

NATIONAL CAPITAL COMMISSION (NCC)

RESULTS BASED STATUS REPORT

IMPLEMENTATION OF SECTION 41 OF THE
OFFICIAL LANGUAGES ACT
2006-2007

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General information

Federal institution: Address: Web site:	National Capital Commission (NCC) 202-40 Elgin St. Ottawa, ON K1P 1C7 www.canadascapital.gc.ca
Minister responsible:	The Honourable Lawrence Cannon, Minister of Transport, Infrastructure and Communities and Minister responsible for the NCC
Senior official(s) responsible for implementation of Part VII of the OLA (e.g.: Assistant Deputy Minister, official languages champion):	Diane Dupuis, Acting Vice President, Human Resources and Information Management
Mandate of federal institution (4-5 lines):	The NCC's mandate includes: coordinating the policies and programs of the Government of Canada respecting the organization, sponsorship or promotion by federal departments of public activities and events related to the National Capital Region (NCR); and approving the design of buildings and land use, as well as any changes in use relating to federal lands in the NCR.
National coordinator responsible for implementation of section 41: Exact title: Postal address: E-mail:	Stéphane Pellicano Program Officer, Organizational Development National Capital Commission 202-40 Elgin St. Ottawa, ON K1P 1C7 spellica@ncc-ccn.ca

NATIONAL CAPITAL COMMISSION (NCC)

The National Capital Commission is responsible for building Canada's Capital Region on behalf of all Canadians. Our mission is to make this region a symbol of pride and unity. In order to achieve this, we must be ambassadors of Canada's official languages which are at the heart of our nation.

We are committed not only to applying the *Official Languages Act* to all our sectors of operation, but also to preserving our two official languages in Canada's Capital Region. In the delivery of our mandate, the importance of bilingualism transpires in all aspects of our day-to-day operations.

In creating a meeting place for all Canadians, the NCC presents the Capital Region to visitors as a place to experience Canadian heritage, culture and achievements through varied services, events and programs, in support of the Canadian identity. Our public programs and services are not simply offered in both official languages but are designed to reflect the cultural diversity and linguistic uniqueness of our region and of our country. Great attention is given to staging events and activities on both sides of the Ottawa River, and offering visitors an opportunity to experience and discover Canada's cultural diversity.

The mandate of the NCC links most directly with the horizontal result of enhanced cultural activities in support of the Canadian identity. The action plan submitted by the NCC to Canadian Heritage takes into account positive measures for promoting linguistic duality. These include organizing and coordinating national celebrations, such as Canada Day and Winterlude, and including Francophone artists from outside Quebec and Anglophones from Quebec, thereby helping Canadians appreciate their country's linguistic duality.

This detailed status report covers the following elements:

- Awareness - information, orientation, awareness, communication and other activities were carried out in-house in order to educate employees and managers about linguistic duality and the Official Languages Minority Communities (OLMCs);
- Consultation – dialogue took place with representatives of the OLMCs to identify their needs;
- Communications - External communications activities occurred to inform OLMCs about NCC activities and programs and to promote the bilingual character of Canada; inclusion of OLMCs in distribution lists; use of the Web site to communicate with OLMCs;
- Coordination and liaison - Coordination activities carried out by the NCC along with other federal institutions or other levels of government; participation in activities organized by other federal institutions and other levels of government; participation of official languages champion and national coordinators in various government forums;
- Funding and program delivery - Implementation of the NCC programs and delivery of its services; inclusion of the needs of OLMCs in the delivery of our programs and services;
- Accountability - Activities through which the NCC integrates its work on the implementation of section 41 of the *OLA* with its planning and accountability mechanisms; internal audits and evaluations of programs and services.

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A. AWARENESS (In-house activities)

[Training, information, orientation, awareness, communication and other activities carried out in-house in order to educate employees and/or senior managers of the federal institution about linguistic duality and the priorities of OLMCs; senior manager performance contracts and recognition programs; taking the viewpoint of OLMCs into account during research, studies and investigations.]

