



Action Plan for Alberta's Francophonie 2023-2028



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Prepared by the Provincial Secretariat
of the ACFA and adopted by the
ACFA Provincial Board of Directors

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Word from the President

Backed by a process that took more than 12 months to complete, during which the ACFA consulted hundreds of Alberta community stakeholders and citizens, we humbly introduce the Action Plan for Alberta's Francophonie 2023-2028. With the publication of this document, Alberta's Francophonie clearly lays out its priorities for services in French offered or funded by the province of Alberta.

The ACFA recognizes that the Government of Alberta does not have a legal obligation to provide certain services in French. However, since 2017, the Government of Alberta's *French Policy* provides a framework for it to support the Francophonie and improve the provision of government services in French. To determine priorities for implementing the *French Policy*, the Ministry responsible for the Francophone Secretariat "will be informed by the objectives and priorities set by the diverse stakeholders serving the province's French-speaking population, such as the ACFA and the Francophone Regional authorities."¹ The province also receives funding from the federal government to support the provision of services in French, including through the *Canada-Alberta Agreement on French Language Services and Official Languages in Education Programs (OLEP)*.

The ACFA is therefore grateful to the provincial government for having offered services in French over the years and for its willingness to continue to develop them in collaboration with community stakeholders, particularly since implementing the *French Policy*. Francophone communities believe that a successful implementation of the *French Policy* depends on the government's recognition of the Francophonie and an active offer of services on its part that not only meets the priority needs identified by community stakeholders but also strengthens the capacity of existing community organizations and institutions, while prioritizing an offer of services by and for the Francophonie. The ACFA recognizes that federal transfers for services in French are limited and not proportional to the demographic weight of Alberta's Francophonie. We will continue to offer our support to the provincial government for increased federal funding and to ensure that Alberta gets a fair deal to be able to address the priority needs identified in this document.

The ACFA thus hopes that the Action Plan for Alberta's Francophonie will become a reference tool to help orient government, managers, political parties and all provincial political stakeholders towards the priorities and opportunities that exist within the Francophonie. More importantly, we hope the Action Plan will help community stakeholders have a unified voice during political representation and advocacy. In the short term, it provides recommendations to the Government of Alberta ahead of its next action plan for implementing the *French Policy* and to political parties in advance of the 2023 provincial election. In the long term, the document will continue to evolve and be updated on an ongoing basis to adapt to changing societal realities.

¹ Government of Alberta. 2017. *French Policy*.

In conclusion, community stakeholders remain key partners in Alberta, while the French language has an economic advantage and is a unifying language. The Francophonie looks forward to continuing to work with the government to advance common goals.

A handwritten signature in black ink, reading "Sheila Risbud". The signature is written in a cursive, flowing style with a long, sweeping underline that extends to the left.

ACFA President
Sheila Risbud

Introduction

"The Francophonie is part of Alberta's past, present and future."² The first Francophone presence in Alberta dates back to the 18th century – more than 200 years ago – during the time of the explorations and the fur trade. Today, according to Statistics Canada, Alberta has the largest Francophone minority population in Canada after Ontario and New Brunswick. More than 261,000 Albertans have some knowledge of French, making French the second most spoken language in the province after English. Alberta is also the province with the fastest growing Francophone population in the country and will have the most significant French language growth by 2036.³

The Francophonie mirrors Anglophone Canada in terms of French being the language of business and communication as well as being an official language of Canada; in the diversity of its French-speaking population; and in the recognition that its colonizers displaced many Indigenous languages and cultures that have been present on Alberta's land since time immemorial. Economic prosperity, diversity, inclusion and reconciliation with Indigenous peoples are therefore also priorities for the Francophonie.

French has an intrinsic economic value.⁴ A Conference Board of Canada study found that bilingualism outside Quebec contributes to economic diversification and growth.⁵ By learning French, Albertans have access to jobs, opportunities, and cultural assets they would not otherwise have. Nearly one-third of elementary and secondary students study in a French language program, either in immersion or in the Francophone system.⁶ Many of these students also choose to pursue post-secondary education in French, again with the goal of gaining a competitive advantage.

French is also a unifying language. The Francophonie has a diverse population: Francophones whose ancestors have lived in Alberta for generations, including Métis who still speak French; people who have immigrated from other continents or migrated from another Canadian province or territory; French-language learners; members of 2SLGBTQIA+ communities; and more. As a result, Alberta's Francophonie is committed to the principles of diversity, equity and inclusion, and to taking an intersectional approach. Reconciliation projects with Indigenous peoples are also underway.

Alberta is, therefore, at a crossroads in terms of services offered in French. More than ever, Alberta needs to develop its active offer of services in French to meet the ever-increasing demand from a growing and diverse population of French-speaking Albertans. By recognizing the Francophonie and offering more services in French, the Government of Alberta has "an opportunity to better serve a significant portion of Albertans, while also enhancing Alberta's competitive advantage and strengthening the province's relationship with the Francophonie across Canada and the world."⁷

² Government of Alberta. 2017. *French Policy*.

³ Statistics Canada. *Census Profile, 2016 Census, Alberta*.

⁴ International Organization of the Francophonie. "Le français, un atout économique". *Langue française et diversité linguistique*. <https://observatoire.francophonie.org/le-francais-langue-de-communication-et-des-affaires/le-francais-un-atout-economique/>

⁵ The Conference Board of Canada. "English-French Bilingualism Outside Quebec: An Economic Portrait of Bilinguals in Canada". April 30, 2019. <https://www.conferenceboard.ca/e-library/abstract.aspx?did=10054>

⁶ Government of Alberta. 2017. *French Policy*.

⁷ Government of Alberta. 2017. *French Policy*.

Methodology

On December 9, 2020, the ACFA's provincial board of directors adopted the recommendation to develop an Action Plan for Alberta's Francophonie. On June 7, 2021, after a few months of preparation, the ACFA began the process of drafting the Action Plan for Alberta's Francophonie 2023-2028, which it finalized in the spring of 2022 following five phases of consultations. The ACFA team conducted the consultations that included:

- (1) One-on-one interviews with 20 targeted community organizations⁸ to lay the groundwork for a draft action plan (June to September 2021);
- (2) Eleven thematic focus groups with 200 community leaders, representing more than 40 community stakeholders⁹, to obtain feedback on the draft (November 2021 to January 2022);
- (3) A review of the draft and feedback from the ACFA Provincial Board (March 2022);
- (4) The "En français, SVP!" survey¹⁰ of 520 French-speaking Albertans (May 2022);
- (5) Feedback from the *Forum communautaire* (Community Forum), bringing together community stakeholders, and adoption of the recommendation by the ACFA Provincial Board (May 2022).

The data collected was used to prepare the final version of the action plan, which includes nearly 200 proposed actions over a five-year period for eight targeted intervention sectors.

To make it easier to read, the Action Plan for Alberta's Francophonie 2023-2028 does the following:

- Identifies actions that Alberta's Francophonie would like the provincial government to take to develop the offer of services in French in Alberta. The actions are formulated from the government's perspective.
- Classifies actions according to the guiding principles of the government's *French Policy*. These are: (1) Recognition and Visibility, (2) Ongoing Development and Vitality, (3) Relevant, Accessible, and of Comparable Quality, and (4) Proactive Collaboration and Engagement.
- Classifies actions into eight sectors of intervention: (1) Government Institutions, (2) Arts, Culture, and Heritage, (3) Education Continuum, (4) Economic Development, (5) Immigration, (6) Justice, (7) Health and physical activity, and (8) Social services. Government institutions is listed first since most of the actions identified in this section are cross-cutting, applying to all ministries, agencies, boards and commissions of the Government of Alberta.
- Identifies community and government stakeholders responsible for implementing the Action Plan for each sector.
- Includes direct links to ministry business plans, identified with a footnote.

Note that this Action Plan is complementary to the ACFA's *Plan de développement global : Projet de société – fondements et architecture communautaire 2019-2024* (Community Strategic Plan), as well as to the strategic plans of community stakeholders. As such, actions that might be carried out at the community level have been excluded from this document. Readers are encouraged to consult these documents for more information on specific community needs.

⁸ See Appendix 3.

⁹ See Appendix 4.

¹⁰ See Appendix 5.

Executive Summary

The following is a summary of the priorities identified for each of the sectors:

- Government Institutions
 - Ensure that French-speaking Albertans have access to an active offer of services in French provided or funded by the government.
 - Support the development of an active offer of services in French at the municipal level.
- Arts, Culture, and Heritage
 - Make government institutions aware of the specific needs of Alberta's Francophonie in relation to arts, culture and heritage so these areas also benefit from service provision and funding.
 - Recognize Alberta's Francophone heritage in the provincial narrative.
- Education Continuum
 - Adopt measures to ensure that Francophone education is equivalent to that of the majority, further to the Supreme Court of Canada's decision in *Conseil scolaire francophone de la Colombie-Britannique v. British Columbia*.
 - Expand the availability of French language educational programs along the education continuum to ensure that all Albertans, whether they speak French as a first or second language, have access to French language education.
 - Secure funding for socio-cultural activities for French-speaking youth to provide opportunities to learn French and discover Francophone cultures outside the classroom.
- Economic Development
 - Expand the range of services and resources for French-speaking entrepreneurs, workers, and tourists.
- Immigration
 - Improve the recruitment and retention of Francophone immigrants in Alberta to support the provision of services in French and strengthen Alberta's Francophonie.
 - Support Francophone newcomers to Alberta by ensuring that reception and settlement services in French are of a similar quality to those provided by the Anglophone majority.
- Justice
 - Improve access to justice in French through services offered in French in courts and by police services.
- Health and Physical Activity
 - Expand the range of health, sports, and recreation services offered in French.
- Social Services
 - Identify the needs in this sector and the availability of social services in French.
 - Expand the scope and enhance the offerings of services already available in French.

(1) Government Institutions

Note: Most of the actions identified in this section are cross-cutting, applying to all Government of Alberta ministries, agencies, boards, and commissions.

