

ACTION PLAN
CANADA – NEW BRUNSWICK AGREEMENT ON THE PROVISION OF FRENCH-LANGUAGE SERVICES
2005-2006 to 2008-2009

Preamble

On June 7, 2002 the Government of New Brunswick passed a new *Official Languages Act*, in which it made a commitment to fulfil its constitutional obligations under the *Canadian Charter of Rights and Freedoms*.

The *Official Languages Act* reaffirms the rights of New Brunswickers to communicate with provincial institutions and to obtain services from them in the official language of their choice and to use the official language of their choice before the courts in the province.

In passing the new Act, New Brunswick has taken on new linguistic obligations that did not exist in the *Official Languages Act* of 1969.

On the strength of this new Act and increasingly convinced of the advantages of official bilingualism, New Brunswick hopes to build once again on its close relationship with the federal government in the area of official languages to enhance the services it provides to New Brunswickers in both official languages.

Immediately following the federal government's announcement and release of Canada's Action Plan for Official Languages, the Government of New Brunswick, through the Francophonie and Official Languages Branch of the Department of Intergovernmental and International Relations (DIIR), set up a committee to explore the partnership opportunities available to it under the new federal Plan and to prepare a "Government of New Brunswick's Interdepartmental Action Plan for Official Languages."

The provincial Interdepartmental Committee consisted of representatives of the following departments: Education, Training and Employment Development, Culture and Sport Secretariat, Environment and Local Government, Health and Wellness, Family and Community Services, Business New Brunswick, Supply and Services, and Justice.

New Brunswick's Committee drafted the Interdepartmental Action Plan after holding a number of meetings to share the outcomes of discussions that were being conducted within each department. The interdepartmental action plan initially received the support of each of the deputy ministers in question. It was studied and discussed by the Advisory Committee on Official Languages, a committee consisting of representatives of associations, nongovernmental organizations and institutions, the private sector, and the public and parapublic sectors. New Brunswick's Interdepartmental Action Plan met with much interest and enthusiasm in the community. It was in this spirit that it was presented to senior provincial government officials on March 17, 2004.

The Policy and Priorities Committee, chaired by Premier Bernard Lord, endorsed the Interdepartmental Committee's proposal and instructed the DIIR to work with the federal government to develop a collaborative framework and an agreement on official-language services in New Brunswick.

The DIIR continued its consultations with the Francophone and Acadian community in March and April 2005, and again in March 2006, thereby confirming official language needs. Further, the Government of New Brunswick, through the DIIR, rallied the Francophone and Acadian community around its strategic planning process for the provision of official-language services that meet the requirements of New Brunswick's *Official Languages Act*. These initiatives also enabled the community to help shape the provincial strategy. The DIIR plans to make further use of this consultative and collaborative process as it continues its work.

The Province of New Brunswick wishes to enhance the French-language services it provides to New Brunswickers and help promote the equality of the two official language communities. The Government of New Brunswick, mindful of the fact that it and its departments play a key role in the provision of official-language services, recognizes the importance of working collaboratively with community structures and organizations to help it attain its objectives. Among other things, it wishes to adopt a more strategic approach and to develop mechanisms for reporting on the effectiveness of the measures that are chosen. The consultations with the Francophone and Acadian community and the various departments allowed the provincial government to identify key sectors for the next four years. The Francophone and Acadian community has made it clear that the Government of New Brunswick has to enhance the services provided in the sectors in question so that Francophones and Acadians in the province can reach their full potential and official-language services can be improved.

Under this Action Plan, the Government of New Brunswick aims to support initiatives that will enable the province to strengthen its policy, legislative, and administrative framework; support the development, planning, and provision of official-language services in key sectors; provide for communication, formal consultation and effective participation of the community; and support programming undertaken by School-Community Centres in the province.

The Government of New Brunswick is pleased to renew its commitments and join forces with the Government of Canada in the area of official languages. This agreement will enable the province to continue improving the provision of official-language services in New Brunswick by complementing the many steps it has taken. New Brunswick wishes to strengthen partnerships with other provincial and federal departments and continue working together in a spirit of cooperation. These initiatives and measures will have a definite impact on the quality of services provided in the official languages to New Brunswickers. The Government of New Brunswick remains committed to its efforts to develop ways and strategies allowing it to continue providing quality official-language services to New Brunswickers.

II. Action Plan Strategic Objectives

1 Strengthen Policy, Legislative, and Administrative Framework

1.1 Local Governance and Regional Development

On June 4, 2002 Premier Bernard Lord unveiled his government's new *Official Languages Act*, establishing fair and reasonable thresholds for determining which municipalities are obligated to meet the requirements of the Act.

The legislative provisions of the Act address the availability of documents in both official languages and the bylaw establishment process for municipal organizations. These provisions uphold the right of individuals to communicate in English or French with government institutions, including designated municipal organizations. In all, 15 municipalities, seven planning commissions, and eight solid waste management commissions have obligations under the *Official Languages Act*.

