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UQAUHLIRINIRMUT HAVAGVIK NUNAVUNMI
OFFICE OF THE LANGUAGES COMMISSIONER OF NUNAVUT
BUREAU DE LA COMMISSAIRE AUX LANGUES DU NUNAVUT

Recommendations regarding changes to the *Official Languages Act*

**SUBMITTED TO THE SPECIAL COMMITTEE OF THE
LEGISLATIVE ASSEMBLY REVIEWING THE
*OFFICIAL LANGUAGES ACT***

January 18, 2002

Overview: The Need for Two Language Acts

- The *Official Languages Act* as it exists now provides a good framework for guaranteeing the equal status and rights of official languages in the Legislative Assembly, the courts and in government services.
- While Inuktitut is an official language under the current Act, it does not enjoy the same status as English and French. Changes are needed to the legislation so that Inuktitut, the language of the majority of Nunavummiut, has the same status as the other languages.
- Inuktitut is also in need of special measures that will protect and strengthen its status and use in Nunavut. As these measures would apply only to Inuktitut, and not the other official languages, they should be included in a separate Act, referred to in this document as an *Inuktitut Protection Act*.

1. Changes to the existing *Official Languages Act*.

SECTION 1: DEFINITION OF INUKTITUT

- Inuktitut is made up of a number of different dialects. Each of Nunavut's dialects is an invaluable part of Inuit culture and steps should be taken to maintain this rich linguistic diversity.
- Inuinnaqtun speakers have special needs that need to be reflected in the *Official Languages Act* and an *Inuktitut Protection Act*.
- However, we believe granting Inuinnaqtun the status of a separate language will create divisions among Inuit and may encourage other dialects to seek separate status for their unique forms of Inuktitut.

Recommendation: that the unity of the Inuktitut language be maintained under Section 1 of the *Official Languages Act* and that special provisions be included in the Act, where needed, to address the needs of Inuinnaqtun speakers.

Suggested wording:

"1. In this Act,

'Inuktitut' includes all of the dialects spoken in Nunavut, including Inuinnaqtun."

'Inuinnaqtun' is the form of Inuktitut spoken in the communities of Cambridge Bay (Iqaluktuuttiaq), Kugluktuk (Qurluqtuq), Bathurst Inlet (Kingaut), and Umingmaktuuq.

For the purposes of this Act, Inuinnaqtun shall always be written in roman orthography. Inuinnaqtun may also be written in syllabics provided a version in roman orthography of equal prominence appears adjacent to the syllabic text.

SECTION 3: EXEMPTION FOR MUNICIPALITIES

- Section 3 of the existing Act indicates that municipalities are not subject to the terms of the *Official Language Act*.

Recommendations

Because the powers of municipalities and settlements are granted to them by the Government of Nunavut, these institutions should be required to serve the public in the official languages.

Due to the small size of the francophone population, most municipalities should not be required to provide services to the public in French.

Iqaluit has a significant numbers of French speakers (estimated at 10 percent of the population) and francophones in this community should have the right to services in their language.

Suggested wording:

"The public has the right to communicate with and receive services from cities, towns and hamlets in Inuktitut."

"In the communities of Kugluktuk (Qurluqtuq) and Cambridge Bay (Iqaluktuuttiaq), written information in Inuktitut produced by municipal authorities for the public shall be issued in Inuinnaqtun written in roman orthography."

"This Act recognizes Iqaluit as a trilingual city, where Inuktitut, French and English shall have equal status."

"Any written communications issued by an office of the Legislature or Government of Nunavut or the City of Iqaluit that is directed to the citizens of Iqaluit shall be issued in Inuktitut, French and English."

SECTION 4: OFFICIAL LANGUAGES

- The number of Dene and Cree speakers in Nunavut is too small to warrant official status for these languages.

Recommendation: that the Dene and Cree languages be removed as official languages.

Suggested wording:

‘Inuktitut, English and French are the Official Languages of Nunavut.’