Stakeholders

Governmental:

- Government of Alberta
- Municipal Affairs
- Public Service Commission
- Culture and Status of Women
- Francophone Secretariat
- Communications and Public Engagement

Community:

- ACFA
- Alberta Bilingual Municipalities Association (ABMA)

Proactive Collaboration and Engagement

- Ensure an open and transparent nomination process for the Alberta Advisory Council on the Francophonie.
 - Strengthen the role of the Alberta Advisory Council on the Francophonie to better identify the issues facing the community and enable it to play a proactive role.
- Communicate with Francophonie stakeholders in French.
 - Respond in French to correspondence written in French, within a reasonable time.
 - Translate press releases with relevant information for the Francophonie into French (e.g., funding programs, education).
 - Ensure that the emergency alert system informs the public in Alberta in both French and English.
 - Post information in French on the Government of Alberta's social media accounts, not limiting posts to the Bonjour Alberta account, and expand the platforms on which Bonjour Alberta interacts (e.g., Facebook, Instagram, etc.).

Recognition and Visibility

- Continue to offer training to public service employees to make them aware of the realities of Alberta's Francophonie and facilitate exchanges with community stakeholders.

Relevant, Accessible, and of Comparable Quality

- Redouble efforts to identify and make the most of existing French-speaking employees within the provincial public service and hire new French-speaking staff as required.
 - Identify French-speaking employees and develop a bilingual French-English staff directory for all ministries.
 - Identify positions within the various ministries where speaking French would be a necessary skill, with a view to having an active offer of services in French.
 - Include language skills in job applications.
 - Assign a person of contact in each ministry to liaise with Alberta's Francophonie, so that these officials can support stakeholders (e.g., answer questions related to the French Policy; find French-language resources).
 - Recognize French as an asset when hiring new public servants with equal skills.
- Consider the specific needs of –and give priority to the offer of services by and for – Alberta's Francophonie during calls for proposals, in order to develop an active offer of services in French (e.g., programs in Francophone schools, employment services, immigration, child-care services).
- Support the development of an active offer of services in French at the municipal level.
 - Provide core funding to support the Alberta Bilingual Municipalities Association (ABMA).¹¹
 - Continue to develop French-language resources in public libraries through grants for the purchase of material and to increase the visibility and promotion of these resources.
 - Recognize libraries by and for Alberta's Francophonie as stakeholders in the Alberta library system and support them financially.
- Translate sections of the Elections Alberta website to provide access to information of comparable quality to that available in English.
- Continue the translation of the Government of Alberta's website and improve certain sections to reflect the needs of Alberta's Francophonie.
 - Include Francophone organizations in community resources listings on various pages of the website.
 - Continue to consult with Alberta's Francophonie stakeholders about resources and website pages to be translated.
 - Translate hyperlinked documents on website pages that are already in French.
 - Consolidate all resources and services available in French in one place on the website (e.g., improving [Bonjour Alberta](#) and include designated sections for various clienteles and needs).

¹¹ Municipal Affairs, 2022-2025.

(2) Arts, Culture, and Heritage

Stakeholders

Governmental:

- Culture and Status of Women
 - Creative and Community Development Division
 - Arts branch
 - Cultural Industries branch
 - Alberta Foundation for the Arts
 - Heritage Division
 - Provincial Archives of Alberta
 - Royal Alberta Museum
- Indigenous Relations

Community:

- ACFA
- Community media (e.g., *Le Franco* newspaper, Radio Cité, Boréal FM, Nord-Ouest FM – CKRP)
- Regroupement artistique francophone de l'Alberta (RAFA)
- Société historique francophone de l'Alberta (SHFA)

Proactive Collaboration and Engagement

- Interact with government officials, leaders of government organizations, and Alberta's Francophonie stakeholders (heritage and arts separately) to develop and maintain proactive relationships.
 - Maintain the Provincial Arts Service Organization status of the RAFA.
 - Maintain the Provincial Heritage Organization status of the SHFA.
 - Hold meetings with the RAFA to establish the needs of the Francophone arts sector and thereby support the ongoing work and post-pandemic recovery of artists and organizations in this sector.
 - Meet with the SHFA to discuss the adoption of an agreement on the conservation of Francophone heritage within the Provincial Archives of Alberta and the Royal Alberta Museum.
- Recognize community media as Alberta's Francophonie stakeholders and support them financially (e.g., through the purchase of French-language advertisements), since they are also vehicles for disseminating culture, history, and information.

Recognition and Visibility

- Modify the protocol for ceremonial flags that are only raised for one day to make an exception for the Franco-Albertan flag, since it is an official emblem.
 - Fly the Franco-Albertan flag during the Alberta Francophonie Month in front of both the Queen Elizabeth Building in Edmonton and the McDougall Centre in Calgary.
 - Fly the Franco-Albertan flag year-round in front of all Francophone schools (e.g., adding an extra flagpole for schools that do not have one).
- Include the history of Alberta's Francophonie in the provincial narrative in museums, historic sites, interpretive centers, and archives to affirm Alberta's cultural identity and allow the community to share and preserve its history.¹²
 - Create a major exhibition to mark the ACFA's centennial (and the origins of Alberta's Francophonie) in 2026.
 - Sign agreements with the SHFA for the sale of historical resources and books in provincially-run stores, museums, and galleries.
 - Develop permanent exhibits dedicated to Alberta's Francophonie in museums managed by the province (e.g., Royal Alberta Museum).
 - Officially designate Francophone historic sites under the Historical Resources Act in collaboration with the SHFA, which is working to identify sites of historical significance to Alberta's Francophonie.

Relevant, Accessible, and of Comparable Quality

- Help Alberta's Francophonie to secure Alberta Foundation for the Arts funding, to support the industry and improve the visibility and financial viability of artistic and cultural products by and for Francophones.
 - Add a checkbox for all grant applications (artists and organizations) to identify those from Alberta's Francophonie.
 - Create context sheets for Alberta Foundation for the Arts juries so that they are aware of the realities of Alberta's Francophonie and its diversity when assessing applications from French-speaking artists, organizations, and broadcasters for Arts Presenting project funding (e.g., the additional costs associated with presenting the arts, especially in rural areas).
- Designate bilingual French/English positions in provincial government organizations in the arts, culture, and heritage sectors (e.g., Provincial Archives of Alberta).
- Offer training and information sessions on the grant applications available to arts, culture and heritage stakeholders, and include a simultaneous interpretation service.
- Ensure the high-quality translation of resources to make heritage more accessible in French.
 - Translate educational resources from the Royal Alberta Museum's website.
 - Translate the resources on the Cultural heritage page of the Government of Alberta's website.
 - Translate Alberta resources on reconciliation and adapt them to incorporate a Francophone perspective.

¹² Culture and Status of Women, 2022-2025.

(3) Education Continuum

Governmental:

- Alberta Education
- Children's Services
- Advanced Education
- University of Alberta

Community:

- ACFA
- Canadian Parents for French (CPF) – Alberta
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)
- Fédération des parents francophones de l'Alberta (FPFA)
- Société historique francophone de l'Alberta (SHFA)

Proactive Collaboration and Engagement

- Create a multi-stakeholder committee on the Francophone education continuum with the Ministries of Education, Children's Services and Advanced Education, and community representatives.

Francophone Education and French Immersion (K-12)

- Work with Alberta's Francophonie stakeholders to ensure equivalency in all elements of Francophone education following the Supreme Court's decision in *Conseil scolaire francophone de la Colombie-Britannique v. British Columbia*.
 - Develop and implement long-term capital plans to evaluate what is needed with regard to school capital projects and school maintenance, from a retroactive perspective (20 years).¹³
 - Revise the funding formula to reflect the additional costs associated with instruction in French (e.g., transportation, infrastructure, resources).
 - Maintain the Centre francophone d'éducation à distance (CFÉD) and improve its funding.
- Maintain a service agreement between Alberta Education and the FPFA, and increase the associated funding to ensure the creation of additional Francophone school councils.
- Assign a French-speaking assistant deputy minister for Francophone education within Alberta Education.

¹³ Alberta Education, 2022-2025.

- Collaborate with Alberta's Francophonie stakeholders in the implementation and upkeep of the French language services Branch.
 - Enshrine the responsibilities of public servants towards Francophone education rights in Alberta Education regulations and policies.
 - Periodically update the "Affirming Francophone Education, Foundations and Directions" document and the "Handbook for French Immersion Administrators" to include an awareness of Alberta's Francophone cultures and history, as well as ensure their translation into French.

Post-secondary Education

- Have conversations between Advanced Education, the University of Alberta, and the ACFA to define and implement a federated model for Campus Saint-Jean.
- Consult with Alberta's Francophonie stakeholders to greater align post-secondary programs with employment and address the skills-development needs of French-speaking Albertans to facilitate their transition to the labour market.¹⁴
 - Develop a learning program in French for adults who wish to complete their high-school education.
 - Provide multi-year funding to the Centre collégial de l'Alberta to develop short-term practical training for fields where there is a need for professionalization in Alberta's Francophonie.
- Create a Centre collégial (Francophone college) independent of the University of Alberta to reduce administrative formalities, particularly with respect to the program approval process.¹⁵

Recognition and Visibility

Francophone Education and French Immersion (K-12)

- Have a school curriculum that includes Francophone perspectives.
 - Draft and publish curriculum changes simultaneously in English and French.
 - Recognize the SHFA as an educational stakeholder in the teaching of Francophone perspectives.
 - Ensure that the new curriculum includes Francophone perspectives (e.g., heritage, culture, diversity of the Francophonie), and that all changes are made in consultation with Alberta's Francophonie stakeholders.
 - Implement the new curriculum, including a validation process with Francophone school authorities to obtain their feedback.¹⁶
 - Provide training for teachers to improve their level of expertise in teaching Francophone perspectives.¹⁷

¹⁴ Advanced Education, 2022-2025.

¹⁵ Advanced Education, 2021-2014 and 2022-2025.

¹⁶ Alberta Education, 2022-2025.

¹⁷ Alberta Education, 2022-2025.

Post-secondary Education

- Recognize Campus Saint-Jean's status as the only French-language post-secondary institution in Alberta, and consider its particular needs.

Ongoing Development and Vitality & Relevant, Accessible, and of Comparable Quality

Post-secondary Education

- Provide equivalent funding for Campus Saint-Jean to reflect the growing demographics of Alberta's Francophonie, particularly with a view to increasing the number of students and meeting the needs of the Alberta labour market.
- Reinststate the Fellowship for Studies in French, to encourage high-school students to pursue their studies in French and ensure that the government's investment in student financial assistance meets the needs of French-speaking Albertans.

