

Report of the
Advisory Committee on
Francophone Affairs
To the Government of Saskatchewan



June 2012

*Government of Saskatchewan French-language
Services Policy*

Letter of Transmittal

The Honourable D. Wayne Elhard
Provincial Secretary

Minister Elhard:

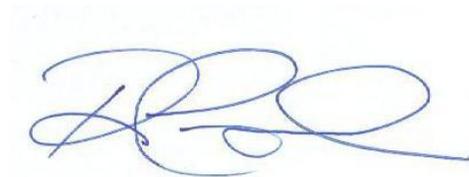
In follow-up to our meetings of June 10, 2011, September 30, 2011 and February 3, 2012, it is my pleasure to offer you the seventh report of the Provincial Secretary's Advisory Committee on Francophone Affairs. For this report the Committee has chosen to evaluate the Government of Saskatchewan French-language Services Policy and to make recommendations to strengthen and improve this Policy.

The Committee met with several representatives of the Francophone community of Saskatchewan as well as with public servants from the principal ministries. Both community stakeholders and public servants expressed satisfaction with the Policy and offered numerous suggestions for its improvement.

The French-language Services Policy is one of the foundational elements for services in French offered by the Government of Saskatchewan. In this sense it plays an important role in the development and vitality of the Fransaskois community.

On behalf of the Committee members, I am happy to present to you our recommendations designed to strengthen and improve the Government of Saskatchewan French-language Services Policy. I am particularly happy to present these recommendations to you in 2012 which has been proclaimed Year of the Fransaskois by the Government of Saskatchewan.

Sincerely,



René Carpentier
Chair of the Advisory Committee
June 2012

Summary

Members of the Francophone community as well as provincial public servants have expressed satisfaction with the French-language Services Policy. The recommendations of the Advisory Committee on Francophone Affairs seek to strengthen the French-language Services Policy to ensure that it:

- meets the needs of the Fransaskois community;
- takes into account the increasing role of third parties and of the Internet in the delivery of government services;
- facilitates better use of existing human resources; and,
- clearly sets out the roles and responsibilities of ministries and of the Francophone Affairs Branch in the delivery of French-language services by the Government of Saskatchewan.

Recommendations

1. That the introduction to the Policy be re-written to better reflect the reality of the Fransaskois community and of the French language in Saskatchewan.
2. That the Policy clearly indicates why it is beneficial to support the development and vitality of the community through the offer of services in French.
3. That the Policy be amended to clarify the scope of its objectives in matters of communications in the French language and that it avoid the use of the expression “where appropriate.”
4. That in respect to oral communication in French, it be understood that the quality of French is equal to that offered in English.
5. That the French-language Services Policy be applied to quasi-governmental third party providing services in key sectors for the vitality of the Francophone community.
6. That ministries, Crown corporations and other agencies voluntarily identify French-speaking employees in the public service.
7. That ministries, Crown corporations and other agencies encourage their French-speaking employees to offer services in French.
8. That ministries, Crown corporations and other agencies ensure that the French content on their Web site be visible to potential users, easy to access and of quality comparable to that available in English.



9. That Web sites of ministries, Crown corporations and other agencies include on their home page a link with the *Bonjour!* site of the French-language Services Centre.
10. That ministries, Crown corporations and other agencies, with the support of the Francophone Affairs Branch, be required to implement action plans, including performance measures, for the improvement of French-language services.
11. That the Francophone Affairs Branch establish a periodical reminder mechanism for public service employees relative to the French-language Services Policy.
12. That reports on French-language services prepared by the Francophone Affairs Branch be shared with ministries, Crown corporations and other government agencies in order to create a collaborative atmosphere among ministries for the success of the Policy.
13. That the Government of Saskatchewan French-language Services Policy be reviewed by the community and by the government every three years.

Committee Mandate

Advise the Provincial Secretary through the review and analysis of programs and policies to guide the implementation of Saskatchewan's French-language Services Policy.