SECTION 10: ACTS, RECORDS AND JOURNALS

- Currently Section 10 does not give Inuktitut the same status as English and French.
- Section 10 (2) gives Cabinet the power to require the translation of Acts into Inuktitut, although the Inuktitut versions cannot be used as legal texts.
- Making the Inuktitut version of Acts authoritative will require considerable time and resources to be dedicated to the development of legal terminology. An Inuktitut language authority will be needed to perform this task (see page 11, below).
- As a great deal of the proceedings of the Legislative Assembly take place using interpreters, provisions should be included in the *Official Languages Act* that will ensure that any statements that are made during these proceedings are reported accurately in the language in which they were made. Using recordings of interpreters to report on proceedings creates the possibility that statements made could be misrepresented in the public record.

Recommendation:

- That section 10 (1) include a requirement that acts, records and journals be printed and published in Inuktitut and that the Inuktitut version will also be authoritative. Section 10 (2) should then be deleted.
- That it become a requirement under the *Official Languages Act*, that all statements made by or before Members of the Legislative Assembly be reported in the language in which they were made.

Suggested Wording:

“Acts of the Legislature and records and journals of the Legislative Assembly shall be printed and published in Inuktitut, English and French and all three versions are equally authoritative.”

“Everything reported in official reports of debates or other proceedings of the Legislative Assembly shall be reported in the official language in which it was said and a translation thereof into the other official languages shall be included therewith.”

SECTION 11: INSTRUMENTS DIRECTED TO THE PUBLIC

- Section 11 currently indicates that public notices must be issued in “both official languages” (meaning English and French). Section 11 creates the possibility of requiring notices to be issued in Inuktitut, provided a regulation is passed.

Recommendation: That the *Official Languages Act* require public notices to be issued in Inuktitut as well as French and English.

Suggested wording:

“All instruments in writing directed to or intended for the notice of the public, issued by or under the authority of the Legislature or Government of Nunavut or any judicial, quasi-judicial or administrative body or Crown corporation shall be promulgated in Inuktitut, English and French.”

SECTION 12: PROCEEDINGS IN COURT

- Under Section 12, the right to use English and French in court, and the right to use Inuktitut are listed separately. Inuktitut should be included with English and French for greater clarity.

Recommendation: That Section 12(1) include the right to use Inuktitut in court and that Section 12 (2) be deleted.

Suggested wording:

“Inuktitut, English or French may be used by any person in, or in any pleading in or process issuing from any court established by the Legislature.”

SECTION 13: COURT DECISIONS

- Section 13 only requires court decisions to be issued in English and French under certain circumstances.

Recommendation: That Courts be required to issue decisions in Inuktitut when dealing with a matter of public importance or when part of the proceedings takes place in Inuktitut. Inuktitut should also be included under Section 13 (2).

Suggested wording:

"13. (1) All final decisions, orders and judgments, including any reasons given for them, issued by any judicial or quasi-judicial body established by or under an Act shall be issued in Inuktitut, English and French where the decision, order or judgment determines a question of law of general public interest.

Where the proceedings leading to the issue of a decision, order or judgment were conducted in whole or in part in more than one language, that decision, order or judgment shall be issued in the languages in which the proceedings took place."

SECTION 14: LANGUAGES USED IN GOVERNMENT SERVICES

Under Section 14, government services are to be provided in the official languages wherever there is "significant demand." The term "significant demand" is ambiguous and has left many departments unsure as to what their specific obligations are.

Recommendation:

That Section 14 provide a clear indication of the obligations of Government in terms of providing services in the official languages.

Suggested wording:

"14. When communicating with the head or central office of any institution of the Legislative Assembly or the Government of Nunavut, the public has the right to be served either verbally or in writing, in the official language of their choice."

"The central or head offices of all institutions of the Legislature and Government of Nunavut shall guarantee their ability to communicate with the public in the official language of their choice by providing existing staff with language training, or hiring new staff with the required language skills."

"All offices of institutions of the Legislative Assembly and the Government of Nunavut shall issue all written and electronic documents intended for use by the general public in Inuktitut (written in syllabics or roman orthography), Inuinnaqtun (written in roman orthography), English and French."