Early Childhood

- Include a clause in new infrastructure contracts to allow for the addition of an early childhood annex when building or modernizing Francophone schools in anticipation of federal funding for these spaces.
- Improve access to French-language child care for French-speaking children through initiatives that promote accessibility, quality, safety, inclusion, and parental choice.¹⁸
 - Consult with the FPFA to identify needs related to Francophone child-care services (e.g., deserts, subsidies for parents) and develop a specific action plan for Alberta's Francophonie so that an equitable share of child-care funding is allocated to Francophones across the province.
 - Maintain family daycare agency status for an officially designated Francophone association to secure core funding.

Francophone Education and French Immersion (K-12)

- Gather data on French Immersion in Alberta.
 - Identify the number of students enrolled in French Immersion programs.
 - Identify the number of French-speaking teachers employed in the Anglophone system.
- Grant French Immersion regular program status, rather than a program of choice.¹⁹

¹⁸ Children's Services, 2022-2025.

¹⁹ Alberta Education, 2022-2025.

- Ensure the recruitment and retention of French-speaking teachers and educational staff to address the labour shortage.²⁰
 - Provide financial support to French-speaking students who choose to do their internships in rural or remote areas.
 - Provide financial support to French-speaking students in the form of a bursary in exchange for a number of years' service in Alberta.

- Establish a province-wide minimum standard for French Immersion programs to avoid differences in program delivery between school boards (standardized pathway).
 - Include recognition of French Immersion on diplomas (e.g., as is done in Manitoba).
 - Standardize language proficiency requirements for French Immersion teachers across the province.
 - Recognize that the purchase of instructional materials in French is more expensive, and provide funding for French as a Second Language (FSL) programs accordingly.

- Improve opportunities for learning about the French language and Francophone cultures to contribute to identity building (in French schools) and language security for French-speaking students.
 - Maintain funding for accentalberta.ca, a bilingual directory of French language educational, cultural, and recreational activities and resources available to school communities in Alberta for use in the classroom and to provide home support for Francophone, interlinguistic, and Anglophone families.
 - Maintain funding for socio-cultural activities (e.g., for their provision and for human resources) in OLEP, both for Francophone schools and for French as a Second Language programs.

- Ensure the translation of Alberta Education's website pages.
 - Complete the translation of the pages that are marked "in progress".
 - Translate teacher certification information.
 - Translate information about home education.
 - Develop the online tutoring offering in French through the e-Tutoring Hub so that it is of comparable quality to what is available in English.

²⁰ Alberta Education, 2022–2025.

(4) Economic Development

Stakeholders

Governmental:

- Agriculture, Forestry and Rural Economic Development
- Jobs, Economy and Innovation
- Environment and Parks
- Service Alberta
- Community and Social Services
- Labour and Immigration
- Travel Alberta

Community:

- ACFA
- Accès Emploi
- Conseil de développement économique de l'Alberta (CDÉA)

Proactive Collaboration and Engagement

- Create a multi-stakeholder economic development (entrepreneurship and employability) committee to discuss issues and identify solutions.
- Collaborate with Alberta's Francophonie stakeholders to continue to support the recovery of Alberta's tourism sector by developing and implementing policies and programs with Travel Alberta that help the sector to grow and increase the availability of tourism services in French.²¹
 - Maintain the relationship between CDÉA and Travel Alberta to help increase the latter's active offer of services in French (e.g., visitor information centres).
 - Identify potential sites (e.g., parks, heritage sites, museums) to be designated bilingual French/English in collaboration with Alberta's Francophonie stakeholders.
 - Encourage the development of tourism in French in the southern part of the province (e.g., thematic tours, signs).

²¹ Jobs, Economy and Innovation, 2022-2025.

Relevant, Accessible, and of Comparable Quality

- Consolidate the offer of employment services in French so that French-speaking Albertans can participate in their community through employment that allows them to achieve their individual potential.²²
 - Consider the specific needs of Alberta's Francophonie in calls for proposals for the awarding of contracts for employment services, in particular by prioritizing organizations by and for Alberta's Francophonie for the provision of services in French, thus ensuring more effective and targeted services.²³
 - Provide funding for employment services in areas with strong Francophone population density that are currently unserved (e.g., Calgary, Grande Prairie, Fort McMurray, Red Deer).
 - Centralize the supply of employment services in French by providing a provincial rather than regional funding envelope.

- Eliminate barriers for entrepreneurs and small businesses, particularly by further reducing red tape through digital transformation and improved service delivery in French in relation to Alberta's Registry.²⁴
 - Add the option to declare languages of work and service to facilitate the identification of businesses that offer services in French, as well as collect data.
 - Create a design or image for businesses that have declared French as their language of work and service, which would be sent out by the registries and would indicate that these businesses offer services in French.
 - Authorize Alberta's Francophonie stakeholders to submit their bylaws and regulations in French.
 - Include a French option when the registry is being modernized, to improve access to information and services provided through MyAlberta eServices, and ensure these services receive adequate resources, both in terms of people and materials.

- Translate resources for workers, businesses, and organizations, while consulting with Alberta's Francophonie stakeholders.
 - Translate occupational health and safety resources with the goal of implementing measures that reflect the education and knowledge of Francophone employers and employees.²⁵
 - Translate new sections of the Alberta careers, learning, and employment information (ALIS) website (e.g., job descriptions) and make the information that is currently available more visible.²⁶

²² Community and Social Services, 2022-2025.

²³ Community and Social Services, 2022-2025.

²⁴ Jobs, Economy and Innovation, 2022-2025; Service Alberta, 2022-2025.

²⁵ Labour and Immigration, 2022-2025.

²⁶ "Alberta's Opportunity: The Ins, Outs, and Benefits of Greater Job Mobility", *C.D. Howe Institute*, September 29, 2020.

- Develop programs to support economic development, including socio-economic development in rural areas, and entrepreneurship for Alberta's Francophonie (e.g., akin to the funding granted to the Fédération des gens d'affaires francophones de l'Ontario by the Ontario government).²⁷

²⁷ Agriculture, Forestry and Rural Economic Development, 2022-2025.

(5) Immigration

Note: Shared jurisdiction between the provincial and federal governments

Stakeholders

Governmental:

- Labour and Immigration (provincial)
- Alberta Health (provincial)
- Alberta Education (provincial)
- Immigration, Refugees and Citizenship Canada (federal)

Community:

- ACFA
- Accès Emploi
- CDÉA
- Centre d'accueil pour nouveaux arrivants francophones (CANAF)
- Francophonie Albertaine Plurielle (FRAP)
- La Cité des Rocheuses
- Portail de l'Immigrant Association (PIA)
- Réseau en immigration francophone de l'Alberta (RIFA)

Proactive Collaboration and Engagement

- Support the work of the multi-stakeholder Francophone Immigration Committee within the Government of Alberta.

Relevant, Accessible, and of Comparable Quality

- Identify the services, training and support available in French to newcomers that are offered or funded by the federal and provincial governments.
- Work with the Anglophone majority's reception and settlement centres to ensure that a portion of the government funding they receive to provide services to refugees is earmarked for the provision of services in French (e.g., welcome centre).
- Translate information from the Government of Alberta's website that is intended for potential immigrants and newcomers (e.g., Alberta Advantage Immigration Program, basic settlement information).

- Ensure that reception and settlement services in French are of a comparable quality to those offered in English; assist employers in supplementing their workforce; and support economic recovery by using targeted retention and settlement strategies.²⁸
 - Establish a designated budget for reception and settlement services in French.
 - Ensure access to more training and professional development resources in French for reception and settlement counsellors.
 - Provide funding for the hiring of social workers or psychologists responsible for case management in Francophone reception and settlement centers where needed.
 - Expand Immigration, Refugees and Citizenship Canada's eligibility criteria for Francophone reception and settlement clients to include the temporary resident and international student categories.
 - Expand the offering of reception and settlement services by and for Francophones in underserved areas with strong Francophone population density, particularly rural areas.

Ongoing Development and Vitality

- Implement simplified professional legislation and regulatory requirements for professional regulatory bodies, to further reduce unnecessary barriers to professional practice in Alberta (e.g., improve the process of interprovincial and international credential recognition) for sectors where there is a high demand for services in French (e.g., education, health, mental health, social work).²⁹
- Provide financial support to community employment services to develop bridging programs for Francophone immigrants so that they can improve their employability.³⁰
- Help Francophone employers supplement their workforce and support economic recovery by using targeted attraction strategies.³¹
 - Apply a Francophone lens to provincial recruitment programs (e.g., scoring system).
 - Develop a recruitment and promotion strategy for Francophone countries (e.g., in West Africa).
 - Recruit French-speaking teachers from abroad and put in place a mechanism to facilitate their integration into the Alberta school environment.

²⁸ Labour and Immigration, 2022-2025.

²⁹ Labour and Immigration, 2022-2025.

³⁰ Labour and Immigration, 2022-2025.

³¹ Labour and Immigration, 2022-2025.

(6) Justice

Note: Shared jurisdiction between the provincial and federal governments

Stakeholders

Governmental:

- Justice and Solicitor General (provincial)
- Alberta Human Rights Commission (provincial)
- Department of Justice Canada (federal)
- Public Safety Canada (federal)
- Royal Canadian Mounted Police (RCMP; federal)

Community:

- ACFA
- Alliance Jeunesse-Famille de l'Alberta Society (AJFAS)
- Association des juristes d'expression française de l'Alberta (AJEFA)

Proactive Collaboration and Engagement

- Support the work of the Justice in French Advisory Committee within the Government of Alberta.
- Create an all-party advisory committee on police and correctional services in French within the Government of Alberta.
- Consult with AJEFA on the prioritization of documents (e.g., laws, directives, forms) to be translated into French based on the needs of the community and legal practitioners.
 - Translate the following laws:
 - Occupational Health and Safety Act
 - Employment Standards Code
 - Clare's Law (The Interpersonal Violence Disclosure Protocol (Clare's Law) Act)
 - Early Learning and Child Care Act
 - Child, Youth and Family Enhancement Act
 - Education Act
 - Alberta Human Rights Act
 - Translate resources in the areas of civil, family, criminal, immigration and housing law.
 - Provide resources in French for accused persons comparable to those available for victims.

Recognition and Visibility

- Provide language-rights training to all service providers (e.g., prosecutors, judges, court clerks, victim services, police services).

