleagues however, it is not an exhaustive list. We recognize that not every resource will be valuable to every reader, however, we hope that helpful and interesting resources can be found within our guide.

**In collaboration, The AMA Team
DiversityandInclusion-Diversiteetinclusion@forces.gc.ca**

EVENT DESCRIPTION

In July 1867, English and French were officially permitted in the Parliament of Canada (<https://www.colocol.gc.ca/en/timeline/1860-1869>). Since then, there has been a multitude of millstones that celebrated and integrated both official languages into Canadian culture and history.

Promotion and support for bilingualism include access to education in both languages, youth learning opportunities, career learning opportunities and a strengthened network. Bilingualism is a key component of Diversity and Inclusion that falls under belonging. Communication is a basis of human nature, and being able to communicate with each other creates spaces for cooperation, understanding, and inclusion.

Join us this month as the Ask Me Anything stage welcomes speakers to talk about their experiences and thoughts on bilingualism, its importance in our work environments, and its impact on our lives.



Opening Remarks by Dave Morton, Parks Canada

Dave Morton has worked at the Parks Canada Agency since 2005 as an administrative assistant providing clerical and administrative/operational support services and related information and guidance, in support of the National Internal Communications Team as well as the Leadership and Learning Team. Before joining the communication team, Dave performed as a member of the PeopleSoft Team, working on the National Classification Review under Human Resources Management System (HRMS) and the employee data update project.

Outside of PCA, Dave is an ASL (American Sign Language) instructor at Carleton University and Algonquin College teaching undergraduate students about Deaf Culture and understanding the structure of sign language. ASL is not the only language Dave can sign, he can also sign Langue des signes québécoise and few other manual languages.

Personally, Dave enjoys outdoor activities such as camping, hiking, downhill skiing and mountain biking, and is also a competitive curling player through cash spiels (curling tournaments). Dave holds medals from the World Deaf Curling Championships in Sochi, Russia in 2017 and Winter Deaflympics in Khanty-Mansiysk, Russia in 2015. Dave was born in CFB Lahr, West Germany until nearly a year-old, then immigrated to Canada while his father was stationed in the military. Dave has an ancestry of Mi'kmaq from Nova Scotia.

Dave's top accomplishment in education comes with a degree of Bachelor of Fine Arts in 1999 from Rochester Institute of Technology in Rochester, New York and he's gone through deaf education at Sir James Whitney School in Belleville, Ontario.

"Disability is not considered to deaf community as we don't have any physical disability except hear."

PANELISTS



Raymond Th  berge, Commissioner, Office of the Commissioner of Official Languages

Raymond Th  berge took office as Commissioner of Official Languages on January 29, 2018.

Raymond Th  berge has a Ph.D. in linguistics from McGill University, a master's degree in applied linguistics from the University of Ottawa and a bachelor's degree in history from the Coll  ge universitaire de Saint-Boniface. He held a number of leadership positions before coming to the Office of the Commissioner of Official Languages, and he has significant experience with official language minority communities. He also has extensive experience in academia and has worked across Canada.

He spent a large part of his career at the Coll  ge universitaire de Saint-Boniface (1985–1995 and 1997–2003), where he was director of the research centre, a professor in the faculty of education and then dean of education. In 2012, he was appointed president and vice-chancellor of the Universit   de Moncton.

Raymond Th  berge's background also includes experience as a senior public servant. From 2004 to 2005, he was assistant deputy minister at the Bureau de l'  ducation fran  aise in Manitoba's Department of Education, Citizenship and Youth. From there, he moved to the Council of Ministers of Education of Canada, where he was executive director from 2005 to 2009. He was also an assistant deputy minister in Ontario's Ministry of Education and Ministry of Training, Colleges and Universities.

He is the author of numerous peer-reviewed publications, three books and a bibliography, and has completed many research projects, which reflect his interest in official language minority communities. He wrote a book called *Demain, la francophonie en milieu minoritaire?* about the future of French-speaking minority communities and an article entitled "Le d  veloppement culturel des communaut  s francophones de l'Ouest : Vers un plan d'action" about the cultural development of French-speaking communities in Western Canada.

Raymond Th  berge has served on boards of directors of a number of organizations, including the Association des coll  ges et universit  s de la francophonie canadienne and the Agence universitaire de la Francophonie. He was Director General of the Soci  t   franco manitobaine from 1983 to 1985, and president of the Centre d'  tudes franco canadiennes de l'Ouest from 1995 to 2004.