“When communicating with any regional, area or community office, the public has the right to the following:

- (a) services, either verbally or in writing in Inuktitut,
- (b) services, either verbally or in writing in English or French where there is significant demand or due to the nature of the office, it is reasonable that communications with and services from that office be available in these languages.

“When written information in Inuktitut produced by any office of the Legislature or Government of Nunavut is sent to members of the public or organizations located in Cambridge Bay (Iqaluktuuttiaq), Kugluktuk (Qurluqtuq), Umingmaktuuq, or Bathurst Inlet (Kingaut), this information shall be provided in Inuinnaqtun written in roman orthography.”

SECTION 15: PUBLICATION IN THE GAZETTE

- At present acts, regulations, by-laws, etc. must be issued in English and French only. If Inuktitut documents are to be authoritative under Section 10, then acts, regulations and bylaws should be published in Inuktitut as well.

Recommendations:

That Section 15(1) include the requirement that all acts, regulations, bylaws, etc. be published in the Nunavut Gazette in Inuktitut.

That Section 15 (2) require all documents that will predate the passage of the revised *Official Languages Act* be translated into Inuktitut; and

That a suitable deadline be set for the translation of these documents in consultation with the Department of Justice.

Suggested wording:

“Any Act, and any rule, order, regulation, by-law or proclamation required by or under the authority of an Act to be published in the Nunavut Gazette that is made before [an appropriate date] is of no force or effect if it is not printed and published in Inuktitut, English and French before [an appropriate date].”

PART II: THE LANGUAGES COMMISSIONER

- The *Official Languages Act* details some of the actions the Languages Commissioner may take in investigating violations of the provisions it contains. Its description of the complaints process is, however, incomplete. Moreover, the Act does not adequately outline the role the Languages Commissioner should play in monitoring the government's various language initiatives.

Recommendation: That the Languages Commissioner be given the power to review any regulations, policies or directives that impact on the status or use of any of the official languages.

Suggested wording: "The Languages Commissioner may initiate a review of
(a) any regulations, policies or directives made under this Act, and
(b) any other regulations or directives that affect or may affect the status or use of any of the official languages."

Recommendation: That the Act allow for complaints to be filed with the Languages Commissioner verbally and in writing, by any person regardless of the languages they speak. This will make it much easier for the public to file complaints by not requiring them to do so in writing. It will also enable members of the public to bring concerns forward to the Languages Commissioner on behalf of Elders who may not be comfortable filing a complaint.

Suggested wording: "A complaint may be made to the Languages Commissioner, either verbally or in writing, by any person or group of persons, whether or not they speak, or represent a group speaking, the official language the status or use of which is at issue."

Recommendation: That the Languages Commissioner be eligible for re-appointment for one additional term in office, according to the wishes of the Legislative Assembly. Provided MLA's are satisfied with the performance of a particular languages commissioner, a second term could potentially be in the best interest of both the government and the Office of the Languages Commissioner.

Suggested wording: "The Commissioner, on the expiration of a first term of office, is eligible to be appointed for one additional term not exceeding four years."

SECTION 29: 10 YEAR REVIEW

Recommendation: The current review process represents the first attempt at designing a language act that will respond to the needs of Nunavut. Another review process should be built into the new legislation to take place ten years after its promulgation to assess its effectiveness and make any necessary adjustments.

Suggested wording: Section 29 as is, with the date adjusted to 10 years following the new Act's expected passage (2013/2014).

NEW MEASURES

1. Responsibility for Implementing the *Official Languages Act*

Unlike official language acts in other jurisdictions (including those of the governments of Canada and Quebec) Nunavut's legislation does not assign specific responsibilities to particular members of Cabinet to ensure its provisions are implemented.

Recommendation: A section(s) should be added to the *Official Languages Act* requiring Cabinet to appoint a Minister who is accountable for ensuring the implementation of its provisions.

Suggested wording:

"Cabinet shall entrust a minister with the application of this Act."