The designated municipalities and commissions are to provide key services and communications in both official languages by December 31, 2005, as spelled out in the *Services and Communications Regulation* under the *Official Languages Act*. The Regulation was prepared in close cooperation with the municipalities in question. Financial assistance will enable the municipalities to meet the requirements of the new Act by December 31, 2005. The Department of Environment and Local Government will tally the number of municipalities and commissions having met their obligations stipulated in the Act and Regulations and will work closely with them in order to implement initiatives that will enhance services to the Francophone population in general.

Currently, most Francophones in New Brunswick live in remote regions in unincorporated local service districts. The Government of New Brunswick wishes to promote the growth of local governance and support rural development. The departments, municipalities, and the community will submit proposals to help the government attain these objectives. It wants to make sure that the Association francophone des municipalités du Nouveau-Brunswick plays a greater role in the development of local governance policies and becomes a major player in the making of decisions affecting its operations and economic growth. The Province of New Brunswick hopes to implement strategies that will generate revenue in the regions and contribute to the vitality of regional communities. These initiatives should also help the Government of New Brunswick attain other objectives, namely to slow the exodus of its citizens and increase the number of investors in remote regions.

1.2 Management and Accountability Framework

The Government of New Brunswick has tasked the DIIR with managing, coordinating, following up on and assessing the program on the provision of official-language services in New Brunswick. The Province of New Brunswick is committed to the principle of the accountability framework as spelled out in Canada's Action Plan for Official Languages. New Brunswick will develop mechanisms for reporting on the effectiveness of the measures implemented. It aims to achieve transparency in its accountability. To that end, this Action Plan contains initiatives, anticipated outcomes, and performance indicators. At reporting time, the performance indicators will make it possible to draw conclusions about the anticipated outcomes and the attainment of objectives. Even though New Brunswick has set long-term objectives, it believes that attainment of these objectives cannot be measured over a single year. Accordingly and to meet the requirements of the accountability framework, New Brunswick proposes to report on outputs for the first three years. In 2008-2009, the Government of New Brunswick will report on performance and attainment of outcomes. In the 2005-2006 version of the Action Plan for French-language services, New Brunswick stated that it planned to call upon measurement and assessment experts to develop strategies and measurement and assessment tools in order to determine whether the anticipated outcomes have been achieved in 2008-2009. The performance indicators spelled out in the province's Action Plan in 2005-2006 mostly measured outputs rather than anticipated outcomes. Based on the recommendations of an expert in measurement and assessment, some amendments were made to the current Plan to further standardize anticipated outcomes and performance indicators. The expert's work will continue over the coming months in order to develop assessment tools.

It should be noted that there is already a consultative process in place enabling the province to measure the Francophone and Acadian population's level of satisfaction with the provision of French language services. The Government of New Brunswick helped establish the Office of the Commissioner of Official Languages, which investigates complaints from members of the public with respect to official languages and services provided in French by institutions of the Government of New Brunswick. Following an investigation, the Commissioner can make recommendations on improvements or corrections to be made in order to ensure compliance with the Act. The Commissioner is also responsible for promoting the advancement of both official languages in the province. In his 2003-04 report, the Commissioner notes that despite the progress that has been made in the province in the area of official languages, much remains to be done. "There is still work to be done: an active offer of services in both official languages is not automatic in all government institutions, including health care institutions; members of the public do not automatically have access to services in the language of their choice in all hospitals in the province, particularly in regions with an Anglophone majority; and Francophones hired for public service positions in the province still

cannot take it for granted that they will be able to work in their language.” The Commissioner’s recommendations are brought to the attention of the Deputy Ministers’ Committee on Official Languages, and steps are being taken to remedy the situation.

Further, the DIIR has established a biannual consultative process with an interdepartmental committee and an advisory committee on the Francophonie. In 2005 the DIIR held sectoral consultations with the Forum de concertation des organismes acadiens du Nouveau-Brunswick, and it plans to continue its dialogue with these organizations to ensure that the program on the provision of official-language services in New Brunswick meets the needs of the Acadian and Francophone community. These consultations will also make it possible to compile a lot of data in connection with the performance indicators.

2. Support the Development, Planning, and Provision of Official-Language Services in Key Sectors

2.1 Health and Wellness

The new *Regional Health Authorities Act* and *Official Languages Act* have added requirements in the health sector, particularly with respect to the provision of services in both official languages within the Regional Health Authorities. The two linguistic communities must have access to health services and health professionals in the language of their choice. In recent consultations, the community reaffirmed the need for the Government of New Brunswick and its partners, including the community, to continue its efforts to improve services in the health and wellness sector.

Compounding these requirements are the phenomena of shortage of supply and growth in demand. The skilled workforce supply is insufficient to meet demand in the health sector. Further, in New Brunswick most health professionals are trained outside the province. According to a recent study, in the next 10 years today’s shortages will become more acute, and others will emerge.