Relevant, Accessible, and of Comparable Quality

- Continue to designate bilingual French/English justice positions (e.g., Provincial Court, Court of King's Bench) to ensure that French-speaking Albertans have access to services in French in their interactions with the justice system.³²
 - Hire more French-speaking crown attorneys, court clerks and judges.
 - Hire French-speaking mediators and administrative staff.
 - Create a position of French Language and Interpretation Services Counsel in the Provincial Court.
- Make human and material resources available in French for the Alberta Human Rights Commission to assist in the filing of complaints, given that it is a human rights organization.
- Amend Alberta's Rules of Practice to allow for the filing of legal documents in French.
- Maintain and expand the availability of police services in French throughout Alberta.
 - Maintain and enhance the services in French already offered by the RCMP in areas with a strong Francophone population density in the potential development of a provincial police service, so that French-speaking Albertans feel safe in their communities.³³
 - Support municipalities with their own police forces in providing services in French in areas with a strong Francophone population density.
 - Establish interpretation services in police stations (e.g., Edmonton Police Service and Calgary Police Service).
 - Implement a strategy for the recruitment of French-speaking staff in municipal police forces (Edmonton Police Service, Calgary Police Service, Lethbridge Police Service, Sheriffs, Peace officers), including victim services and the Child at Risk Response Team (CARRT).
 - Ensure that police services are inclusive to avoid discrimination against French-speaking Albertans and visible minorities, particularly by making changes to internal police policies.
- Recognize AJFAS as a stakeholder in the area of crime prevention and restorative justice within Justice and Solicitor General's Community Initiatives Supports, so that Alberta's Francophonie can contribute to the safety of its communities.

³² Justice and Solicitor General, 2022-2025.

³³ Justice and Solicitor General, 2022-2025.

(7) Health and Physical Activity

Stakeholders

Governmental:

- Alberta Health
- Culture and Status of Women
 - Creative and Community Development Division
 - Sport, Physical Activity and Recreation branch
- Seniors and Housing
- Alberta Health Services
- Covenant Health

Community:

- ACFA
- Réseau santé Alberta
- Fédération des aînés franco-albertains (FAFA)
- Fédération des conseils scolaires francophones de l'Alberta (FCSFA)
- Fédération du sport francophone de l'Alberta (FSFA)

Proactive Collaboration and Engagement

- Establish a multi-stakeholder committee for health in French within the Government of Alberta (e.g., Ministry, Alberta Health Services, Covenant Health).

Relevant, Accessible, and of Comparable Quality

- Ensure that health-care standards for seniors consider language and culture as a determinant of health.
 - Maintain funding and ensure quality services in French in retirement homes and long-term-care facilities.
 - Provide home-care services in French to allow French-speaking seniors to age safely in their homes.³⁴
- Provide effective interpretation and translation services for emergency services throughout the province (911) and Health Link (811).
- Develop health, including mental health, services (e.g., psychologists, speech therapists, social workers) in Francophone schools where they do not already exist, so that resources are equitably distributed across the province.³⁵

³⁴ Seniors and Housing, 2022-2025.

³⁵ Alberta Child and Youth Well-Being Action Plan, 2022.

- Expand the reach of health services in French offered by Alberta Health Services and Covenant Health to ensure French-speaking Albertans have access to health care in their region.
 - Designate bilingual English/French positions within the five geographical areas of Alberta Health Services.
 - Increase the offer of services in French in regions with strong Francophone population density, while at the same time consulting Alberta's Francophonie (e.g., mobile clinic project).

- Implement strategies to develop the active supply of and demand for health services in French, while consulting with community stakeholders to ensure that services meet the needs of Francophone individuals, families, and communities, with the goal of improving inclusion and addressing language and culture as a determinant of health.³⁶
 - Continue to identify the languages spoken by staff in various health-care fields (e.g., physicians, nurses, psychologists, dentists) and the preferred language of communication of patients, in order to improve measurement and monitoring of health-system performance.³⁷
 - Create a directory of health-care personnel for the public (by field and geographical area).
 - Develop signage (e.g., poster) to identify locations that offer services in French.
 - Create a way to identify French-speaking staff (e.g., name tag when renewing badges).
 - Ask all patients their preferred language of communication when making medical appointments or hospital admissions. Train staff on how and why to do this data search.
 - Update the Connect Care system so that patients can easily choose their preferred language of communication when they first use it.
 - Ask new residents to identify their language of choice on health-insurance forms and ensure that it is reflected in the Connect Care system.

- Improve access to information already available to the public in French.
 - List Alberta Health Services' resources in French and make the information currently available more visible.
 - Consult with Alberta Health Services to identify new resources to be translated.

³⁶ Alberta Health, 2022-2025.

³⁷ Alberta Health, 2022-2025.

- Improve opportunities for French-speaking Albertans to participate in safe, high-quality sport, physical activity, and recreation programs in French.³⁸
 - Identify the languages spoken by applicants to Alberta's coaching certification programs to share a list of those who speak French with the FSFA.
 - Integrate the FSFA into the sport and physical activity network and programs (e.g., Physical Activity and Recreation Operating Grant Program), so that the organization can position itself as a leader in French-language sport, alongside the English-speaking majority, and access provincial funding.
 - Ensure that the next Alberta Sport Plan is available in French and that stakeholders in Alberta's Francophonie are consulted.
 - Consult with the FSFA to identify resources to be made available in French in the fields of sport and recreation.

³⁸ Culture and Status of Women, 2022-2025.

(8) Social Services

Note: In the summer of 2022, the ACFA began a two-year project. The first step has involved conducting research and consultations to identify existing services in French and community needs in the areas of mental health and social services. This process will be supported by a consultant who will work with community organizations (Francophone and Anglophone), government institutions and the general public to provide a detailed picture of the situation. Then, based on the research report and consultations conducted in the first phase, and supported by a community working group, the second phase will aim to make available existing French-language resources and develop a strategic vision and action plan for the French-language mental health and social services sector in Alberta. This section of the action plan will be subject to change as this process is finalized.

Stakeholders

Governmental:

- Culture and Status of Women
 - Status of Women and Strategic Integration Division
- Seniors and Housing
- Alberta Health
- Children's Services
- Community and Social Services

Community:

- ACFA
- Fédération des aînés franco-albertains (FAFA)
- Alliance Jeunesse-Famille de l'Alberta Society (AJFAS)
- Coalition des femmes de l'Alberta
- Comité FrancoQueer de l'Ouest
- Family Resource Centres (L'Institut Guy-Lacombe de la famille; Centre d'appui familial du Sud de l'Alberta)

Proactive Collaboration and Engagement

- Work with ACFA to conduct an inventory of services in French offered or funded by the Government of Alberta in this sector.

Relevant, Accessible, and of Comparable Quality

- Identify the languages spoken and specialties of existing social workers and make this information available to the public.

- Work with FAFA to plan and implement initiatives and programs that enable Francophone seniors to age safely in their communities and homes, including hiring French-speaking social workers to accompany seniors (e.g., support with assistance benefits).³⁹
- Improve the service in French provided by domestic violence and abuse hotlines (e.g., limit wait times) by adding more French-speaking human resources.
- Increase funding to existing Family Resource Networks (FRNs) so that a service in French can be provided to children, youth, and families across the province, targeting unserved and high-density Francophone areas, and thus improving the well-being, safety and development of French-speaking children and youth.⁴⁰
- Develop an agreement for the provision of services by and for Alberta's Francophonie that ensures that the placement of Francophone children and youth in foster care considers and preserves the language and culture of the children and youth, and that youth in government care can successfully transition to adulthood in Alberta's Francophonie.⁴¹
- Make new resources available in French.
 - Include information in French on programs, resources and support listed under the government's Women's Hub.⁴²
 - Translate web pages and informational material for all social-assistance programs (e.g., disabled, seniors, housing).
 - Translate documents related to violence and abuse.

³⁹ Seniors and Housing, 2022-2025.

⁴⁰ Children's Services, 2022-2025; Alberta Child and Youth Well-Being Action Plan, 2022.

⁴¹ Children's Services, 2022-2025.

⁴² Culture and Status of Women, 2022-2025.

Appendix 1: Ranking – Provincial Election Priorities

Government Institutions

- Consider the specific needs of –and give priority to the offer of services by and for – Alberta's Francophonie during calls for proposals, in order to develop an active offer of services in French (e.g., programs in Francophone schools, employment services, immigration, child-care services).
- Ensure an open and transparent nomination process for the Alberta Advisory Council on the Francophonie.
- Support the development of an active offer of services in French at the municipal level.
- Redouble efforts to identify and make the most of existing French-speaking employees within the provincial public service and hire new French-speaking staff as required.

Arts, Culture, and Heritage

- Help Alberta's Francophonie to secure Alberta Foundation for the Arts funding, to support the industry and improve the visibility and financial viability of artistic and cultural products by and for Francophones.
- Include the history of Alberta's Francophonie in the provincial narrative in museums, historic sites, interpretive centers, and archives to affirm Alberta's cultural identity and allow the community to share and preserve its history.
- Recognize community media as Alberta's Francophonie stakeholders and support them financially (e.g., through the purchase of French-language advertisements), since they are also vehicles for disseminating culture, history, and information.
- Modify the protocol for ceremonial flags that are only raised for one day to make an exception for the Franco-Albertan flag, since it is an official emblem.

Education Continuum

Post-secondary Education

- Recognize Campus Saint-Jean's status as the only French-language post-secondary institution in Alberta, and consider its particular needs.
- Provide equivalent funding for Campus Saint-Jean to reflect the growing demographics of Alberta's Francophonie, particularly with a view to increasing the number of students and meeting the needs of the Alberta labour market.
- Reinststate the Fellowship for Studies in French, to encourage high-school students to pursue their studies in French and ensure that the government's investment in student financial assistance meets the needs of French-speaking Albertans.

Francophone Education and French Immersion (K to 12)

- Work with Alberta's Francophonie stakeholders to ensure equivalency in all elements of Francophone education following the Supreme Court's decision in *Conseil scolaire francophone de la Colombie-Britannique v. British Columbia*.
- Have a school curriculum that includes Francophone perspectives.
- Improve opportunities for learning about the French language and Francophone cultures to contribute to identity building (in French schools) and language security for French-speaking students.
- Establish a province-wide minimum standard for French Immersion programs to avoid differences in program delivery between school boards (standardized pathway).