Expected Result:

Creation of lasting changes on federal institution organizational culture; employees and management are aware of and understand their responsibilities regarding section 41 of the *Official Languages Act* and OLMCs.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<p>Conduct multiple in-house activities in order to educate employees and senior managers about linguistic duality and the obligations towards the OLMCs. These include:</p> <ul style="list-style-type: none"> ▪ Production and dissemination of the annual report on official languages submitted to Canadian Heritage posted on our intranet site and our internet website. ▪ New employees and students are advised of their obligations regarding official languages as part of the orientation program. ▪ Message was posted on intranet informing all employees of <i>Les Rendez-vous de la francophonie</i>. On-site awareness activity highlighting <i>Les Rendez-vous de la francophonie</i> was organized for employees. ▪ Service point managers were sent a reminder regarding obligation of active offer of communications with and services to the public in both official languages in the National Capital Region. ▪ The Champion of Official Languages distributed the most recent issue of Bulletin 41-42 to the members of Executive Management Committee. 	<p>Annual Report</p> <p>Orientation Program</p> <p>Message from Champion / Activity</p> <p>Reminder message of official language obligations</p> <p>Distribution of bulletin</p>	<p>Number of in-house activities aimed at increasing level of awareness of employees and managers with regard to their obligations to promote linguistic duality and help OLMCs flourish and develop.</p>

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B. CONSULTATION (Sharing of ideas and information with OLMCs)

[Activities (e.g. committees, discussions, meetings) through which the institution consults the OLMCs and dialogues with them to identify their needs and priorities or to understand potential impacts on their development; activities (e.g. round tables, working groups) to explore possibilities for cooperation within the existing mandate of the institution or as part of developing a new program or new policy; participation in consultations with OLMCs coordinated by other government bodies; consultation of OLMCs by regional offices to determine their concerns and needs.]

Expected Result:

Creation of lasting relationships between the federal institution and OLMCs; federal institution and OLMCs understand each other's needs and mandate.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<p>Conduct consultation activities with the OLMCs in an effort to identify their needs and priorities and to explore possibilities for cooperation. These included:</p> <ul style="list-style-type: none"> ▪ The NCC Official Languages Champion sent its 2005-2006 Status Report and 2006-2009 Action Plan to all OLMC provincial associations asking them to submit suggestions for partnership activities of mutual interest and sensitizing them to our mandate. ▪ Participation in conferences and other events organized by cultural and social organizations that 	<p>OLMC suggestions</p> <p>OLMC participation</p>	<p>Number of contacts made with the OLMCs</p>

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C. COMMUNICATIONS (Transmission of information to OLMCs)

[External communications activities to inform OLMCs about the activities, programs and policies of the institution and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the institution's Web site to communicate with OLMCs.]

Expected Result:

OLMC culture reflects an up-to-date understanding of the federal institution's mandate; OLMCs receive up-to-date and relevant information about the federal institution's programs and services (P&S).

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<p>The NCC carries out numerous communications activities which are aimed at reaching various media and stakeholders, including the OLMCs . These activities include:</p> <p>Media relations All of our news releases are distributed in English and in French. Our local media list includes a number of OLMC media outlets, including The Low Down to Hull and Back, TFO, Le Reflet Embrun, The Aylmer Bulletin and Radio-Canada. Our Memorandum of Understanding for 2007-2008 includes the specific goal of reaching more OLMC audiences in our media communications. A paid subscription to Cision media database, now enables us to pull targeted media lists. This ensures that when we send national and targeted local news releases, we are reaching all community newspapers in both official languages.</p> <p>Christmas Lights Across Canada This program celebrates the holiday season in all capitals across Canada bringing together communities everywhere.</p> <p>Public Art Competition To address a regional gap in applications, we sent the news release to art-focused media in the Atlantic provinces in both official languages for the project "St-Laurent/Maisonnette" in Gatineau.</p>	<p>News releases / targeted media lists</p> <p>Advertisement in community newspapers</p> <p>News release</p>	<p>Number of messages transmitted to various stakeholders (including OLMCs)</p>

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E. FUNDING AND PROGRAM DELIVERY

[Implementation of the federal institution's programs and delivery of its services; funding, alone or in cooperation with other federal institutions, of OLMC projects; inclusion of the needs of OLMCs in the delivery of the institution's programs and services.]

Expected Result: OLMCs are part of federal institution's regular clientele and have adequate access to its programs and services; OLMC needs (eg. geographic dispersion, development opportunities) are taken into account.		
Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
<p>The NCC ensures the delivery of its programs and services meets the needs of various stakeholders in terms of representativity, both at a national and provincial level, including those of OLMCs, from existing financial resources.</p> <p>The NCC promotes pride and unity through various programs in Canada's Capital Region. Specific efforts regarding consultation and participation with OLMCs were made in the delivery of these two flagship programs, by way of maintaining its commitment to showcase artists from OLMCs for both its flagship events.</p> <p>2006 Canada Day The following artists from OLMCs participated in Canada Day (9 Anglophones and 5 Francophones):</p> <ul style="list-style-type: none"> o Stars (Anglophone, QC) o Afrodizz (Anglophone, QC) o Jean-François Breau (Francophone, NB) o Travis Knight (Anglophone, QC) o Jesse Dryden (Anglophone, QC) o Bourque Step Dance (Francophone, NB) o Karl Wolf (Anglophone, QC) o Kaba Horo (Anglophone, QC) o Nathalie Lavigne (Francophone, ON) o Annie Lefebvre (Francophone, ON) 	<p>Programming themes that include representatives from OLMCs</p> <p>OLMC participation in NCC flagship programs.</p>	<p>Number of participants from OLMCs</p>