Cooperation among health partners, that is, health professionals, training institutions, health managers, political decision makers, and communities is essential to identify lasting solutions to current problems.

Following the recommendations of the report entitled *French-Language Healthcare - Improving Access to French-language Health Services* submitted to the Minister of Health Canada and the release of Canada’s Action Plan for Official Languages, funds were earmarked for three major strategies in support of the principles spelled out in the Acts.

- Establishment of networks promoting community participation in the development and enhancement of health care services: community networks, organization of services, training/research
- Training for health professionals in order to increase the number of professionals able to provide service in French
- Strategy to improve access to primary health care in French.

The Department of Health and Wellness and the Regional Health Authorities are members of three provincial networks which ensure that proposals submitted to Health Canada meet provincial guidelines and do not duplicate services provided to the public under the current agreement.

Following the report of the Commissioner of Official Languages for New Brunswick, the Government plans to continue its efforts with the Department of Health and Wellness and the Regional Health Authorities to enhance official-language services. The strategies implemented in recent years have definitely helped lay a solid foundation for official-language services. This agreement will

enable New Brunswick to improve the quality of documents available in both official languages to the citizens of New Brunswick and to provide more opportunities for language training in the official languages.

2.2 Early Childhood

In Phase I of *New Brunswick's Prosperity Plan*, the Government implemented measures “ensuring children are given the strongest start possible through early childhood development programs, such as childcare, pre-natal care, and early language development, so they are prepared to learn from the moment they enter school.” For example, the Department of Family and Community Services implemented the Talk With Me early language development program, which has produced very positive results with respect to the development of speech and language in preschool-aged children. The program should be available in all regions of the province by late December 2005.

In New Brunswick the government is working closely with the Association francophone des parents du Nouveau-Brunswick (AFPNB). A Réseau d'appui à l'intégration des enfants des ayants droit au système éducatif francophone has been established by the AFPNB, which also, in September 2004, set up an early childhood network consisting of representatives of federal and provincial government departments in addition to members of the community. The early childhood network is currently developing an action plan. A provincial symposium is slated to be held in spring 2006, followed by a general assembly in 2007. The network wishes to study needs in the regions and make recommendations to the government to address shortcomings. One of the general objectives will definitely be to develop a service provision model guaranteeing equitable service to all children in the province. Another goal will undoubtedly be closer cooperation between the various provincial and federal departments involved in this issue. The Province of New Brunswick is prepared to support the early childhood network in this consultative process with Francophone New Brunswickers and assist with other initiatives designed to enhance the provision of French-language early childhood services.

2.3 Literacy

This sector has been a priority for the Government and the community since the very beginning of the consultative process. Numerous initiatives are underway in other departments in an effort to raise literacy and education levels in the Francophone and Acadian community. To avoid duplication of services, it has been agreed that initiatives launched under this agreement should aim to improve literacy rate in New Brunswick and to increase French-language resources, references and information in the public library system over the next four years. The Province of New Brunswick aims to promote equality of services throughout the public library system.

2.4 Youth

The youth sector was identified as a priority not only by the community during the sectoral consultations in March 2005, but also by the various departments at roundtable discussions. Youth must play an active role in societal development. The expectations of today's youth are different from those of youth in years past. They have experiences and expertise to share, which will enable society to grow and thrive. The Government of New Brunswick will support Francophone youth organizations in New Brunswick so they can put together a long-term development action plan. In response to needs voiced by youth at the many consultations held by the Government of New Brunswick, the province will support initiatives to foster mobility; leadership training; the active and inclusive participation of youth in provincial, national, and international forums; and youth gatherings similar to the Grand Rassemblement 2004. This latter event had a positive impact on all youth organizations and associations, with all reporting a significant increase in membership. Also, members are beginning to invest more of themselves in these organizations and associations.

2.5 Language Industry

The expansion of language rights and the scope of New Brunswick's new *Official Languages Act* have resulted in significant translation and interpretation requirements. Demand for translation and interpretation services in New Brunswick continues to grow, and future-year forecasts show an upward trend.

While demand is increasing, the supply of skilled translators and interpreters is diminishing. The aging of the members of the translation and interpretation profession is worrisome. In New Brunswick, the median age of interpreters is over fifty, and there is only one practising interpreter under forty.

To ensure a quality succession and make the province more self-sufficient with regard to translation and interpretation and thereby able to provide essential official-language services, it is necessary to strengthen and increase the workforce in this sector. New Brunswick realizes that the language industry is experiencing a shortage of human and financial resources, both nationally and regionally. Investment will be made in order to ensure a skilled succession in the translation and interpretation sectors in New Brunswick. The proposed initiatives mesh with the priorities contained in Canada's Action Plan for Official Languages, which aim to establish human resource strategies and address the issue of succession in the areas of translation and interpretation.