"The Minister referred to in the above section shall take such measures as the Minister deems appropriate to ensure public consultation in the development of policies and the review of programmes relating to the advancement of the official languages of Nunavut."

Recommendation: Many Government of Nunavut departments have a dismal record regarding the provision of services to the public in the official languages. Making Ministers accountable for the actions of their departments would improve the situation.

Suggested wording:

"Each Minister shall, during the first session following the end of each fiscal year, submit an annual report to the Legislative Assembly on the matters relating to the use of and services in the official languages within the department for which that Minister is responsible."

2. Exterior and Interior signs on Government Property

Recommendation: The use of language on government signs both inside and outside Government of Nunavut buildings is wildly inconsistent even within the same communities and should be standardized.

Suggested wording:

“When the name of any institution of the Legislature or Government of Nunavut appears on signs posted on the exterior or interior of any government building, this name shall appear in Inuktitut, both in syllabics and roman orthography, and English and French in that order.”

“Any sign posed on the exterior or interior of any government building in Kugluktuk (Qurluqtuq) and Cambridge Bay (Iqaluktuuttiaq) shall at least appear in Inuinnaqtun in roman orthography.”

“Directional signs on the interior of government buildings in all other communities shall at least appear in Inuktitut”

“Directional signs on the interior of government buildings may also appear in other languages provided Inuktitut is equally prominent”

Provisions for an *Inuktitut Protection Act*

The purpose of an *Inuktitut Protection Act* would be:

- to protect, promote and increase the use of Inuktitut/Inuinnaqtun by all Nunavummiut;
- to ensure that Inuktitut/Inuinnaqtun speakers are not discriminated against in terms of opportunities for employment, education in their mother tongue, or in receiving services from government or private businesses.
- to promote and increase the use of Inuktitut/Inuinnaqtun in government administration, education, and the private sector;
- to ensure that all Nunavummiut have the ability to strengthen their Inuktitut/Inuinnaqtun skills.

The Office of the Languages Commissioner recommends that such an act contain the following provisions:

SPECIAL LANGUAGE RIGHTS FOR INUKTITUT SPEAKERS

In order to ensure that Inuktitut speakers are not discriminated against, but instead encouraged to use their language as much as possible, the following rights should be included in the Act:

The right to work in Inuktitut:

For years, Inuit seeking employment, even in their home communities, were required to speak English in order to secure a job. If Inuktitut is to truly become the first language of Nunavut, then workers should have the right to speak Inuktitut on the job, unless knowledge of another language is crucial to the performance of duties.

Suggested wording:

"All Nunavummiut have the right to carry out the duties assigned to them by their employers in Inuktitut."

"An employer is prohibited from dismissing, laying off, demoting or transferring a member of his staff for the following reasons:

- (a) the employee speaks only Inuktitut;
- (b) the employee has insufficient knowledge of a language other than Inuktitut; or
- (c) the employee has demanded that a right arising from the provisions of this section be respected."

"An employer is prohibited from making the knowledge or a specific level of knowledge of a language other than Inuktitut a requirement for employment, unless the employer can demonstrate that such knowledge is integral to the position being offered."

Education Rights:

The right to be educated in one's mother tongue is guaranteed for French and English speakers under the *Charter of Rights and Freedoms*. Currently, Inuktitut speakers enjoy no such right even within Nunavut. As education is fundamental to the efforts to ensure the survival of Inuktitut, an *Inuktitut Protection Act* should include the following provisions:

Suggested wording:

"All Nunavummiut have the right to have their children receive education in which Inuktitut is the medium of instruction."

"The Minister of Education shall take such measures that the Minister considers appropriate to encourage the learning and use of Inuktitut/Inuinnaqtun in all of Nunavut's communities."

Note: As the learning materials and teaching staff that are needed to fully implement this right do not yet exist, a clause, which sets the date by which this right will come into effect should be established in the Act.

Consumer Rights

If Inuktitut is to be recognized as a language with status equal to that of English in Nunavut, then Inuktitut speakers should have the right to be served in their language by private businesses.