Meeting Objective

In 2003, the Government of Saskatchewan adopted its French-language Services Policy. With this Policy, the Government of Saskatchewan committed to "enhancing services offered to the Francophone community of Saskatchewan in support of the development and vitality of this community."¹

The Policy is organized according to three axes:

1. Communication;
2. Development and delivery of services; and,
3. Consultation.

The objective of this report is to evaluate the Government of Saskatchewan French-language Services Policy and to make recommendations for its improvement. The Advisory Committee on Francophone Affairs has held two meetings: one with members

¹ Government of Saskatchewan, French-language Services Policy, available at <http://www.ops.gov.sk.ca>.



of the Fransaskois community and the other with representatives of the various provincial ministries. At these meetings the Committee asked members of the community and of public servants whether:

- the goals and objectives of the Policy were relevant and appropriate;
- the Policy had achieved its stated goals and objectives; and,
- new goals and objectives should be added to the Policy.

Evaluation of the French-language Services Policy

Current Situation

Services in French offered by the Government of Saskatchewan have three bases:

1. Constitutional and legal obligations. These apply especially in the areas of education and justice. Section 23 of the *Constitution Act, 1982*, recognizes the right of the Francophone community to manage its public education system. Section 530 of the *Criminal Code* recognizes the right to be tried in French. Saskatchewan's *Languages Act* recognizes the right to use French in the Courts of the Province and in the Legislative Assembly.
2. Federal-provincial agreements. Numerous federal-provincial agreements provide for the offer of services in French where numbers warrant. These agreements deal with the management of certain programs (for example, student financial assistance, immigration, crop insurance) or the devolution to the province of former federal programs (for example, workforce training).
3. The French-language Services Policy. The Policy directs action by the Government of Saskatchewan in the area of French services extending beyond its constitutional obligations.

The Policy's objective is to improve services in French. Services in French offered by the Government of Saskatchewan fall generally within three areas and progress has been made since the implementation of the French-languages Services Policy in each of these areas:

1. Documents in French, including:
 - Many information documents are now available in French, for instance the Hunters' and Trappers' Guide, the Anglers' Guide and The Driver Handbook.
 - Many forms are available in French, for instance applications for birth, marriage or death certificates.
 - Birth, marriage and death certificates are bilingual.
 - Signage in most provincial courts is bilingual.



2. Services in person or by telephone are offered directly by the government, specifically:
 - The Government of Saskatchewan has 24 bilingual points of service including four Career and Employment Services Offices, the Agriculture Knowledge Centre and the Ministry of Social Services Saskatoon Service Centre.
 - In January 2010 the Government of Saskatchewan launched its French-language Services Centre and its *Bonjour!* Web site. The Services Centre acts as a single window for the public to access services and programs of the Government of Saskatchewan in French.
3. Third party services in French funded and regulated by the provincial government, particularly in education, early childhood, immigration and employment. In many cases these third parties are community organizations. Provincial funding enables them not only to offer services but to strengthen their organizational capabilities.

Generally speaking, members of the community as well as public servants have expressed satisfaction with the Policy and with its implementation. Members of the Fransaskois community recognize the efforts of the Government of Saskatchewan and encourage it to continue with same.

Members of the Fransaskois community as well as public servants have also suggested to the Committee possible improvements for the Policy. These suggestions form the basis of our recommendations.

Towards a Better Understanding of the Fransaskois Community's Needs

Over the last decades, the Fransaskois community has undergone numerous changes. For example:

- In 1991, 41% of Fransaskois lived in the four largest cities of the province (Saskatoon, Regina, Prince Albert and Moose Jaw)². In 2006, the figure was 50%.³
- In 1991, 36% of children less than 18 years of age with French as a mother tongue had at least one parent whose mother tongue was not French.⁴ En 2006, the figure was 52%.⁵

² Percentage calculated from Statistics Canada data, 1991 Census, Mother-tongue population, Product 93-313, Tables 1 and 3, Metropolitan regions census profile and census agglomerations – Part A, Product 93-337, Table 1. Includes multiple responses.