2.6 Justice

The new *Official Languages Act (OLA)*, which was adopted on June 7, 2002, imposes new obligations with respect to the translation of all court decisions. Currently, some 40% of all court decisions are translated every year. It is estimated that implementation of the OLA will result in a 25% increase in the amount of translation required. These new requirements have also brought about a change in methodology for the translation of Court of Appeal judgments. Translators with the Université de Moncton's Centre de traduction et de terminologie juridique have to work more closely and in continuous interaction with the Court of Appeal, resulting in a 20% increase in the cost of translation, also referred to as an interactivity premium.

Legal language training will have to be provided to more judges in order to improve their ability to hear pleas in both official languages. Accordingly, the Government of New Brunswick will be able to better fulfil its obligations with respect to language rights enshrined in the *Charter* and in the *OLA* as well as other provincial legislation.

Currently, young offenders have to travel throughout the province to attend court hearings. Videoconferencing would help reduce the need for such travel and the associated costs. It would also improve access to court hearings.

Translation of judgments and training for judges are areas in which the province is already very actively involved. However, to ensure access to justice in both official languages for New Brunswickers, the province must increase its legal translation capacity and improve the ability of judges to hear pleas in both official languages. It must also innovate by using new technologies to improve access.

The initiatives proposed in this Action Plan will enable the province to attain these objectives and will help improve access to justice in both official languages, as advocated in section 4.2.3 of Canada's Action Plan for Official Languages.

2.7 Promotion of Francophone Arts and Culture

Arts and culture are crucial for the development of societies. Regional prosperity depends in large part on economic conditions, and in most cases, arts and culture play a key role. It is therefore necessary to make sure that arts and culture take centre stage in the province's growth. The Francophone and Acadian community is aware that the time has come to identify its needs and priorities in the arts and culture sector. The province has already demonstrated its support to the community and would like to become involved in this file in the years ahead. Also, it will provide partial funding for a Francophone Arts and Culture Summit. This strategy should make it possible to set priorities for the next few years. The Government of New Brunswick will definitely want to support initiatives which are designed to strengthen the vitality of the Francophone and Acadian community and will enable the arts and culture sector to play a major role in the province's economic, social, and cultural development. New Brunswick will also want to raise its profile in the Francophonie in terms of its cultural policy, whose objective is to enhance services to its arts and heritage clientele.

2.8 Language Planning

Many private companies have been choosing to post signage in both official languages for the past few years. The fact that New Brunswick is an officially bilingual province may no doubt have swayed some of these companies. Many local chapters of the Société des acadiens et des acadiennes du Nouveau-Brunswick (SAANB) have worked closely with communities and especially with private enterprise and municipal councils to make them aware of the benefits of signage and the offer of services in both official languages. The province wishes to support other similar initiatives and thus become involved with private enterprise and the community at large to sensitize them to the importance of using French daily. The Government of New Brunswick hopes that by increasing signage in both official languages, it will have a direct impact on the offer of services in the language of choice of the province's citizens.

2.9 Immigration

The Province of New Brunswick is aware of the need to develop services to attract Francophone immigrants to the regions in order to maintain a demographic balance. The vast majority of immigrants choose to settle more permanently in major centres. The benefits of living in the regions have to be known to the public and be part of a recruitment, integration, and retention strategy. The consultations that were held shed light on the importance of establishing immigration systems for Francophones in the regions so as to increase the province's chances of attracting Francophone immigrants. In recent years efforts have been made to attract more Francophone immigrants in order to maintain the province's demographic balance and help promote cultural diversity in the Francophone and Acadian community. Much work remains to be done, and New Brunswick has to step up its recruitment and integration measures beyond those it has already implemented in order to ensure equitable representation between the linguistic communities among new arrivals.

3. Ensure Communication, Formal Consultation and Effective Participation of the Community

3.1 Special Events and Projects

In the context of support for services to the official language communities, the Government of New Brunswick will encourage promotional and awareness-raising efforts highlighting the vitality of Francophones and Acadians in the province. It is against this backdrop that the program on the provision of official-language services in New Brunswick will support efforts by the government or its partners to carry out special events and projects designed to enhance and strengthen the *Official Languages Act* and service in both languages. The Province of New Brunswick in the years ahead will continue to play a lead role in the Francophonie. It will work with organizations that are crucial to the development and provision of services that support the Government's efforts and contribute to attaining the objective of true equality of the two communities.

3.2 Community Consultation and Participation

Cooperation is vital to the success of any initiative, and it is by ensuring greater understanding and cooperation between all stakeholders that the province will continue to improve the provision of French-language services to the public. A significant partner for the community will no doubt be the Forum de concertation des organismes acadiens du Nouveau-Brunswick, which now represents more than 30 organizations in the following sectors: arts, culture, and communications; the economy; education; and the sociocommunity and sociopolitical spheres. The Government of New Brunswick wishes to have more opportunities for working collaboratively with the Forum, either through meetings or initiatives that will promote exchanges and partnerships between the two groups. The Province of New Brunswick plans to play a greater role in terms of liaison with its communities and provincial and federal government departments. In so doing, it wishes to consolidate its ties with its Francophone and Acadian community and prevent duplication in services provided to the public.