PANELISTS



**Lamare Robinson, Acting Senior Analyst,
Strategic Planning Culture Change Evolution,
DG Culture Change (DGCC), Chief Professional
Conduct and Culture (CPCC), National Defence**

Lamare has been a public servant for over ten years, serving in various roles across Parks Canada and, currently, in National Defence. She has had the great privilege to work in and visit most regions of Nunavut, and her love of the territory – the people, the culture, the languages, and the land – endures. She is a storyteller, first and always. She is a lifelong student, a survivor, and an optimist. She is working to co-create meaningful and lasting change in our workplaces and in our communities, where we all feel – and are – safe to be our authentic selves and where inclusion, diversity, equity, and true belonging are expected and assured. Her vision: One day, people will look back on this time and think us silly and tragic. They'll say, Of course, diversity is our strength. Of course, we belong here.

PANELISTS



Andrew McArthur, Senior Analyst, Risk Management, Department of Justice Canada

Andrew McArthur is a Senior Analyst for the Department of Justice Canada working in the area of Risk Management. He has spent the past 10+ years in the federal government the majority of that time working in various capacities with the Canadian Human Rights Commission including as Manager of the Results and Performance Unit and the Complaint Intake Unit.

Andrew grew up in a unilingual English environment in Southern Ontario where his only exposure to French was in school until grade 9. After graduating from McMaster University, Andrew moved to Québec City to learn French in an immersive environment. That experience though extremely difficult was an incredibly enriching one which has been a benefit in both professional and personal pursuits.

MEET OUR CO-MODERATORS



Mary Ann Dewey-Plante, Assistant Director, External Relations and Industry Engagement, Canadian Coast Guard

Mary Ann Dewey-Plante joined the Canadian Coast Guard as Manager of International Engagement in August 2021. Since March 2022, she has held the position of Acting Director, External Relations and Industry Engagement. Mary Ann holds her LL.B. from l'Université de Sherbrooke and a certificate in Women's Studies (With Distinction) from Bishop's University.

Mary Ann has devoted a quarter of a century to public service, including running for office. After a time in the private sector, she held senior positions in a variety of offices of Ministers of the Crown from 2008-2015, notably at the Department of Finance and the Department of Justice, leading communications strategies and policy development of important government initiatives.

Mary Ann entered the Federal Civil Service in 2016, when she joined the Canada Revenue Agency, (CRA) where as Assistant Director, Issues and Strategic Communications, she led the Agency's communications strategy on Offshore Tax Evasion as well as Domestic Compliance.

In 2019, Mary Ann took a sabbatical from the civil service to serve at Atomic Energy of Canada Limited, (AECL) leading the organization's communications and stakeholder relations strategies and efforts in support of various initiatives including the development of Small Modular Reactors. In her role, she also helped lead the building and nurturing of relationships with Indigenous communities, to further Reconciliation.

Most recently, prior to joining the Canadian Coast Guard, Mary Ann led the implementation of the Government of Canada's COVID financial support programs at the CRA, leading the program that delivered over \$100 billion in support to assist Canadian businesses weather the economic impacts of the COVID -19 pandemic. In recognition of these efforts Mary Ann and her team were awarded a CRA Award of Excellence for Partnerships from the Commissioner of the CRA.



Bernadeth Betchi, Acting Section Head, Lead Advisor for Diversity and Inclusion, Materiel Group, National Defence

Bernadeth has a Bachelor of Communication, a Masters of Women and Gender Studies and is a Ph.D. candidate in Philosophy Feminist and Gender Studies at the University of Ottawa.

She has worked at the Prime Minister of Canada's office, at the Canadian Human Rights Commission and as a professor of Communications and Human Rights at Algonquin College.

As a Black woman living in Canada, she is constantly reminded that she could be an outsider. Having always been intrigued by the experiences of other marginalized groups, Bernadeth has always been drawn towards their narratives, recognizing that their similarities and differences brought them together as they strive to construct or deconstruct their cultural identity.

Bernadeth is the mother of three humans. She is also a sister, a daughter, an aunt, and a friend.

#AMA CHALLENGE



#AMACHALLENGE

We encourage others to have courageous conversations with their peers. Use the monthly “Ask Me Anything” sessions as an opportunity to have brave conversations in your workplaces with your teams.