³ Percentage calculated from Statistics Canada, 2006 Census, Community Profiles for Saskatoon (Code 725), Regina (Code 705), Prince Albert (Code 745), Moose Jaw (Code 715), Product 92-591-XWF in Statistics Canada catalogue. Includes multiple responses.

⁴ Percentage calculated from Statistics Canada data, 1991 Census, Mother-tongue population: 20% sample data, Product 93-333, Table 5.



- In 1991, 25% of Fransaskois were 65 years and over.⁶ En 2006, the figure was 31%.⁷
- The proportion of Fransaskois born outside of Canada has doubled between 2001 and 2006, going from 3% to 6%.⁸ Given the demographic growth of the province since 2006, the committee believes this proportion is now greater and will continue to rise.
- Community institutions have changed. When the French-language Services Policy was adopted in 2003, there were 12 Fransaskois schools and two Francophone daycares; there are now 15 schools and six daycares.
- The place of French in Saskatchewan is changing. In the last ten years registrations for French immersion classes have seen an increase of 15%.

The community has taken note of these changes. In 2006 the Commission on Inclusion in the Fransaskois Community proposed a new definition of who is a Fransaskois which takes into account the new face of la Francophonie in Saskatchewan:

“A Fransaskois is someone who identifies him- or herself with the Saskatchewan Francophone community, today or in the past, whether through birth, marriage or adoption or by identifying with the Fransaskois community, who contributes to the vitality of the French language as well as the growth and development of the French-speaking communities in Saskatchewan, while acknowledging that there are many ways to make a contribution.”⁹

The French-language Services Policy represents a commitment to support the development and vitality of the Fransaskois community. Ministries, Crowns and agencies must grasp the reality of the Fransaskois community so as to be able to meet its needs and contribute to its development and vitality. The Policy can play a role of awareness for the government as a whole. This is why it appears essential to the Committee that the Policy reflect the contemporary reality of the Fransaskois community.

⁵ Percentage calculated from Statistics Canada, 2006 Census, Product 97-555-XCB2006012 in Statistics Canada catalogue (Saskatchewan, Code 47). Includes multiple responses.

⁶ Statistics Canada, 1991 Census, Mother Tongue, Product no 93-313, Table 4.

⁷ Data calculated from Statistics Canada, 2006 Census, Product no 97-555-XCB2006021 in Statistics Canada catalogue.

⁸ *Fédération des communautés francophones et acadiennes (FCFA), Profile of the Francophone community of Saskatchewan*, Ottawa: FCFA, 2004, p. 4 and FCFA, *Profile of the Francophone Community of Saskatchewan*. Ottawa: FCFA, 2009, p.6.

⁹ Commission on Inclusiveness in the Fransaskois Community, *Final Report: From Minority to Citizenship*. Regina: Assemblée communautaire fransaskoise, 2006, p. 11.



Recommendation n° 1

That the introduction to the Policy be re-written to better reflect the reality of the Fransaskois community and of French in Saskatchewan.

The Policy is clear in its intention to contribute to the development and vitality of the Fransaskois community. However, the Policy does not explain why the development and vitality of the Fransaskois community are appropriate and desirable objectives for the Government of Saskatchewan. This shortcoming is not unique to the Policy: others have pointed to the insufficient explanation given in Canadian policies on linguistic duality as to why their objectives are valid and appropriate.¹⁰

In our meeting with public servants, several mentioned that it would be important for them to better understand why and how they can contribute to the development and the vitality of the Fransaskois community. It seems important to the Committee that it explain the rationale of the French-language Services Policy.