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- Cathy Mitchell (Anglophone, QC)
- Gabriel Dubé (Francophone, ON)
- Jeffrey Achtem (Anglophone, QC)
- Buck 65 (Anglophone, QC)

Site Animation – Noon Under the Bridge

In 2006, the NCC presented the pilot music and theatre series Noon Under the Bridge to animate the downtown core area, providing artists from OLMCs the opportunity to present their music to new audiences.

The following artists from OLMCs participated:

- MoucheTaBouche (Francophone, ON)
- Christine Atallah & The Bassalindos (Anglophone, QC)

Winterlude 2007

Winterlude, North America's greatest winter carnival, was presented for the 29th year in February 2007. The following artists from OLMC participated (5 Anglophones and 3 Francophones):

- Jen Daoust (Anglophone, QC)
- Colin White (Anglophone, QC)
- Dalelle Mensour (Francophone, ON)
- Aurele Lecompte (Francophone, ON)
- Caillou (Francophone, ON)
- Silas Qayaqjuaq (Anglophone, QC)
- Hideshi Terada (Anglophone, QC)

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- Young Galaxy (Anglophone, QC)

Sound and Light Show on Parliament Hill

Among other things, the show features various leaders from our major regions and from various sectors of Canadian society. Some of these public figures, for example Antoine Maillet, Gabrielle Roy, Daniel Lavoie, Edith Butler, Buffy Ste-Marie and Jim Corcoran, represent our rich cultural fabric, flourishing within a linguistic or cultural minority. The new bilingual format will be repeated in the Summer 2007.

Adventures in Citizenship

In May 2006, the NCC welcomed 220 individuals as participants in this national program that is coordinated by the Rotary Clubs. Of these, 29 identified themselves as being bilingual. Two students were Anglophones from the province of Québec while two others were Francophones from outside Québec. These results reveal a gap with regard to the participation of young people from the OLMCs. We have explored, in collaboration with the national office a more proactive method of recruiting students from the OLMCs. However, it is a difficult task as the participants are selected by the respective Rotary Clubs in partnership with the local schools;

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F. ACCOUNTABILITY

[Activities through which the institution integrates its work on the implementation of section 41 of the OLA with the institution's planning and accountability mechanisms (e.g. report on plans and priorities, departmental performance report, departmental business plan, status report on implementation of section 41 of the OLA, etc); internal audits and evaluations of programs and services; regular review of programs and services as well as policies by senior managers of the federal institution to ensure implementation of section 41 of the OLA.]

Expected Result:

Full integration of the OLMC perspective and OLA section 41 into federal institution's policies programs and services; the reporting structure, internal evaluations, policy reviews determine how to better integrate OLMC's perspective.

Activities carried out to achieve the expected result	Outputs	Indicators to measure the expected result
Integrate official languages requirements, including section 41 into the organization's planning and accountability mechanisms. These include: <ul style="list-style-type: none"> ▪ The document entitled <i>Human Resources Management Integrated Framework</i> makes official languages one of the NCC's fundamental values, and serves as its accountability framework. It deals with the Commission's 	HR Management Framework document	Extent to which official languages elements are integrated into framework, plans and programs

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<p>responsibilities with respect to official languages, language training, equitable participation, and internal communications. It describes measures to promote the use of both official languages within the organization and in Canadian society.</p> <ul style="list-style-type: none"> ▪ The Human Resources Memorandum of Understanding prepared by each Branch of the organization addresses official languages issues. ▪ The Official Languages Champion meets periodically with the Executive Vice-President and Chief Operating Officer, as well as other members of senior management, to discuss official languages issues. ▪ Anytime the context is relevant, Internal Audit includes an audit criterion on compliance with the <i>OLA</i>. In 2006-07, compliance with the <i>OLA</i> was included in the audit of the Information Management Framework. 	<p>HRM MOU</p> <p>Discussions at senior level</p> <p>Internal audit</p>	
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Distribution list

- House of Commons Standing Committee on Official Languages
- Senate Standing Committee on Official Languages
- Commissioner of Official Languages
- OLMC groups and organizations

Precise Web address of our status report:

http://www.canadascapital.gc.ca/bins/ncc_web_content_page.asp?cid=16302-22560-22579&lang=1

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