HERE'S WHAT TO DO:

- Invite your leaders and colleagues in your organization to an “Ask Me Anything” watch party, tune in live and watch the session together. Make sure it's in their calendars.
- Before the watch party, book an “After the AMA – Team Session” with your current team for the day after an event for 30-60mins. Share the resource guide and have these questions for discussion.

AFTER THE AMA - TEAM SESSION DISCUSSION QUESTIONS

1. What was my main takeaway – expand and share an amazing quote, story or moment
2. What made me uncomfortable/ what was one of my blindspots?
3. What is an example of a systemic discrimination that I am aware of in my life?
4. What am I not going to do anymore?
5. How can I use my voice/ influence – both overtly/covertly
6. Where am I going to dig in and learn more?
7. How will I continue this conversation?

It is important that we find value in the experiences, the unique characteristics of each other. When we develop our cultural competence, we are able to work better together within our teams and respond to each other with relevant empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation for each other and the diversity that surrounds us.

SUPPORT

Remember, **support is available for you and your family when you need it.** Some of the discussions, at the AMA, or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case.

Employee Assistance Program (for Federal Government employees) - [Canada.ca](https://www.canada.ca)
Toll-free: 1-800-268-7708 TTY (for people with hearing impairments): 1-800-567-5803

The Canada Suicide Prevention Service - Connect with a responder now by calling our toll-free number 1-833-456-4566.

RESOURCES



If in crisis visit your local emergency department, general hospitals or call 911

- <https://www.dcottawa.on.ca/24-7-crisis-line/>
- Ottawa and region distress center: Distress: 613-238-3311 | Crisis: 613-722-6914 or 1-866-996-0991 | TEXT 343-306-5550 | Chat & Text 10am-11pm

Wellness Together Canada

Mental Health and Substance Abuse Support.

<https://wellnesstogether.ca> and toll free 1-866-585-0445.

GOVERNMENT OF CANADA RESOURCES

- [English and French in the Workplace](https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/official-languages/workplace/english-french-workplace.html)
 - <https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/official-languages/workplace/english-french-workplace.html>
- [Bilingual Meetings](https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/official-languages/workplace/bilingual-meetings.html)
 - <https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/official-languages/workplace/bilingual-meetings.html>
- [Language of Work](https://wiki.gccollab.ca/Community_of_Official_Languages/Tools/Language_of_work)
 - https://wiki.gccollab.ca/Community_of_Official_Languages/Tools/Language_of_work
- [Official Languages and Bilingualism](https://www.canada.ca/en/canadian-heritage/services/official-languages-bilingualism.html)
 - <https://www.canada.ca/en/canadian-heritage/services/official-languages-bilingualism.html>
- [Community of Official Languages](https://wiki.gccollab.ca/Community_of_Official_Languages)
 - https://wiki.gccollab.ca/Community_of_Official_Languages
- [Official Languages Support Programs](https://www.canada.ca/en/canadian-heritage/services/funding/official-languages.html)
 - <https://www.canada.ca/en/canadian-heritage/services/funding/official-languages.html>



ONLINE RESOURCES

- Bilingualism
 - <https://www.thecanadianencyclopedia.ca/en/article/bilingualism>
- List of Bilingual Regions of Canada for Language-of-Work Purposes
 - <https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/official-languages/list-bilingual-regions-canada-language-of-work-purposes.html>
- Let's be honest about multiculturalism and official bilingualism: Perspectives from the Commissioner of Official Languages
 - <https://www.clo-ocol.gc.ca/en/publications/articles/2021/honest-multiculturalism-bilingualism>
- Office of the Commissioner of Official Languages - Portal for public servants
 - <https://www.clo-ocol.gc.ca/en/resources/public-servants>
- Accessing opportunity: A study on challenges in French-as-second-language education teacher supply and demand in Canada
 - <https://www.clo-ocol.gc.ca/en/publications/studies/2019/accessing-opportunity-fsl>
- Official Languages Programs
 - <https://englishfrench.ca/>
- Bescherelle
 - <https://www.bescherelle.com/>