Early Childhood

- Improve access to French-language child care for French-speaking children through initiatives that promote accessibility, quality, safety, inclusion, and parental choice.
- Include a clause in new infrastructure contracts to allow for the addition of an early childhood annex when building or modernizing Francophone schools in anticipation of federal funding for these spaces.

Economic Development

- Consolidate the offer of employment services in French so that French-speaking Albertans can participate in their community through employment that allows them to achieve their individual potential.
- Eliminate barriers for entrepreneurs and small businesses, particularly by further reducing red tape through digital transformation and improved service delivery in French in relation to Alberta's Registry.
- Develop programs to support economic development, including socio-economic development in rural areas, and entrepreneurship for Alberta's Francophonie (e.g., akin to the funding granted to the Fédération des gens d'affaires francophones de l'Ontario by the Ontario government).

Immigration

- Help Francophone employers supplement their workforce and support economic recovery by using targeted attraction strategies.
- Ensure that reception and settlement services in French are of a comparable quality to those offered in English; assist employers in supplementing their workforce; and support economic recovery by using targeted retention and settlement strategies.
- Implement simplified professional legislation and regulatory requirements for professional regulatory bodies, to further reduce unnecessary barriers to professional practice in Alberta (e.g., improve the process of interprovincial and international credential recognition) for sectors where there is a high demand for services in French (e.g., education, health, mental health, social work).

Justice

- Consult with AJEFA on the prioritization of documents (e.g., laws, directives, forms) to be translated into French based on the needs of the community and legal practitioners.
- Continue to designate bilingual French/English justice positions (e.g., Provincial Court, Court of King's Bench) to ensure that French-speaking Albertans have access to services in French in their interactions with the justice system.
- Maintain and expand the availability of police services in French throughout Alberta.

Health and Physical Activity

- Implement strategies to develop the active supply of and demand for health services in French, while consulting with community stakeholders to ensure that services meet the needs of Francophone individuals, families, and communities, with the goal of improving inclusion and addressing language and culture as a determinant of health.
- Ensure that health-care standards for seniors consider language and culture as a determinant of health.
- Develop health, including mental health, services (e.g., psychologists, speech therapists, social workers) in Francophone schools where they do not already exist, so that resources are equitably distributed across the province.
- Improve opportunities for French-speaking Albertans to participate in safe, high-quality sport, physical activity, and recreation programs in French.

Services sociaux

- Identify the languages spoken and specialties of existing social workers and make this information available to the public.
- Work with FAVA to plan and implement initiatives and programs that enable Francophone seniors to age safely in their communities and homes, including hiring French-speaking social workers to accompany seniors (e.g., support with assistance benefits).
- Increase funding to existing Family Resource Networks (FRNs) so that a service in French can be provided to children, youth, and families across the province, targeting unserved and high-density Francophone areas, and thus improving the well-being, safety and development of French-speaking children and youth.
- Develop an agreement for the provision of services by and for Alberta's Francophonie that ensures that the placement of Francophone children and youth in foster care considers and preserves the language and culture of the children and youth, and that youth in government care can successfully transition to adulthood in Alberta's Francophonie.

Appendix 2: Communities with Strong Francophone Population Density

Note: The selection of communities was based on the percentage and absolute numbers for the "Knowledge of French" and "First official language spoken" variables. In addition, the presence of Francophone institutions was considered, particularly in some cases (e.g., Camrose, Crowsnest Pass and Wainwright). The numbers used as thresholds:

- Knowledge of French: 8% or minimum 900 people
- First official language spoken: 4% or minimum 300 people

The list of communities is organized in descending order according to the percentage of people who have knowledge of French. The data is taken from the 2021 Statistics Canada census.

Falher

Population: 1,001

Knowledge of French: 525 (52.5%)

French as their mother tongue: 445 (44.5%)

First official language spoken: 420 (42%)

**Northwest region*

Municipal District of Smoky River (e.g., Guy, Jean Côté, Little Smoky)

Population: 1,684

Knowledge of French: 845 (50.1%)

French as their mother tongue: 665 (39.5%)

First official language spoken: 610 (36.2%)

**Northwest region*

Donnelly

Population: 338

Knowledge of French: 160 (47.8%)

French as their mother tongue: 115 (34.3%)

First official language spoken: 100 (29.9%)

**Northwest region*

Girouxville

Population: 280

Knowledge of French: 130 (46.4%)

French as their mother tongue: 110 (39.3%)

First official language spoken: 90 (32%)

**Northwest region*

Northern Sunrise County (e.g., Marie Reine, Saint-Isidore)

Population: 1,711

Knowledge of French: 390 (22.8%)

French as their mother tongue: 295 (17.3%)

First official language spoken: 275 (16.1%)

**Northwest region*

Legal

Population: 1,232

Knowledge of French: 260 (21.1%)

French as their mother tongue: 155 (12.6%)

First official language spoken: 130 (10.6%)

**Central region*

Jasper

Population: 4,738

Knowledge of French: 960 (20.6%)

French as their mother tongue: 330 (7.1%)

First official language spoken: 290 (6.2%)

**Central region*

Canmore

Population: 15,990

Knowledge of French: 2,920 (18.4%)

French as their mother tongue: 985 (6.2%)

First official language spoken: 915 (5.8%)

**Southern region*

McLennan

Population: 695

Knowledge of French: 115 (18.1%)

French as their mother tongue: 95 (15%)

First official language spoken: 65 (10.2%)

**Northwest region*

County of St. Paul (e.g., Lafond, Mallaig, St. Brides, St. Edward, St. Vincent, St. Linah)

Population: 6,306

Knowledge of French: 1,120 (17.8%)

French as their mother tongue: 720 (11.4%)

First official language spoken: 590 (9.4%)

**Northeast region*

St. Paul

Population: 5,863

Knowledge of French: 1,010 (17.8%)

French as their mother tongue: 630 (11.1%)

First official language spoken: 525 (9.2%)

**Northeast region*

Municipal District of Bighorn (e.g., Exshaw, Kananaskis)

Population: 1,598

Knowledge of French: 265 (16.7%)

French as their mother tongue: 70 (5.3%)

First official language spoken: 105 (6.6%)

**Southern region*

Beaumont

Population: 20,888

Knowledge of French: 3,015 (14.4%)

French as their mother tongue: 965 (4.6%)

First official language spoken: 835 (4%)

**Central region*

Banff

Population: 8,305

Knowledge of French: 1,125 (13.6%)

French as their mother tongue: 755 (9.1%)

First official language spoken: 515 (6.2%)

**Southern region*

Cold Lake

Population: 15,661

Knowledge of French: 1,910 (12.3%)

French as their mother tongue: 920 (5.9%)

First official language spoken: 790 (5.1%)

**Northeast region*

Municipal District of Bonnyville (e.g., Ardmore, Fort Kent, Iron River, La Corey, Therrien)

Population: 12,897

Knowledge of French: 1,560 (12.1%)

French as their mother tongue: 775 (6%)

First official language spoken: 620 (4.8%)

**Northeast region*

Peace River

Population: 6,619

Knowledge of French: 770 (11.8%)

French as their mother tongue: 295 (4.5%)

First official language spoken: 245 (3.7%)

**Northwest region*

Bonnyville

Population: 6,404

Knowledge of French: 645 (10.2%)

French as their mother tongue: 380 (6%)

First official language spoken: 280 (4.4%)

**Northeast region*

Morinville

Population: 10,385

Knowledge of French: 1,050 (10.2%)

French as their mother tongue: 525 (5.1%)

First official language spoken: 395 (3.9%)

**Central region*

Lac La Biche County (e.g., Plamondon, Lac La Biche)

Population: 7,673

Knowledge of French: 885 (11.7%)

French as their mother tongue: 510 (6.7%)

First official language spoken: 400 (5.3%)

**Northeast region*

Saint-Albert

Population: 68,232

Knowledge of French: 7,170 (10.6%)

French as their mother tongue: 2,275 (3.4%)

First official language spoken: 1,880 (2.8%)

**Central region*

Cochrane

Population: 32,199

Knowledge of French: 2,895 (9.1%)

French as their mother tongue: 900 (2.8%)

First official language spoken: 745 (2.4%)

**Southern region*

Hinton

Population: 9,817

Knowledge of French: 835 (8.5%)

French as their mother tongue: 360 (3.7%)

First official language spoken: 275 (2.8%)

**Central region*

Grande Prairie

Population: 64,141

Knowledge of French: 4,890 (7.7%)

French as their mother tongue: 1,790 (2.8%)

First official language spoken: 1,485 (2.3%)

**Northwest region*

Birch Hills County (ex. Eaglesham, Tangent)

Population: 1,516

Knowledge of French: 115 (7.6%)

French as their mother tongue: 100 (6.6%)

First official language spoken: 80 (5.3%)

**Northwest region*

Sturgeon County (e.g., Villeneuve, Edmonton Garrison)

Population: 20,061

Knowledge of French: 1,505 (7.6%)

French as their mother tongue: 795 (4%)

First official language spoken: 595 (3%)

**Central region*

Okotoks

Population: 30,405

Knowledge of French: 2,240 (7.4%)

French as their mother tongue: 580 (1.9%)

First official language spoken: 455 (1.5%)

**Southern region*

Airdrie

Population: 74,100

Knowledge of French: 5,400 (7.3%)

French as their mother tongue: 1,790 (2.4%)

First official language spoken: 1,595 (2.2%)

**Southern region*

Nampa

Population: 367

Knowledge of French: 25 (6.8%)

French as their mother tongue: 15 (4.1%)

First official language spoken: 15 (4.1%)

**Northwest region*

Edmonton

Population: 1,010,899

Knowledge of French: 67,235 (6.7%)

French as their mother tongue: 23,100 (2.3%)

First official language spoken: 23,110 (2.3%)

**Central region*

Strathcona County (ex. Ardrossan, Sherwood Park)

Population: 99,225

Knowledge of French: 6,560 (6.7%)

French as their mother tongue: 2,150 (2.2%)

First official language spoken: 1,655 (1.7%)

**Central region*

Calgary

Population: 1,306,784

Knowledge of French: 86,180 (6.6%)

French as their mother tongue: 23,505 (1.8%)

First official language spoken: 23,430 (1.8%)

**Southern region*

Regional Municipality of Wood Buffalo (formerly Fort McMurray)

Population: 72,326

Knowledge of French: 4,385 (6%)