3.3 Bringing Both Communities Closer Together

The Provincial Action Plan places considerable emphasis on initiatives enabling the province's two linguistic communities to get to know and respect each other, to promote better mutual understanding. The Government of New Brunswick believes that prosperity in the province will be enhanced once the two communities work together on matters of mutual interest. A study conducted by Desserud, Everitt, and Howe in November 2004 indicates that, "Our findings reveal that, while most New Brunswickers seem convinced that they do live in a divided community, in actual fact Anglophones and Francophones in the province share remarkably similar values and attitudes regarding political efficacy, trust, community attachment, importance of religion, and so on. (...) Despite perceptions of conflict and differences in values, a majority of both communities agree that 'good relations between the French and English communities in New Brunswick should be one of government' top priority'." The province will approach Dialogue New Brunswick and other organizations to help it attain the objectives identified for this activity sector.

Further, social and community associations and organizations in the province help convey an image supporting New Brunswick's status as a bilingual province. The Government wants to continue working with these organizations and associations to ensure continued harmonious relations and achieve greater respect between the two official language communities. It will help them mostly in the areas of translation and interpretation.

4. Support for School-Community Centre (SCC) Programming in the Province

Francophones, Acadians, Francophiles and mixed-origin couples in the urban centres of Fredericton, Saint John, and Miramichi are able to rely on a dynamic venue which offers a variety of services and activities in French and bolsters the development and growth of their communities. The Province of New Brunswick aims to facilitate the implementation of measures to promote the growth of Francophone and Acadian community served by School-Community Centres in order to foster their participation in French in various aspects of life in Canada. The Fredericton and Saint John regions have witnessed significant growth in their Francophone and Acadian population and must now endeavour to provide the same services with limited resources. The situation in the Miramichi region is another challenge altogether. The Centre Carrefour Beausoleil has to serve a more sparsely populated area spanning some 10 kilometres. Also, it must work closely with other neighbouring regions to provide quality French-language services to its citizens. In addition, the School-Community Centres have to reposition themselves and adjust to this new reality. They will be called upon to examine the needs of their communities more closely and refocus their strategic plans accordingly in order to provide their citizens with a diverse range of quality French-language services. The Government wishes to help them attain that objective.

III. Conclusion

To sum up, New Brunswick reaffirms that:

- The Action Plan as spelled out in the Canada-New Brunswick Agreement on the Provision of French-Language Services 2005-06 to 2008-09 is a continuation of efforts to meet the objectives of Canada's Action Plan for Official Languages while helping to attain provincial objectives.

- The strategies and activities proposed in the Action Plan are new ones for the most part, and they complement without duplicating those that will be funded jointly by New Brunswick and Canada under other agreements on official languages.
- This Action Plan was developed in consultation and cooperation with sectoral departments with the assistance of the Forum de concertation des organismes acadiens du Nouveau-Brunswick, particularly when it came to identifying areas of intervention, and with the help of the Department of Canadian Heritage.
- With regard to shared contributions, the Province of New Brunswick will invest 50% of the monies to be used to cover the expenditures anticipated for implementation of this Plan.

With regard to official languages, New Brunswick proposes to develop a new partnership with the Government of Canada. This new dynamic will be based primarily on the following principles:

- The Province recently established a more solid foundation with its new *Official Languages Act*. Of course, greatly increased efforts to enhance official-language services are being made in conjunction with a sharp rise in demand. New Brunswick is the only officially bilingual province in Canada, therefore it is the only provincial government that adheres wholly to the fundamental principles underlying Canada's existence;
- The Province has shown the effectiveness of its actions and is proof that official bilingualism can work in Canada. The Government of New Brunswick wishes to prove that the ambitious steps it has taken are effective and are producing better results;
- Even though New Brunswick recognizes the needs of all provinces and territories with respect to official languages, it believes that the federal government must recognize, within the framework of Canada's Action Plan for Official Languages, the asymmetric nature of the situation in New Brunswick.

The Government of New Brunswick is, as it were, a microcosm of Canada when it comes to the two official language communities. It is without doubt the partner in Canada that has benefited the most from official language programs in the past and has obtained the best results. The province's current situation requires that it do even more, because its Francophone and Anglophone population wants and is demanding that it do so. Canada must recognize New Brunswick's unique nature so that it can continue to grow and even speed up the current pace of growth, with a view to capitalizing on the province's success and the example it holds up nationwide.

The Province of New Brunswick is counting on the support and cooperation of the Government of Canada in working together to achieve the goals of their respective Action Plans.