VIDEOS AND PODCASTS

- [French Enough](https://www.nfb.ca/film/french-enough/)
 - <https://www.nfb.ca/film/french-enough/>
- [The Grasslands Project - Les Fransaskois](https://www.nfb.ca/film/grasslands_project_les_fransaskois/)
 - https://www.nfb.ca/film/grasslands_project_les_fransaskois/
- [In Canada](https://www.nfb.ca/film/in_canada/)
 - https://www.nfb.ca/film/in_canada/
- [Be Officially Amazing](https://www.youtube.com/watch?v=kL3f9Pbs1wQ)
 - <https://www.youtube.com/watch?v=kL3f9Pbs1wQ>
- [Let's Talk Bilingualism](https://www.clo-ocol.gc.ca/en/publications/podcasts)
 - <https://www.clo-ocol.gc.ca/en/publications/podcasts>



BOOKS

- [Speak Québec: The Leading Guide to Québec French](#)
 - <https://www.speakquebec.com/home>
- [Français du Canada - Français de France VII](#)
 - <https://www.chapters.indigo.ca/en-ca/books/fran%c3%a7ais-du-canada-fran%c3%a7ais-de/9783484560222-item.html?ikwid=linguistics&ikwsec=Home&ikwidx=0#algoliaQueryId=fe17792e9f0e431799e91c8d23a0bb81>
- [So They Want Us to Learn French](#)
 - <https://www.chapters.indigo.ca/en-ca/books/so-they-want-us-to/9780774830058-item.html?ikwid=bilingualism&ikwsec=Home&ikwidx=0#algoliaQueryId=1ec33120f8205ae773f2936fe7871e0f>
- [Lost in French. Les aventures d'une américaine qui voulait aimer en français](#)
 - <https://www.chapters.indigo.ca/en-ca/books/so-they-want-us-to/9780774830058-item.html?ikwid=bilingualism&ikwsec=Home&ikwidx=0#algoliaQueryId=1ec33120f8205ae773f2936fe7871e0f>

[When in French: Love in a Second Language](#)

- https://www.goodreads.com/work/editions/49602234-when-in-french-love-in-a-second-language?ref=undefined_seeall



BOOKS FOR CHILDREN AND YOUNG ADULTS

Ages 5 to 10

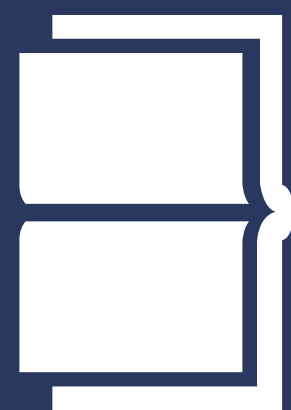
- [My First Bilingual Book: Colours](#)
 - <https://www.chapters.indigo.ca/fr-ca/livres/my-first-bilingual-book-colours/9781840595352-article.html?link-usage=Header%3A%20Fran%C3%A7ais>
- [My First Bilingual Book: Animals](#)
 - <https://www.chapters.indigo.ca/en-ca/books/my-first-bilingual-book-animals/9781840596120-item.html?ikwid=bilingual&ikwsec=Books&ikwidx=1#algoliaQueryId=2b3bcddd51a8d04f048009793ffda05>
- [My First Bilingual Book: Emotions](#)
 - <https://www.chapters.indigo.ca/en-ca/books/my-first-bilingual-book-emotions/9781785089527-item.html?ikwid=bilingual&ikwsec=Books&ikwidx=2#algoliaQueryId=2b3bcddd51a8d04f048009793ffda05>

Ages 12+

- [My first 600 basic words bilingual visual dictionary](#)
 - <https://www.chapters.indigo.ca/en-ca/books/mes-600-premiers-mots-de/9781082347375-item.html?ikwid=bilingual&ikwsec=Books&ikwidx=12#algoliaQueryId=e45315da062c8733ce385c8775ca1741>

Thank you for attending Ask Me Anything - Bilingualism: What it Means to be Bilingual in the Public Service. To access all the resources visit this [folder](#).





Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about institutional influence and anti-racism

Time: 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

What made me uncomfortable/ what was one of my blind spots?

What is an example of systemic discrimination that I am aware of in my life?

What am I not going to do anymore?

Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about institutional influence and anti-racism

Time: 60 minutes

How can I use my voice/ influence – both overtly/covertly

Where am I going to dig in and learn more?

How will I continue this conversation?

What are some of the challenges unique to your identity that you face in the workplace?