French as their mother tongue: 1,940 (2.7%)

First official language spoken: 1,615 (2.2%)

**Northeast region*

Spruce Grove

Population: 37,645

Knowledge of French: 2,255 (6%)

French as their mother tongue: 860 (2.3%)

First official language spoken: 705 (1.9%)

**Central region*

Foothills County (formerly Priddis)

Population: 23,199

Knowledge of French: 1,385 (6%)

French as their mother tongue: 395 (1.7%)

First official language spoken: 335 (1.4%)

**Southern region*

Sylvan Lake

Population: 15,995

Knowledge of French: 985 (6.2%)

French as their mother tongue: 270 (1.7%)

First official language spoken: 200 (1.3%)

**Central region*

Stony Plain

Population: 17,993

Knowledge of French: 1,015 (5.8%)

French as their mother tongue: 440 (2.5%)

First official language spoken: 310 (1.8%)

**Central region*

Fort Saskatchewan

Population: 27,088

Knowledge of French: 1,550 (5.8%)

French as their mother tongue: 605 (2.3%)

First official language spoken: 475 (1.8%)

**Central region*

Leduc

Population: 34,094

Knowledge of French: 1,970 (5.8%)

French as their mother tongue: 715 (2.1%)

First official language spoken: 580 (1.7%)

**Central region*

Lloydminster

Population: 19,645

Knowledge of French: 1,005 (5.2%)

French as their mother tongue: 240 (1.2%)

First official language spoken: 190 (1%)

**Northeast region*

Red Deer

Population: 100,844

Knowledge of French: 5,305 (5.4%)

French as their mother tongue: 1,595 (1.6%)

First official language spoken: 1,310 (1.3%)

**Central region*

Wainwright

Population: 6,606

Knowledge of French: 335 (5.3%)

French as their mother tongue: 190 (3%)

First official language spoken: 150 (2.4%)

**Northeast region*

Lethbridge

Population: 98,406

Knowledge of French: 5,065 (5.2%)

French as their mother tongue: 1,170 (1.2%)

First official language spoken: 1,015 (1%)

**Southern region*

Camrose

Population: 18,772

Knowledge of French: 720 (3.9%)

French as their mother tongue: 200 (1.1%)

First official language spoken: 165 (0.9%)

**Central region*

Medicine Hat

Population: 63,271

Knowledge of French: 2,305 (3.7%)

French as their mother tongue: 770 (1.2%)

First official language spoken: 575 (0.9%)

**Southern region*

Brooks

Population: 14,924

Knowledge of French: 500 (3.4%)

French as their mother tongue: 270 (1.8%)

First official language spoken: 310 (2.1%)

**Southern region*

Municipality of Crowsnest Pass (ex. Bellevue, Blairmore, Coleman, Hillcrest)

Population: 5,695

Knowledge of French: 190 (3.4%)

French as their mother tongue: 75 (1.3%)

First official language spoken: 55 (1%)

**Southern region*

Appendix 3: Interviews – Stakeholder List

For the first phase of consultations, board members and executive directors of 20 community organizations participated in the consultations. The initial list, presented to the ACFA Provincial Board of Directors in May 2021, was expanded to address blind spots encountered during the consultations.

1. Canadian Parents for French – Alberta (June 16, 2021)
2. Francophonie jeunesse de l'Alberta (June 16, 2021)
3. Alliance Jeunesse-Famille de l'Alberta Society (June 29, 2021)
4. Francophonie Albertaine Plurielle (June 29, 2021)
5. Regroupement artistique francophone de l'Alberta (June 30, 2021)
6. Coalition des femmes de l'Alberta (June 30, 2021)
7. Fédération des conseils scolaires francophones de l'Alberta (July 5, 2021)
8. Réseau en immigration francophone de l'Alberta (July 5, 2021)
9. Fédération des aînés franco-albertains (July 6, 2021)
10. Fédération des parents francophones de l'Alberta (July 7, 2021)
11. Conseil de développement économique de l'Alberta (July 7, 2021)
12. Association des juristes d'expression française de l'Alberta (July 20, 2021)
13. La Cité des Rocheuses (July 21, 2021)
14. Comité FrancoQueer de l'Ouest (July 21, 2021)
15. Réseau santé Alberta (July 26, 2021)
16. Société historique francophone de l'Alberta (August 3, 2021)
17. Centre d'accueil pour nouveaux arrivants francophones (August 10, 2021)
18. Portail de l'Immigrant Association (August 10, 2021)
19. Fédération du sport francophone de l'Alberta (August 24, 2021)
20. Accès Emploi (August 24, 2021)

Appendix 4: Focus Groups – Stakeholder List

For the second phase, approximately 200 leaders from Alberta's Francophonie, representing more than 40 community stakeholders, participated in focus groups held between November 9, 2021 and January 18, 2022. Several leaders and organizations attended more than one session.

Here is the list of focus-group sessions:

1. Culture and heritage (November 9, 2021)
2. Social services (November 16, 2021)
3. Economy and employability (November 23, 2021)
4. Government institutions (November 30, 2021)
5. Health and wellness (November 30, 2021)
6. Immigration (December 7, 2021)
7. Education – immersion (January 11, 2022)
8. Francophone education (January 11, 2022)
9. Justice (January 13, 2022)
10. Economy and employability (January 17, 2022)
11. Francophone education (January 18, 2022)

The following is a list of participating community organizations:

1. Accès Emploi
2. Alberta Teachers' Association – Le Conseil français
3. Alliance française of Edmonton
4. Association Jeunesse-Famille de l'Alberta Society
5. Bonnyville/Cold Lake Regional ACFA
6. ACFA régionale de Calgary
7. ACFA régionale de Canmore/Banff
8. ACFA régionale de Centralta
9. ACFA régionale de Grande Prairie
10. ACFA régionale de Lethbridge
11. ACFA régionale de Plamondon/Lac La Biche
12. ACFA régionale de Saint-Paul
13. ACFA régionale de Wood Buffalo
14. Association des juristes d'expression française de l'Alberta
15. Association des universitaires de la faculté Saint-Jean
16. Association francophone de Brooks
17. L'Association la Girandole d'Edmonton
18. Campus Saint-Jean
19. Canadian Parents for French – Alberta
20. Centre d'accueil pour nouveaux arrivants francophones
21. Centre d'appui familial du Sud de l'Alberta
22. Centre d'arts visuels de l'Alberta
23. La Cité des Rocheuses
24. Coalition des femmes de l'Alberta
25. Comité FrancoQueer de l'Ouest
26. Conseil de développement économique de l'Alberta
27. Conseil scolaire Centre-Nord

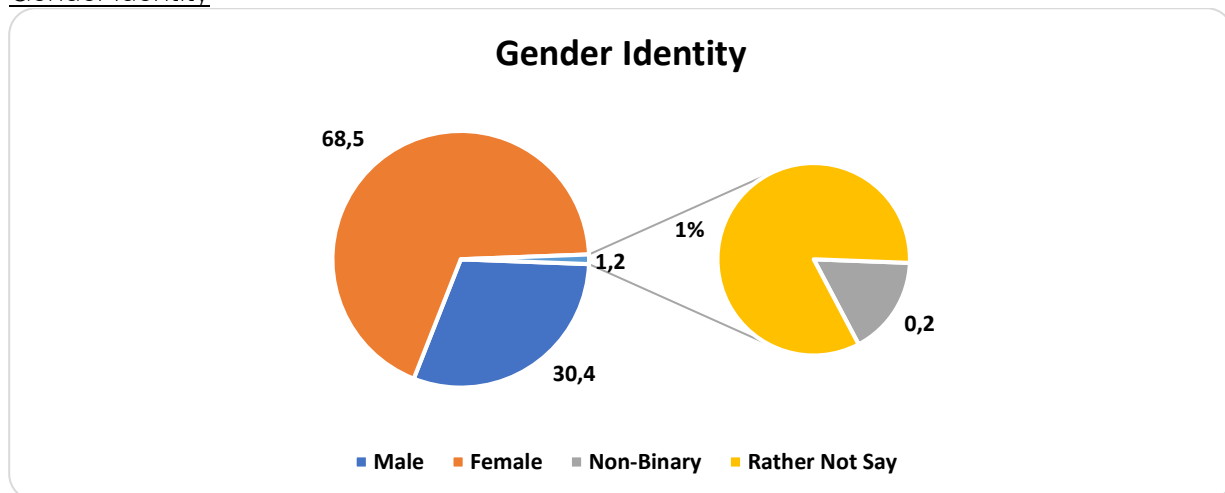
28. Conseil scolaire FrancoSud
29. Conseil scolaire du Nord-Ouest #1
30. Fédération des aînés franco-albertains
31. Fédération des conseils scolaires francophones de l'Alberta
32. Fédération des parents francophones de l'Alberta
33. Fédération du sport francophone de l'Alberta
34. Fête franco-albertaine
35. Fondation franco-albertaine
36. Francophone Albertaine Plurielle
37. Francophonie jeunesse de l'Alberta
38. Institut Guy-Lacombe de la famille
39. *Le Franco* (community newspaper)
40. Nord-Ouest FM – CKRP (community radio)
41. Portail de l'Immigrant Association
42. Regroupement artistique francophone de l'Alberta
43. Réseau en immigration francophone de l'Alberta
44. Réseau santé Alberta
45. Société historique francophone de l'Alberta

Appendix 5: Respondents to the "En français, SVP !" Survey

From May 4 to 31, 2022, the ACFA launched its "En français, SVP !" survey for the fourth phase of consultations for the Action Plan with the general public. The survey was available online and targeted Alberta residents 18 years and older. ACFA received advocacy support from approximately 40 organizations, including regional ACFAs, school boards, and lead and other related organizations. This collaboration allowed the ACFA to reach a diverse (sectors, clientele and regions) and more than sufficient sample of Alberta's French-speaking population to have statistically significant data. With a French-speaking population in Alberta of 261,453 (according to the 2021 census results), to obtain a 95% confidence level and a margin of error of less than 5%, we needed approximately 384 responses to our survey. Since we obtained 520 survey responses, we can be reasonably certain that our survey results are reliable and within the lowest margins of error.