Suggested wording:

“Any member of the public has the right to communicate with and receive services from any commercial enterprise in Inuktitut”.

WORKING LANGUAGE GOVERNMENT

In the *Bathurst Mandate*, the Government of Nunavut committed itself to making Inuktitut its working language by 2020. An *Inuktitut Protection Act* should acknowledge this fact and include provisions to work toward that goal.

Suggested Wording:

It is the duty of every institution of the Legislature and Government of Nunavut to:

- (a) take all reasonable measures to ensure that its employees are able to perform their duties in Inuktitut;
- (b) take active measures to encourage, or require, the use of Inuktitut among its employees.

It is the duty of the Minister of Human Resources to take such measures as the Minister considers appropriate, to guarantee that:

- (a) Inuktitut speaking employees of the Legislative Assembly and Government of Nunavut have access to on-going language enhancement and literacy training, and
- (b) non-Inuktitut speaking employees have access to on-going second language training.

“Institutions of the Legislative Assembly and the Government of Nunavut shall establish Inuktitut committees and determine their composition and operation.”

"Any institution of the Legislative Assembly or the Government of Nunavut may, at its discretion, assign the responsibilities of an Inuktitut committee to a committee established for the purpose of promoting *Inuit Qaujimajatuqangit*."

"The mission of an Inuktitut Committee established by a government institution shall be:

- (a) to assist the institution concerned in improving the quality of the written and spoken Inuktitut used in its workplaces; and
- (b) to identify deficiencies in terms of Inuktitut terminology and problematical terms and expressions in its designated field, and indicate the terms and expressions it recommends. Such terms and expressions shall be submitted to the Inuktitut Language Authority [see page 14, below] for standardization or recommendation.

RELATIONS WITH OTHER INUKTITUT SPEAKING REGIONS

An *Inuktitut Protection Act* should acknowledge the existence of Inuktitut speaking regions outside of Nunavut, and include measures for establishing agreements with these regions to co-operate in the area of language.

Suggested wording:

"The Government of Nunavut shall seek agreements, contracts and treaties with governments, self-government authorities and land claim organizations in Kalaallit Nunaat (Greenland), Nunavik, Labrador and the Inuvialuit Settlement Area to co-operate on matters of language policy with an aim to promoting and strengthening the status of Inuktitut as a language of communication among regions of the circumpolar world."

LANGUAGE AND THE PRIVATE SECTOR

The current *Official Languages Act* is limited in its scope, covering only the Legislative Assembly, the courts and government services. If Inuktitut is to be given greater presence in Nunavut, the Act should include reasonable measures governing the use of language in the private sector.

1. Exterior Signs: Exterior signs put up by businesses form part of the public space. They are a part of the environment of the communities in which people live. It is not unreasonable, therefore, to expect businesses to respect and reflect the fact that Nunavut's communities are predominantly Inuktitut speaking.

Suggested wording:

“Signs, posters and commercial advertising placed on the exterior of buildings must be in Inuktitut. They may also be in other languages provided Inuktitut is equally prominent.”

2. Interior signs/Announcements: Within commercial establishments, signs and announcements are an integral part of serving customers. If consumers are to have the right to be served in Inuktitut, signs, at least of a certain size, should appear in Inuktitut. The government may wish to place limits on the number of signs that must appear in Inuktitut so that the costs to businesses do not become prohibitive.

Suggested wording:

“Within buildings any sign over [a certain size to be determined] must appear in Inuktitut, in addition to any other languages that are used.”

“Loudspeaker announcements directed to members of the public within the retail space of a commercial establishment shall take place in Inuktitut in addition to any other languages.”

3. Bills and Notices: As a substantial number of households in Nunavut are predominantly Inuktitut speaking, bills and written notices sent by businesses and public utilities should include this language.

Suggested wording:

“Written notices, invoices and other business documents addressed to individuals resident in Nunavut issued by businesses and public utilities shall be in Inuktitut, in addition to any other languages.”