Priority 1 of 4: Strengthen Policy, Legislative, and Administrative Framework

	2005-06	2006-07	2007-08	2008-09	Total
FEDERAL CONTRIBUTION	\$150,000	\$135,000	\$135,000	\$150,000	\$570,000
PROVINCIAL CONTRIBUTION	\$150,000	\$135,000	\$135,000	\$150,000	\$570,000

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
1.1 LOCAL GOVERNANCE AND REGIONAL DEVELOPMENT	<p>Promote local governance and rural development.</p> <p>Assist rural communities in achieving sustainable development</p>	<p>Implement initiatives to improve official-language services and local governance in all municipalities in the province subject to the <i>Official Languages Act</i>.</p> <p>Implement initiatives to promote sustainable local and rural development.</p>	<p>Improved official-language services in all municipalities subject to the <i>Official Languages Act</i> in New Brunswick.</p> <p>Increased participation of Francophones in the development of local governance policies.</p>	<p>Number of municipalities and commissions having wholly fulfilled their obligations under the Act and Regulations to improve official-language services.</p> <p>Number of Francophones taking part in the development of local governance policies.</p> <p>Demographic and economic profiles of rural areas</p>
1.2 MANAGEMENT AND ACCOUNTABILITY FRAMEWORK	<p>Manage implementation of the Action Plan and its accountability framework with respect to official-language services in New Brunswick.</p>	<p>Oversee implementation of the Action Plan.</p> <p>Develop measures and tools for assessing implementation of the Action Plan and for reporting on outcomes.</p>	<p>Greater understanding by departments and both official language communities of needs in terms of equality of services in New Brunswick.</p> <p>Enhanced assessment and accountability process for official-language services in New Brunswick.</p>	<p>Level of satisfaction in the Francophone and Acadian community and the departments with respect to the equality of services in New Brunswick.</p>

Priority 2 of 4: Support the Development, Planning, and Provision of French-Language Services in Key Sectors

	2005-06	2006-07	2007-08	2008-09	Total
FEDERAL CONTRIBUTION	\$820,000	\$910,000	\$910,000	\$970,000	\$3,610,000
PROVINCIAL CONTRIBUTION	\$820,000	\$910,000	\$910,000	\$970,000	\$3,610,000

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
2.1 HEALTH AND WELLNESS	<p>Support the Department of Health and Wellness and the Regional Health Authorities so that they can provide their services in both official languages as stipulated under the <i>Official Languages Act</i> and the <i>Regional Health Authorities Act</i>.</p> <p>Promote the development of health care services in French.</p>	<p>Support initiatives to expand French-language services provided by the Department of Health and Wellness and the Regional Health Authorities.</p> <p>Support health promotion and health care services initiatives in French.</p>	<p>Strengthening of services in both official languages within the Regional Health Authorities as provided for under the <i>Official Languages Act</i> and the <i>Regional Health Authorities Act</i>.</p> <p>Increase services offered in French in health authorities.</p>	<p>Number of initiatives and programs with respect to French-language services provided by the Department of Health and Wellness and the Regional Health Authorities.</p> <p>Level of satisfaction within the Francophone and Acadian community with respect to health care services in French</p>
2.2 EARLY CHILDHOOD	<p>Support the development of early childhood initiatives in Francophone environments.</p>	<p>Develop mechanisms supporting the growth of early childhood French-language services.</p>	<p>Increased number of French-language early childhood services.</p>	<p>Number of initiatives and programs with respect to early childhood French-language services provided by the departments and Francophone and Acadian community organizations.</p>

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
2.3 LITERACY	Increase literacy levels among New Brunswick residents. (This objective does not include the institutions that are part of the Agreement on French First-Language Education and French Second-Language Instruction.	Support initiatives that will help improve literacy levels in New Brunswick.	Improvement of literacy levels of New Brunswickers.	Literacy levels of New Brunswickers.
2.4 YOUTH	Promote the participation of youth in societal development. Help develop the youth sector.	Implement initiatives promoting the participation of youth in provincial and community roundtables and in events supporting the development of the youth sector. Support youth organizations in the development of a long-term action plan. Support youth initiatives with respect to mobility, leadership training, and active and inclusive participation in provincial, national, and international forums.	Increased participation of Francophone youth in New Brunswick in the development of New Brunswick society. The needs and priorities of youth are considered by society and the government.	Satisfaction of youth with their involvement in the development of New Brunswick society. Number of Francophone youth doing internships with organizations and/or partners in other provinces or member countries of the Francophonie.
2.5 LANGUAGE INDUSTRY	Strengthen ties between the various sectors of the language industry and raise their profile.	Implement initiatives promoting the growth of the language industry in New Brunswick.	Strengthened workforce in the translation and interpretation sectors.	Number of translators and interpreters practising in New Brunswick.