1. The role of language and culture in individual development. People grasp and understand the world through their language and their culture. These provide them with words and a context which allow them to give meaning to the world. Language and culture are therefore essential to their ability to reason, make judgments, form relationships, understand and, in short, to become autonomous as individuals and citizens.¹¹ The development and vitality of the Fransaskois community allow its members to affirm themselves fully as individuals and citizens.
2. Canada's linguistic duality. Fransaskois do not represent a large percentage of the Saskatchewan population. However they do speak one of the two official languages of Canada and belong to a larger Francophone community which represents almost one quarter of the Canadian population.
3. The needs of Fransaskois. Almost two-thirds of Fransaskois consider it to be important or very important that federal and provincial government services be offered in French.¹² Also, offering services in French is a way to better serve certain clientele, particularly children and seniors (the Committee has already

¹⁰ See, among others, Graham Fraser, *Sorry I Don't Speak French: Confronting the Canadian Crisis That Won't Go Away*. Toronto: Douglas Gibson, 2006.

¹¹ Will Kymlicka, *Multicultural Citizenship: A Liberal Theory of Minority Rights*. Oxford: Clarendon Press, 1995. Charles Taylor, "The Politics of Recognition" in Amy Gutman (under) *Multiculturalism: Examining the Politics of Recognition*. Princeton: Yale University Press, 1992.

¹² Jean-Pierre Corbeil, Claude Grenier and Sylvie Lafrenière, *Minorities Speak Up: Results of the Survey on the Vitality of Official Language Minorities*, Statistics Canada, 2007, p. 103.



made recommendations to this effect, especially in the area of health). The offer of services in French is well suited to citizen-centered services, one of the five pillars of the Saskatchewan public service renewal.¹³ Under this approach citizens of the province receive the quality of service they need, when they need it, delivered in the manner in which they need it.

4. The notion of choice. Language and culture are not the only identities that count with individuals. For many, religious, professional, or family identity is just as important. Moreover, the use of a language is partly a question of choice. The French-language Services Policy allows for and encourages the use of French but does not compel it.

For the Committee it is clear that the Government of Saskatchewan has a positive role to play in supporting the vitality of the Francophone community beyond its constitutional and legal obligations. The vitality of a language does not depend only on its use in private settings. Access to government services in French and government financial support to community institutions create opportunities to live in French and to re-enforce the legitimacy of the Saskatchewan Francophonie.¹⁴

Recommendation n° 2

That the Policy clearly indicates why it is beneficial to support the development and vitality of the community by offering services in French.

Service Goals

At meetings with representatives of the Fransaskois community as well as in meetings with public servants, no one called into question the three axes of the French-language Services Policy, namely communication, service delivery and development and consultation. Critiques formulated at these meetings were for improvement of the Policy rather than for an in-depth change.

¹³ The five pillars of the Saskatchewan public service renewal are: citizen-centered service, people management, government-wide approach, simplification and core business. These pillars are described in the mandate letters issued by Premier Wall to each minister in 2010. The letters are available on the Web page <http://www.gov.sk.ca/cabinet/>.

¹⁴ Rodrigue Landry, Réal Allard, Kenneth Deveau, *Schooling and Cultural Autonomy – a Canada-wide Study in Francophone Minority Schools*. Moncton: Canadian Institute for Research on Linguistic Minorities, 2010, pp. 42-48.



Communication

One possible improvement to the Policy came out clearly from our meeting with community representatives with several persons criticizing the use of the expression “where appropriate.” This expression comes up three times in the description of communication objectives of the Policy (forms and informational documents, public signage and notices, public information campaigns). According to members of the community, this expression is vague and constrains the scope of objectives in the area of communication. Public servants met with by the Committee indicated that the expression “where appropriate” was not very useful to them because it was too vague. It would be preferable to clarify those instances where communication in French is appropriate and desirable, as for example when the communication:

1. is for school or pre-school age children, for seniors or for families;
2. deals with public health or a public emergency;
3. deals with areas in which the public has rights, with institutions or programs (education, early childhood, employment, justice, community development, culture);
4. deals with services in French;
5. deals with principal government guidelines (for example, Speech from the Throne, Budget Speech).

These criteria should not be interpreted in a restrictive manner; they represent a starting point for communication in French and not a limit.

