



COMPREHENSIVE
**DEVELOPMENT
PLAN**

for Alberta's
Francophonie

2025-2030



This Comprehensive Development Plan of Alberta's Francophonie 2025–2030 was developed by the ACFA, the official voice of Alberta's Francophonie since 1926, in collaboration with the Follow-up Committee and all organizations and institutions that take part in an annual Community Forum organized by the ACFA with the support of PGF Consultants. The graphic design is the work of Creative Coco'Nuts.

The plan is based on consultations held during the 2024 Community Forum and the 2024 Annual Congress of Alberta's Francophonie, validated through a survey of French-speaking Albertans in the winter of 2025. It was approved by the 2025 Community Forum and subsequently formally adopted by ACFA's Provincial Board of Directors in May 2025.

The ACFA acknowledges the financial support of Canadian Heritage.

PREAMBLE



Alberta's Francophonie must shape its future in an intentional and coherent way. In this spirit, the Comprehensive Development Plan for Alberta's Francophonie is conceived as a new collective roadmap, designed to inspire and guide our actions toward 2030.

Originally developed in response to Canadian Heritage's expectations, this plan is now being implemented with the support of all community, institutional, and governmental partners that are instrumental to Alberta's Francophonie. Like a symphony, each partner plays its own part, ensuring a harmonious implementation and a true collective achievement.

This is our shared project, one in which all stakeholders can identify themselves, collaborate explicitly, and contribute actively to achieving results and realizing a common vision.

This plan comes to life thanks to the commitment of citizens and partners who contributed to it, and to the coordination led by the ACFA, which supported the work of the follow-up committee throughout the process. The ACFA also commits to serving as the implementation secretariat of the Comprehensive Development Plan, ensuring ongoing coordination, progress monitoring, partner engagement, and transparent and regular reporting.

The Plan will be supported by concrete strategies and monitoring mechanisms, enabling all of Alberta's key players to act in a coordinated and constructive manner to ensure the sustainable development of our communities and of Alberta's Francophonie as a whole.

INTRODUCTION

Alberta's Francophonie is a driving force that enriches Alberta, Western Canada, and, through its reach, the broader Canadian Francophonie. Its vitality is built year after year through the engagement of French-speaking Albertans, as well as and the efforts of community organizations and institutions, the symbols that represent it, the events that bring it together, and the causes it defends to assert its place and contribute to the province. In this collective effort, a Comprehensive Development Plan becomes an essential tool: it channels energies, defines shared priorities, and mobilizes the community around clear results. By adopting a shared vision, Alberta's Francophonie strengthens its impact and ensures structured and sustainable development.

Territorial Acknowledgement

Alberta's Francophonie acknowledges that it fulfills its mandate on the traditional and continuously inhabited territories of the Anishinaabe, Denesųłiné, Niitsitapi, Nakota, Nehiyāw, and Tsuut'ina peoples, as well as the Métis Nation, now encompassed by the province of Alberta. It seeks to honour the Indigenous Peoples whose presence has marked this land for centuries and is committed to acting respectfully toward these territories.





VISION 2035

Rooted in its history and enriched by its diversity, Alberta's Francophonie in 2035 is multidimensional, dynamic, and thriving. It innovates, unites, and inspires, asserting its presence in all sectors of society. Through collective mobilization, it guarantees access to life in French and the strengthening of its institutions throughout Alberta.



Strategic Pillar

VITALITY

The vitality of Alberta's Francophonie rests on the promotion and transmission of the French language, and its diverse cultures and identities. Its richness draws on deep roots that have carried the French language and Francophone cultures through generations. Still vibrant, Alberta's Francophonie continues to grow through the contributions of newcomers, French learners, and Francophones from all backgrounds. The sense of pride and belonging that drives this diversity is expressed through the arts, culture, media, and celebration of Alberta's Francophone heritage, carried out by community organizations and institutions.



It is essential to better support and include immigrants—an undeniable asset for the future—while strengthening our collective ability to include all French-speaking individuals across Alberta. Every Francophone, regardless of origin or background, must be able to contribute fully the future of Alberta's Francophonie.