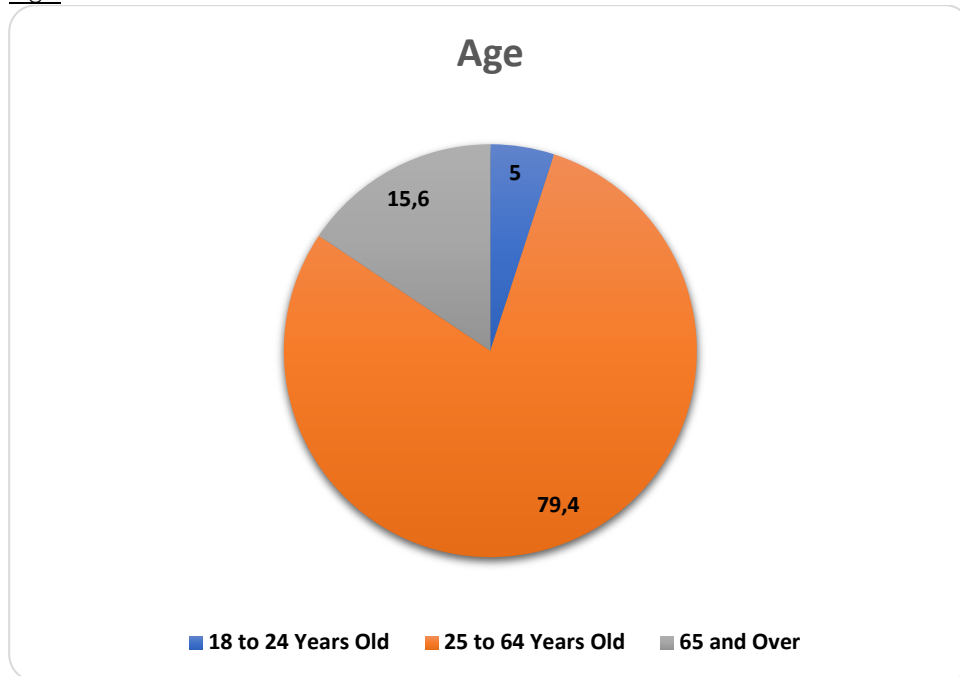
Below we present the demographics of our survey. We have compared our data to the 2016 or 2021 census data, depending on the data available at the time the survey results were analyzed. Note that comparisons are made with the total population of Alberta, not just the French-speaking population. Therefore, percentages may vary. Specific demographic data on the French-speaking population is not available.

Gender Identity



For the question "What is your gender identity?" there were four response choices: Male, Female, Non-binary, and Rather Not Say. Of the respondents, 68.5% were female, 30.4% were male, and 1.2% were non-binary or preferred not to answer. According to the 2021 census, the population of Alberta is 50.1% female and 49.9% male. In contrast, if we look at the 2016 census, we can see that the French-speaking population in Alberta is 53% female and 47% male. The 2021 census was the first to allow responses to identify transgender and non-binary people; one in 300 people identify as transgender or non-binary in Canada. The sample has an overrepresentation of women and an underrepresentation of men.

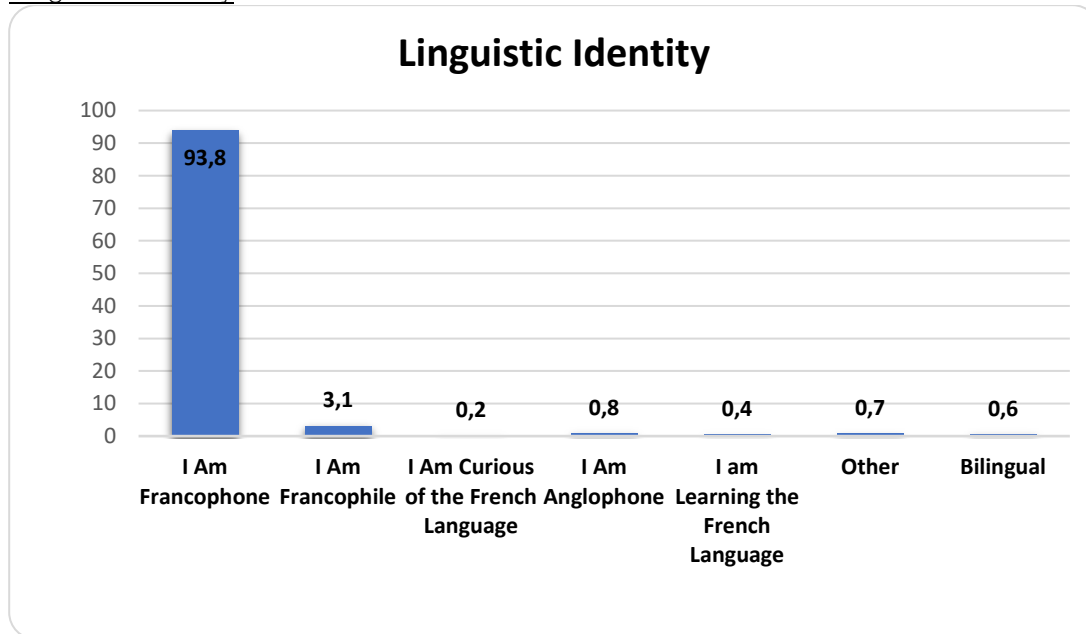
Age



For the question "How old are you?", there were three response options: 18 to 24 years, 25 to 64 years, and 65 and over. These choices represent respectively three population groups according to the life cycle defined by Statistics Canada: adolescents, adults and seniors. We recognize, however, that the 25 to 64 age group is very broad and could have been divided up to obtain more accurate data. Of the respondents, 5% were aged 18 to 24, 79.4% were aged 25 to 64, and 15.6% were aged 65 and over.

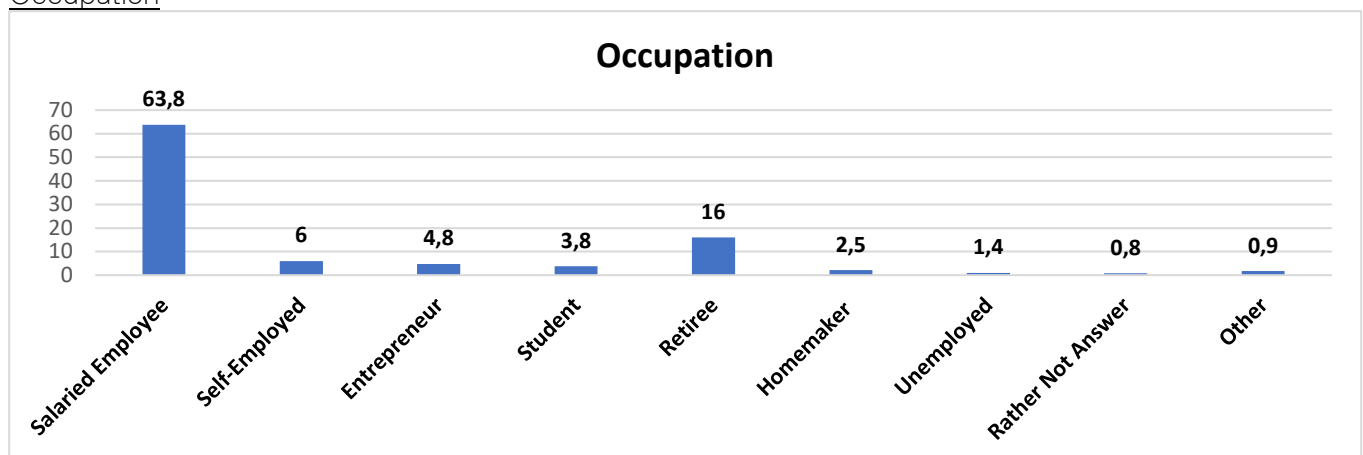
According to the 2021 Census, the Alberta population aged 15 to 24 represents 14.4% of the population aged 15 and over. It is difficult to estimate from these data exactly what proportion of the population is between the ages of 18 and 24, since the data are separated into 15 to 19 and 20 to 24 categories, but our survey data show an under-representation of this age group. The Alberta population aged 25 to 64 represents 67.3% of the population aged 15 and over. Therefore, there is an over-representation of 25 to 64 years old in the survey. The Alberta population aged 65 and over represents 18.2% of the population aged 15 and over. There is therefore a slight under-representation of those 65 years and older in the survey.

Linguistic Identity



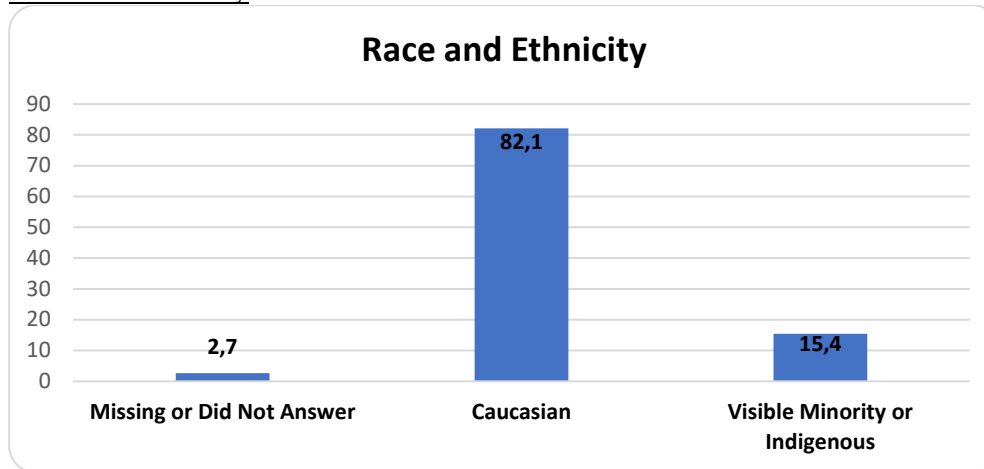
Here, the question was "Which of the following statements best represents you?", with six response choices: I am Francophone, I am Francophile, I am Curious of the French language, I am Anglophone, I am learning the French language, and Other (please specify). We also created a new variable, Bilingual, for those who identified themselves as such in the Other category. Of the respondents, the majority (93.8%) identified as Francophone.