According to the Committee, these criteria are generally consistent with the priorities of the Fransaskois Community Comprehensive Development Plan 2010-2020.¹⁵ This Plan has four objectives:

1. increase the population of French speaking persons;
2. increase the status and legitimacy of the French fact in Saskatchewan;
3. increase a sense of pride and belonging within the Fransaskois community;
4. strengthen the capabilities of individuals and organizations.

Recommendation n^o 3

That the policy be amended to clarify the scope of its objectives in terms of communications in the French language and that it avoid the use of the expression “where appropriate.”

Community representatives have suggested another improvement to the Policy in respect to its communication objectives, namely that of specifying that the quality of oral French be equivalent to that offered in English. The Policy already includes a similar

¹⁵ Available at: <http://www.fransaskois.sk.ca/uploads/files/general/23//pdg-2010-2020.pdf>.



commitment in respect to service delivery according to which services in French should be of comparable quality to that which is offered in English. It seems relevant to clarify that this commitment deals with oral communication as well. Such a commitment to quality would give evidence of respect for the French language and to the Fransaskois community.

Recommendation n° 4

That in respect to oral communication in French, it be understood that the quality of French is equal to that offered in English.

Development and Delivery of Services

The Government of Saskatchewan, like all provincial governments makes extensive use of third parties in providing services to its population. These third parties are sometimes quasi-governmental organizations created by the province (school boards, regional health authorities) and sometimes community organizations offering services on behalf of the provincial government. A large part of French services offered in Saskatchewan is by third parties, be it from the *Conseil des écoles fransaskoises*, early childhood centres or employment and settlement services offered by the *Assemblée communautaire fransaskoise*. Services offered by these third parties are regulated and funded by the provincial government.

The wording of the French-language Services Policy indicates that this policy applies “to the government, its ministries, Crown corporations and other agencies of the province.” Third parties are therefore not covered by the Policy. Community representatives pointed out that this fact limited the scope of the Policy.

This problem is not limited to Saskatchewan. Ontario recently adopted a regulation to ensure that third parties that provide government services comply with the requirements of the French Language Services Act.¹⁶ These third parties are now required to offer services in French in any of the designated regions of Ontario where government services are to be offered in French. The Committee believes that such an approach is not suited to Saskatchewan, where there are no legal obligations to provide services in French (except in the above-mentioned examples) and where the concept of designated regions is not in use.

However, the Committee believes that certain third parties providing services on behalf of the Government of Saskatchewan should put into practice the French-language Services Policy when they meet the following two criteria:

¹⁶Ontario Regulation 284/11, *Provision of French Language Services on Behalf of Government Agencies*.



1. Do these third parties provide services in a sector that is key to the vitality of the Francophone community? At the very least, these sectors include areas in which the community has rights, institutions or programs (for example, education, health, early childhood, immigration, employment, justice, community development and culture).
2. Are these third parties quasi-governmental bodies, that is to say, autonomous organizations created under an Act of the Legislature or by way of an Order-in-Council to provide services to the public? The Committee believes that we cannot expect community organizations offering services on behalf of the Government of Saskatchewan to implement the Policy, especially given the fact that they often have limited resources. However, the Committee believes it is reasonable to expect quasi-governmental organizations to implement the Policy.

Take for example Regional Health Authorities and the Community Initiatives Fund. These third parties work in key sectors for the vitality of the Francophone community, notably health and community development. These third parties are quasi-governmental organizations and should therefore implement the French-language Services Policy.

To support third parties in providing services in French these parties should have access to the translation services of the Francophone Affairs Branch.

Recommendation n° 5

That the French-language services policy be applied to quasi-governmental third party providing services in key sectors for the vitality of the Francophone community.

The offer of services in French to the public necessarily involves the presence of employees who are able to offer these services in person or by telephone. The Policy identifies the designation of bilingual positions as “a means to more effectively provide French-language services.” There are presently 44 bilingual positions within the Saskatchewan public service.