French must flourish in public spaces and workplaces so that everyone, especially youth, can continue living in French after completing their studies. This is a pressing challenge, as the forces of assimilation, often invisible but pervasive, gradually erode the connection between language, culture, and identity among younger generations. This is how Alberta's Francophonie will shine beyond organizations and events, in all regions of the province.





Key Strategic Outcomes



R1. A sense of belonging to an inclusive and diverse Francophone culture (heritage, traditions, cultural expressions, lived experiences) increases across all age groups and regions, including among newcomers.



R2. The presence and visibility of the French language and Alberta's Francophonie in public spaces and the employment sector.



R3. The inclusion of Francophone, interlinguistic, and non-Francophone families, as well as French-as-an additional-language learners, within Alberta's Francophonie is enhanced, supporting their active participation and sense of belonging to the community.



R4. Francophone cultural and artistic spaces and offerings increase in number and diversity, especially for youth.



R5. A growing number of newcomers integrate into life in French, and measures are implemented to improve retention rates.

Strategic Pillar

SUSTAINABILITY

To ensure the development of the Francophone community, it is critical to recognize the concerning decline in its demographic weight, despite overall population growth. This situation, compounded by assimilation's lingering and insidious effects, weakens the transmission of French as a language of everyday life and increases pressure on the French-language service offering throughout the province.



Strengthening French-language service continuums—both governmental and community-based—is necessary, particularly in the sectors of education, health, social services, immigration, employability, justice, and culture. Alberta's Francophonie also requires strong institutions, managed by and for the community. Services must be equitable and adapted to Francophones across the province.

In education, the ability to attract and retain youth within the Francophone system from preschool to postsecondary is a key issue. Retention is also a challenge within the labour force. Stimulating Francophone entrepreneurship, along with recruiting and retaining qualified French-speaking workers, ensures Alberta's Francophonie remains economically strong.



A close-up photograph of two hands shaking, symbolizing agreement or partnership. The hands are positioned at the top of the page, with the background being a soft-focus green.

Key Strategic Outcomes



R6. A greater number of children of Section 23 rights holders benefit from a full Francophone education continuum, with improved retention throughout this pathway.



R7. French-language Postsecondary offerings are expanded in alignment with community expectations expressed during consultation, and labour market needs.



R8. The availability, usage, and active demand for French-language services across sectors increase throughout the province.



R9. Recruitment and retention of qualified French-speaking individuals are strengthened through coordinated efforts by Alberta's Francophonie community partners.



R10. The professional integration of individuals who have migrated and immigrated is facilitated through the recognition of their degrees and skills.



R11. The economic vitality of Alberta's Francophonie grows, particularly through the rise of entrepreneurship across the province.



R12. Our schools and postsecondary institutions are strong and equipped with the necessary resources to fulfill their mandate.

Strategic Pillar

SYNERGY

Collaboration within the community, as well as externally, is essential to accelerate the achievement of development outcomes for Alberta's Francophonie. Strengthened cooperation among Francophone community organizations—including consideration of overlapping services—can increase impact and access to funding, while strengthening internal capacity to serve the community.



Relationships with the Anglophone majority population are vital to enhancing the presence of French in Alberta by supporting access to services, fostering bilingualism, and developing strategic alliances. By collaborating with institutions, elected officials, immersion partners, and all those contributing to the vitality of French in Alberta, Alberta's Francophonie increases its reach, influence, and sustainability.

The strength of Alberta's Francophonie and its organizations also depends on the civic and political engagement of individuals, including youth. Community organizations are expected to be inclusive and to reflect—and benefit from—the richness of diverse perspectives.





Key Strategic Outcomes



R13. Organizational staff and governance capacities are strengthened through shared resources, expertise, and/or administrative services.



R14. Coordination and collaboration are enhanced among organizations offering similar or complementary services, including between provincial and regional organizations.



R15. Dialogue and coordination spaces are created with other cultural groups, including the Anglophone majority and Indigenous Peoples.



R16. Organizational funding levels and stability improve through innovative approaches (diversified sources, collaborative models, shared mandates, joint applications).



R17. The number and diversity (age, gender, region, cultural origin, etc.) of people involved (volunteers, staff, board members) in Francophone community life increases.



Secretariat for the Implementation of the Comprehensive
Development Plan for Alberta's Francophonie

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