Occupation



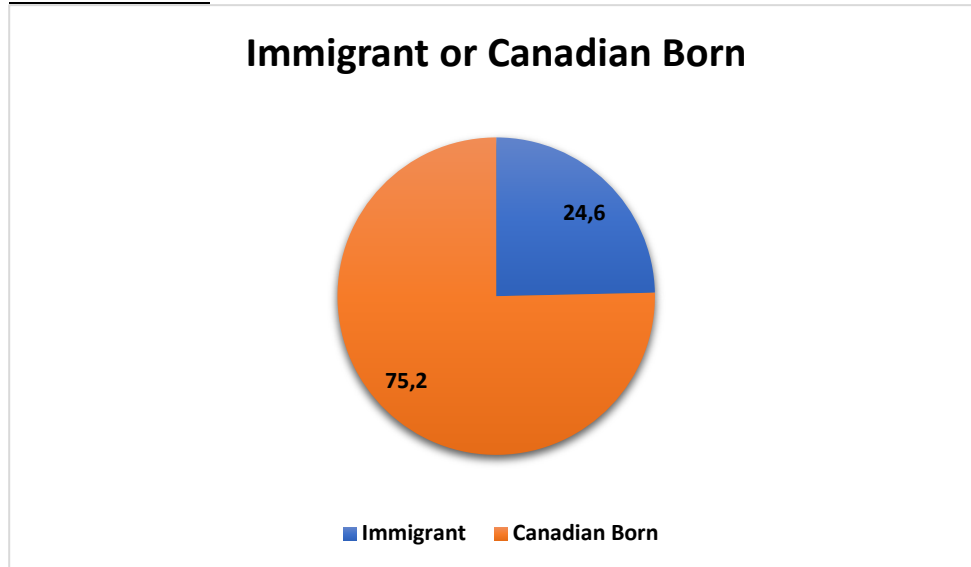
For the question "What is your current occupation?", there were several response options: Salaried Employee, Self-employed, Entrepreneur, Student, Retiree, Homemaker, Unemployed, Rather Not Answer, Other (please specify). The two dominant responses were Salaried Employee at 63.8% and Retiree at 16%.

Race and Ethnicity



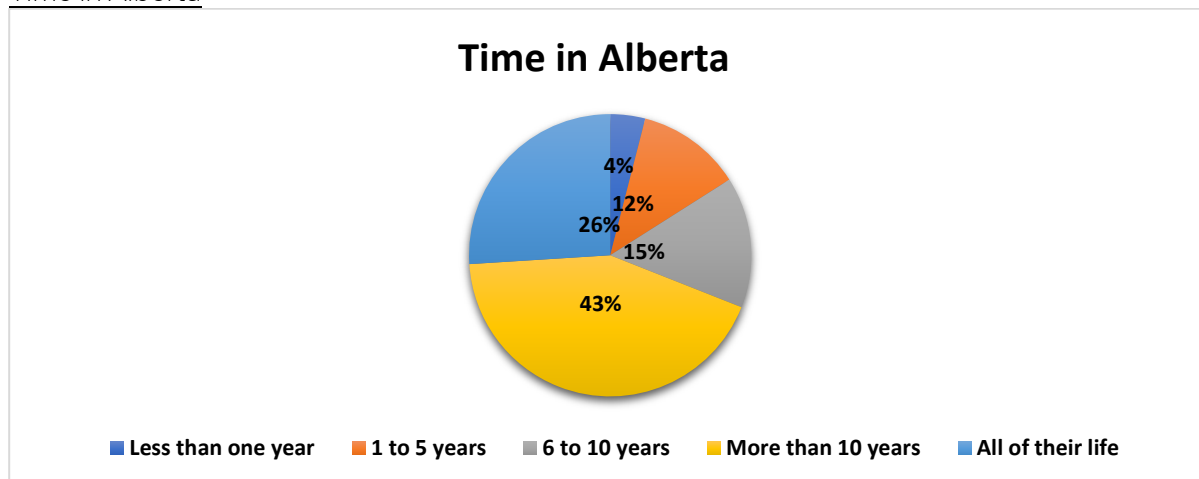
For the question "Which of the following categories best represents your racial or ethnic heritage?", there were several response choices that were defined according to the categories used by Statistics Canada: White or European; Black, African or African-Caribbean; Latino or Hispanic; East Asian; South Asian or Indian; Middle Eastern or Arab; First Nations, Métis or Inuit; Other (please specify); Rather Not Say. To facilitate analysis of the results, we chose to integrate all responses into two broad groups: Visible Minority/Indigenous and Caucasian. Under the Employment Equity Act, visible minorities are defined as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". This decision was made because there were not enough responses for each category to have statistically significant data. Of the respondents, 82.1% were Caucasian and 15.4% were visible minorities or Indigenous. According to the 2016 Census, the Alberta population that is identified as a visible minority is 23.5%. In our survey, 15.4% of respondents identified with a group that we grouped into the visible minority/Indigenous variable. Thus, there is an under-representation of this population in our survey data.

Time in Canada



For the question "How long have you lived in Canada?", there were several response choices: Less than a year, 1 to 5 years, 6 to 10 years, More than 10 years, All of their life, Rather Not Say. To facilitate the analysis of the results, we have chosen to integrate all the responses into two main groups: Immigrant and Canadian Born. The result of the survey is very close to the census data, with 24.6% of respondents not answering Always. According to the 2016 census, 20.8% of Alberta's population is immigrant. Furthermore, according to the Government of Alberta, almost 24% of the French-speaking population is immigrant. However, we must be cautious in analyzing these figures, as we cannot ascertain the number of respondents who had previously left Canada and subsequently returned.

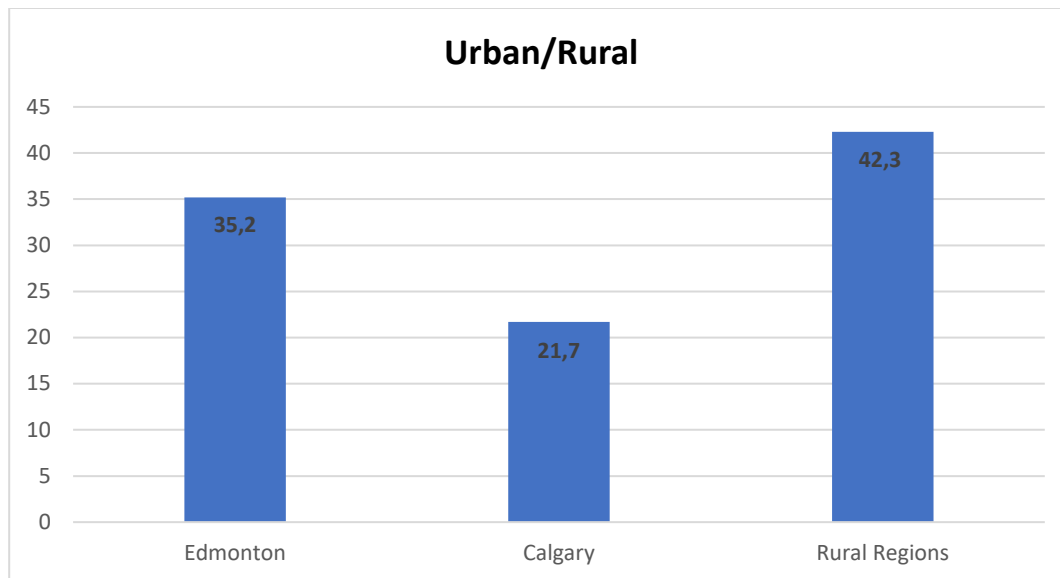
Time in Alberta



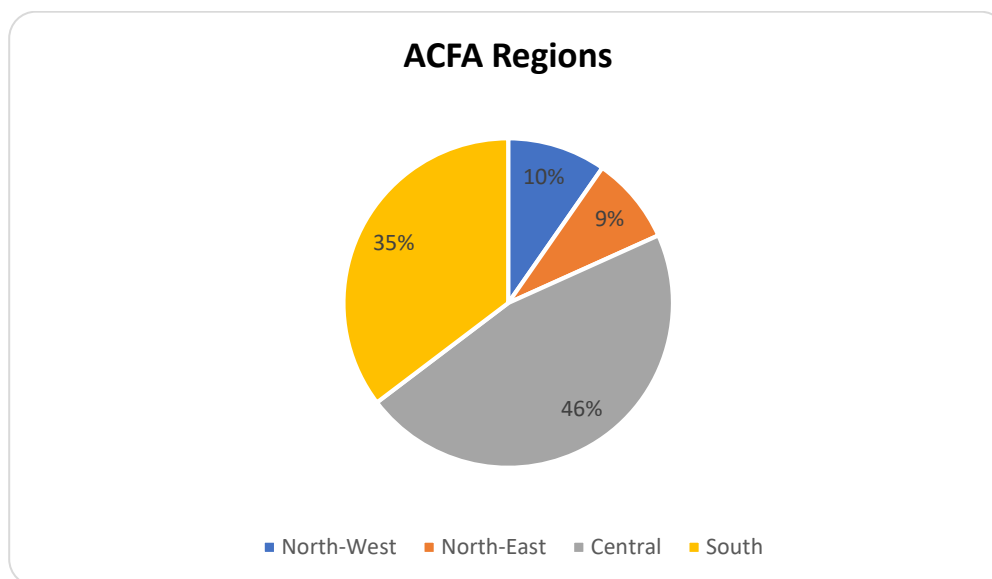
For the question "How long have you lived in Alberta?", there were several response options: Less than a year, 1 to 5 years, 6 to 10 years, More than 10 years, All their life, Prefer not to answer. This question allows us to identify both immigrants from another country and those who have migrated to Canada from other provinces. It is important to note that 74% of respondents are from outside the province, while 26% of respondents were born in Alberta. However, we must be cautious in analyzing these numbers, as we cannot be certain how many respondents had previously left the province and later returned.

Regions

Here we asked "In which town or city in Alberta is your primary residence located?"; there were 33 choices in addition to Other (please specify) and Rather Not Say.



We first grouped the survey responses into three categories: Edmonton, Calgary and Rural Regions. Of the respondents, 35.2% live in Edmonton, 21.7% in Calgary and 42.3% in other rural regions. According to the 2021 census, Edmonton's population represents 23.8% of the Alberta population, Calgary's represents 30.7% and the rest of the province represents 45.5%. We therefore see an over-representation of Edmonton's population in our survey, while Calgary is under-represented, and the other rural regions are roughly represented according to their demographic weight.



We then grouped the survey responses by ACFA region: Northwest, Northeast, Central and South. Of the respondents, 9.6% live in the North-West, 8.5% in the North-East, 35% in the South and 46% in Central.