A survey conducted last year by the Public Service Commission, upon recommendation by the Committee, allowed for identification of more than 250 public servants able to communicate in French. The ability to provide services in French within the public service is therefore greater than the 44 bilingual positions. Public employees stating that they are able to communicate in French are not all in positions offering services to the public. Nonetheless, we can assume that there is an under-used potential within the Saskatchewan civil service. It would be advantageous for ministries to see to what



extent they can make use of existing linguistic capabilities in order to increase the offer of services in French. Identification of public servants able to communicate in French should be done on a voluntary basis in order to respect personal privacy.

French speaking public servants should be encouraged by their ministries to offer services in French when communicating with the public. The Francophone Affairs Branch (FAB) has developed tools to support the offer of services in French (for example, posters and glossaries of terms). Ministries should emphasize the offer of services by their bilingual employees, for example, through offering them opportunities for training in French.

Recommendation n° 6

That ministries, Crown corporations and other agencies voluntarily identify French speaking employees in the public service.

Recommendation n° 7

That ministries, Crown corporations and other agencies encourage their French speaking employees to offer services in French.

Online documents and forms constitute a large part of Government of Saskatchewan services available in French. The *Bonjour!* site of the French-language Services Centre offers centralized public access to these documents. However community representatives have pointed out that these documents and forms are not always easy to find on the sites of the various ministries responsible for them. The Committee believes it would be relevant to widen the definition of active offer found in the French-languages Services Policy to include online documents, especially since it is shown that active offer of services in French increases the use of these services.¹⁷ In other words, the availability of documents online should be shown to potential users; the public should be encouraged to use these documents in French and the quality of the documents should be comparable with what is available in English.

¹⁷ Kenneth Deveau, Rodrigue Landry et Réal Allard. *The Utilization of French- Language Government Services*. Moncton: Canadian Institute for Research on Linguistic Minorities, 2009.



Recommendation n° 8

That ministries, Crown corporations and other agencies ensure that the French content on their Web site be visible for potential users, easy to access and of quality comparable to that which is available in English.

Recommendation n° 9

That Web sites of ministries, Crown corporations and other agencies include on their home page a link with the *Bonjour!* site of the French-language Services Centre.

Working Together

The success of a policy like the French-language Services Policy depends not only on the commitments contained in the policy; it depends on their actual implementation. The wording of the French-language Services Policy takes this matter into account. One section is dedicated to implementation. However certain commitments described in this section (for example the development of timelines for implementation of the Policy) have been neglected in recent years. The Committee believes it would be good to come back to the development of timelines for the improvement of French-language services. This approach would allow the government to be more strategic in the development of services in French.

The Committee believes that ministries, Crown corporations and agencies of the Government of Saskatchewan should show more leadership and initiative in implementation of the Policy. Generally speaking, ministries, Crown corporations and government agencies receive favourably those requests for services in French coming from the community. However, few of these services are offered pro-actively. This situation is regrettable because the ministries, Crown corporations and agencies have expertise in their fields and are well placed to know what types of services in French would best meet the needs of the public.

In this respect, the Committee recommends making the ministries, Crown corporations and other agencies responsible for the development of action plans for the improvement of services in French. What the Committee envisions is simple: these plans would contain commitments in terms of services in French, timelines for carrying out the commitments and performance measures.



The Francophone Affairs Branch (FAB) would remain responsible for implementation of the Policy and would help support the ministries, Crown corporations and other organizations in the preparation of these action plans.

Recommendation n° 10

That ministries, Crown corporations and other government agencies, with the support of the Francophone Affairs Branch, be required to implement action plans, including performance measures, for the improvement of French-language services.

The French-language Services Policy is only one of many Government of Saskatchewan policies in effect. In this context, a periodic reminder of the Policy seems necessary in order to make it better known. Public servants whom the Committee has met with seem to share this viewpoint. Several made suggestions in this respect, as for example, the inclusion of information about the Policy in information packages for new employees.