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
2.6 JUSTICE	Ensure the equality of legal services in both official languages.	<p>Provide legal language training in French to more Anglophone and Francophone judges in the province.</p> <p>Increase the number of translated New Brunswick judgments, Court of Appeal decisions, administrative tribunal decisions, and summary judgments in order to meet the requirements of sections 24 and 25 of the new <i>Official Languages Act</i>.</p>	Improved access to justice in both official languages in New Brunswick.	<p>Number of translated New Brunswick judgments, Court of Appeal decisions, administrative tribunal decisions, and summary judgments.</p> <p>Number of employees in the justice sector providing direct service to the public who are able to use both official languages in the course of their duties.</p>
2.7 PROMOTION OF FRANCOPHONE ARTS AND CULTURE	<p>Promote Acadian and Francophone arts and culture.</p> <p>Foster the advancement of the arts and culture sector.</p>	<p>Implement and support activities showcasing Francophone and Acadian artistic, cultural, and linguistic heritage.</p> <p>Develop and enhance Francophone tourism products that support the local economies of Francophone and Acadian community.</p> <p>Foster strategies designed to promote artistic exchanges that support the local economies of Francophone and Acadian community.</p> <p>Develop intergovernmental projects to promote exchanges and artistic and cultural experiences with respect to the French language.</p>	<p>Increased recognition of the contributions of the Francophone and Acadian community to life in the province.</p> <p>The Francophone and Acadian community has a greater understanding of its needs and priorities in the arts and culture sector.</p> <p>Strengthening of the Government of New Brunswick's cultural policy framework.</p>	<p>Number of activities and tools celebrating the presence and contributions of Francophones and Acadians in New Brunswick.</p> <p>Number of intergovernmental projects promoting exchanges and cultural experiences with respect to the French language.</p>

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
2.8 LANGUAGE PLANNING	<p>Promote to the government, private sector, and the community in general the equality of status of both official languages.</p> <p>Promote the use of French.</p>	<p>Implement initiatives to encourage the government, private sector, and the community in general to also use French in communications with the public.</p>	<p>Increased number of services provided in French to New Brunswickers by stakeholders not subject to the <i>Official Languages Act</i>.</p>	<p>Number of businesses that choose to advertise their services in both official languages.</p> <p>Number of businesses that offer their services in both official languages.</p> <p>Number of departments that have improved their offer of services in both official languages.</p>
2.9 IMMIGRATION	<p>Develop and implement a strategy to attract Francophone immigrants to the regions.</p>	<p>Develop and implement a government strategy to facilitate the recruitment, integration, and retention of immigrants/newcomers in communities and in the labour market in Francophone areas of New Brunswick.</p>	<p>Stronger partnerships between levels of government and the community with a view to developing a government strategy on Francophone immigration.</p> <p>Increased awareness among the Francophone and Acadian population of the benefits of immigration.</p>	<p>Number of Francophone immigrants who settle and remain in the Francophone regions of New Brunswick.</p>

Priority 3 of 4: Ensure Communication, Formal Consultation and Effective Participation of the Community

	2005-06	2006-07	2007-08	2008-09	Total
FEDERAL CONTRIBUTION	\$300,000	\$325,000	\$325,000	\$350,000	\$1,300,000
PROVINCIAL CONTRIBUTION	\$300,000	\$325,000	\$325,000	\$350,000	\$1,300,000

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
3.1 SPECIAL EVENTS AND PROJECTS	Promote events supporting the French language and contributing to the vitality of the Francophone and Acadian community.	Conduct and support activities contributing to the vitality of the Francophone and Acadian community and generating long-term sustainable benefits.	Increased cooperation between the Province and Acadian organizations central to the development and provision of services supporting the Government's efforts to promote and raise awareness of the vitality of New Brunswick's Francophone and Acadian community.	Number and relevance of activities promoting the French language in New Brunswick.
3.2 COMMUNITY CONSULTATION AND PARTICIPATION	Involve Francophones and Acadians in the planning of government official language policies and programs.	Increase the participation of the Francophone and Acadian community in the government's planning and decision-making process with respect to official languages. Establish a permanent roundtable. Facilitate discussion, consultations, and meetings to bring closer together federal and provincial departments responsible for implementing official language action plans with the community.	Increased participation of Francophones and Acadians in the Government of New Brunswick's consultative and decision-making processes.	Number of partnerships established between the departments and Francophone and Acadian organizations. Number of Francophones and Acadians involved in working groups and government committees.

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
<p>3.3 BRINGING BOTH COMMUNITIES CLOSER TOGETHER</p>	<p>Foster awareness, respect and rapprochement of both linguistic communities in order to encourage a better mutual understanding.</p> <p>Assist social and community organizations in providing services in both official languages.</p> <p>Promote the participation of both official language communities in New Brunswick in activities sponsored by social and community organizations.</p>	<p>Promote the development of an Action Plan to bring both official language communities closer together.</p> <p>Support activities and groups promoting both official languages and striving to achieve greater understanding between both linguistic communities.</p> <p>Support the provision of quality documents in both official languages.</p> <p>Support initiatives to translate documents to be made available to the public.</p> <p>Support initiatives enabling organizations to provide interpretation services at important public meetings.</p>	<p>Increased number of activities and groups promoting both official languages.</p> <p>Increased cooperation between Francophones and Anglophones on issues of mutual interest.</p> <p>Increased understanding and awareness among Anglophones of issues of concern to Francophones.</p> <p>Increased number of social and community organizations offering services in both official languages.</p>	<p>Number of activities involving both official language communities.</p> <p>Number of translated documents and information materials that are requested or used by the public.</p> <p>Number of important public meetings that are arranged by organizations and take place in both official languages.</p>