Recommendation n° 11

That the Francophone Affairs Branch establish a periodical reminder mechanism relative to the French-language Services Policy for public service employees.

Openness and Accountability

At our meeting with public servants the latter expressed a real desire to receive more information on services in French offered by the Government of Saskatchewan. In particular, they said they would like to know what kinds of services the other ministries offered and how they went about doing so. This information is already collated by the FAB for the preparation of the annual report on French-language services. This report offers an inventory of services available from each ministry and gives data on requests for services in French and the volume of translation carried out by the FAB. It appears that this report is not well known within the public service. The Committee is of the view that it should be presented, not only to the public as is presently the case, but also to civil servants. A wider distribution of the report would also serve as a reminder mechanism for employees in the public service.



Recommendation n° 12

That reports on French-language services prepared by the Francophone Affairs Branch be shared with ministries, Crown corporations and other government agencies in order to create a collaborative atmosphere among the ministries for the success of the Policy.

The present wording of the French-language Services Policy provides for an evaluation after five years. As shown by this report, it has been eight years since the Policy has been reviewed. This time period is too long. The Committee believes that it is vital to ensure that the document remain living and relevant.

Recommendation n° 13

That the Government of Saskatchewan French-language Services Policy be reviewed by the community and by the government every three years.



ADVISORY COMMITTEE ON FRANCOPHONE AFFAIRS

LIST OF MEMBERS

René Carpentier, Chair

Mr. Carpentier, an entrepreneur, is executive partner of a Saskatchewan consulting and projects management group in Regina. For many years he has worked within Francophone regional and provincial organisations including the *Conseil de la coopération de la Saskatchewan*. Mr. Carpentier assumes the role of Chair of the Advisory Committee for the first term.

Paul Heppelle, ex-officio

A native of Ontario, and settled in Saskatchewan for a good number of years, Mr. Heppelle has made a career in education both as a teacher and administrator, as well as in the civil service. Now retired, he has launched a company specializing in the organization of events. He was elected community representative for the Regina region in 1999 and is currently president of the *Assemblée communautaire fransaskoise*.

Laurette Lefol

Ms. Lefol was born and raised in Saskatchewan and is active in her community of Saskatoon. Holding a Certified Management Accountant designation, Ms. Lefol has also developed human resources and leadership skills and is well known in the non-profit organisations sector.

David Lawlor

Musician, composer and master in sound arrangements and the use of multimedia. Mr. David Lawlor is well known on the cultural scene, provincially, nationally and even internationally. Mr. Lawlor is an instructor of French as a Second-Language at the University of Regina and is especially interested in the development and teaching of courses by Internet.

Jean Nepo Murwanashyaka

Mr. Jean Nepo Murwanashyaka has lived in several countries and regions of Canada before settling in Saskatoon. Working with a firm of engineers in the mining sector, he has developed knowledge and expertise in project management, process engineering and problem analysis. Mr. Murwanashyaka is also very active among the French-speaking African population of Saskatoon.

André Nogue

Mr. Nogue, with roots in rural Saskatchewan, made his career in the federal civil service which has allowed him to develop a solid expertise in management of official languages programs. He is very familiar with the Fransaskois community, its needs and its challenges. Presently retired, Mr. Nogue lives in Regina.

Guylaine Patenaude

Ms. Guylaine Patenaude, from Manitoba, at a very early age became Fransaskoise by adoption. She has been involved for more than 10 years in the *Association jeunesse fransaskoise* youth organization and just recently received her certification in the coordination of special events. In 2010 Guylaine was awarded the *prix Jeune femme remarquable du Canada* by the *Alliance des femmes de la francophonie canadienne*.



Joanne Perreault

Presently retired, Ms. Joanne Perreault has worked for more than 20 years with the Assemblée communautaire fransaskoise (ACF) 10 years of which she was deputy director. In 1988 she was part of the community development team sector at the time of the signing of the first Canada-Fransaskois Community Agreement. Ms. Perreault lives in Hoey where she continues her involvement with the Fransaskois community.