Priority 4 of 4: Support School-Community Centre (SCC) Programming in the Province

	2005-06	2006-07	2007-08	2008-09	Total
FEDERAL CONTRIBUTION	\$330,000	\$330,000	\$380,000	\$330,000	\$1,370,000
PROVINCIAL CONTRIBUTION	\$330,000	\$330,000	\$380,000	\$330,000	\$1,370,000

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
4.1 ADMINISTRATION	Provide human resource and logistic infrastructure required to implement the Action Plan.	Implement strategies to support SCC programming.	Strengthened working relations between SCCs and the Francophone community in the regions concerned.	Level of satisfaction in the Francophone and Acadian community with respect to the running of SCCs.
4.2 SERVICES	Provide Francophones and Francophiles in regions served by SCCs with services promoting community and cultural development in the Francophonie.	<p>Provide services that meet the needs of the Francophone and Acadian community.</p> <p>Work closely with organizations in order to have a broader impact in the community.</p> <p>Provide training to help organizations better plan their activities.</p>	<p>Increased cooperation with organizations to focus their development efforts at all levels.</p> <p>Greater development of services promoting community growth in the SCCs concerned and in the regions.</p>	<p>Number of services provided by SCCs.</p> <p>Community satisfaction with all services provided by SCCs.</p>
4.3 FRANCIZATION	Prepare preschool-aged children so they have a better mastery of the French language.	Provide specialized instructional programs, cultural outing programs, and one-on-one intervention activities for preschool-aged children and support activities for parents.	Enhancement of the French spoken by preschool-aged children who attend SCC early childhood services.	Number of children prepared for schooling in French in SCCs.

Activity Sectors	Objectives	Planned Measures	Anticipated Outcomes	Performance Indicators
4.4 PROGRAMMING	Give Francophones, Francophiles, and mixed-origin couples in the regions concerned the opportunity to take part in programming rich in cultural performances and social activities in French.	Provide a wide range of social and cultural activities reflecting the interests of the entire Francophone, Acadian, and Francophile community.	Increased participation of Francophones in SCC programming.	Number of participants in social and cultural activities organized by SCCs.
4.5 YOUTH	Promote increased participation of Francophone and Francophile youth in the regions served by SCCs in various programs of events.	Provide a variety of recreational and cultural programs to Francophone and Francophile youth.	Strengthening of the French fact by 2009 among youth in regions served by SCCs.	Number of youth taking part in recreational, cultural, and awareness-raising activities.
4.6 COMMUNICATION AND INFORMATION	Raise the profile of SCCs and increase the participation of Francophones, Acadians, and Francophiles.	Inform the community about activities and services available in the regions served by the SCCs in question. Develop communications tools to raise the profile of the SCCs in question and promote programs and activities.	Greater visibility of SCCs in the communities in question.	Number of requests for services and participation in all services and activities provided by SCCs.

Summary of Annual Contributions

PRIORITIES	OBJECTIVES	FEDERAL CONTRIBUTION 2005-06	PROVINCIAL CONTRIBUTION 2005-06	FEDERAL CONTRIBUTION 2006-07	PROVINCIAL CONTRIBUTION 2006-07	FEDERAL CONTRIBUTION 2007-08	PROVINCIAL CONTRIBUTION 2007-08	FEDERAL CONTRIBUTION 2008-09	PROVINCIAL CONTRIBUTION 2008-09	Total FEDERAL CONTRIBUTION	Total PROVINCIAL CONTRIBUTION
Priority 1 of 4	Strengthen policy, legislative, and administrative framework	\$150,000	\$150,000	\$135,000	\$135,000	\$135,000	\$135,000	\$150,000	\$150,000	\$570,000	\$570,000
Priority 2 of 4	Support the development, planning, and provision of official-language services in key sectors	\$820,000	\$820,000	\$910,000	\$910,000	\$910,000	\$910,000	\$970,000	\$970,000	\$3,610,000	\$3,610,000
Priority 3 of 4	Ensure communication, formal consultation and effective participation of the community	\$300,000	\$300,000	\$325,000	\$325,000	\$325,000	\$325,000	\$350,000	\$350,000	\$1,300,000	\$1,300,000
Priority 4 of 4	Support School-Community Centre programming in the province	\$330,000	\$330,000	\$330,000	\$330,000	\$380,000	\$380,000	\$330,000	\$330,000	\$1,370,000	\$1,370,000
Total:		\$1,600,000	\$1,600,000	\$1,700,000	\$1,700,000	\$1,750,000	\$1,750,000	\$1,800,000	\$1,800,000	\$6,850,000	\$6,850,000
Grand total:		\$3,200,000		\$3,400,000		\$3,500,000		\$3,600,000		\$1,370,000	