4. Pharmacies: Access to accurate information regarding the use of prescribed drugs is an issue of fundamental importance in Nunavut. Elders, who are the most dependent on pharmaceutical drugs for their health and well-being are also the sector of the population least likely to speak English. An *Inuktitut Protection Act* should include specific measures to ensure that they are provided proper information about the dosage and use of drugs in their first language.

Suggested wording:

All pharmacies licensed in Nunavut are required to provide accurate information, both verbally and in writing in Inuktitut regarding the dosage and correct usage of the prescription drugs they dispense.

The ability to provide these services consistently will be a condition for the granting and renewal of licenses to pharmacies.

ROAD SIGNS

As road signs, too, form part of the public space in Nunavut's communities, and as they provide vital information to the public, these signs in each community should be in Inuktitut or Inuinnaqtun (written in roman orthography).

Suggested wording:

The Minister of Community Government and Transportation has the duty:

- (a) to guarantee that all signs posted along roads both within and outside the boundaries of Nunavut's communities appear in Inuktitut; and
- (b) to guarantee that Inuktitut road signs posted in, or in the immediate vicinity of, the communities of Cambridge Bay (Iqaluktuuttiaq) and Kugluktuk (Qurluqtuq), Bathurst Inlet (Kingaut) and Umingmaktuuq appear in Inuinnaqtun using roman orthography.

THE ROLE OF THE LANGUAGES COMMISSIONER

The current mandate of the Languages Commissioner with regard to the *Official Languages Act*, could easily be extended to the provisions of an *Inuktitut Protection Act*.

Suggested wording:

"It is the duty of the Languages Commissioner to take all actions and measures within the authority of the Languages Commissioner with a view to ensuring recognition of the status of Inuktitut/Inuinnaqtun and compliance with the spirit and intent of this Act."

"In carrying out the duties set out in the above subsection, the Languages Commissioner may conduct and carry out investigations either on his or her own initiative or pursuant to any complaint made to the Languages Commissioner and report and make recommendations with respect there to as provided in this Act."

"If a member of the public believes that any of the provisions of this Act have been violated, that person may file a complaint with the Languages Commissioner."

"A complaint may be made to the Languages Commissioner, either verbally or in writing, by any person or group of persons, whether or not they speak Inuktitut."

"The Languages Commissioner shall investigate any reasonable complaint made to the Languages Commissioner arising from any act or omission to the effect that, in any particular instance or case:

- (a) the status of Inuktitut was not or is not being recognized;
- (b) any provision of any Act or regulation relating to the status or use of Inuktitut was not or is not being complied with; or
- (c) the spirit and intent of this Act was not or is not being complied with."

"The Languages Commissioner may refuse to investigate or cease to investigate any complaint if in the opinion of the Languages Commissioner it is reasonable to do so, in which case the Languages Commissioner shall inform the complainant of that decision and the reasons for it."

"If after carrying out an investigation under this Act, the Languages Commissioner is of the opinion that any matter requires further action, the Languages Commissioner will take the following actions:

- (a) if the matter involves a violation or possible violation of this Act by an institution of the Legislature or Government of Nunavut or a municipal authority, the Languages Commissioner shall report what actions are needed to correct the situation and the reasons for this opinion to the Government Leader and the Deputy Minister or other administrative head of the institution concerned.
- (b) if the matter involves a violation or a possible violation of this Act by a private business, the Languages Commissioner shall report what actions are needed to correct the situation and the reasons for this opinion to the Government Leader and the administrative head of the commercial enterprise concerned.

"In a report under the above sections, the Languages Commissioner may make the recommendations that he or she thinks fit and may request the Deputy Minister or other administrative head of the government institution or commercial enterprise concerned to notify the Languages Commissioner within a specified time of action, if any, that the institution proposes to take to give effect to those recommendations."

"The Languages Commissioner shall inform the complainant of the results of an investigation, the recommendations made and any action taken, in the manner and at the time that the Languages Commissioner thinks proper."

"If, within a reasonable time after a copy of a report is transmitted to the Government Leader and the Deputy Minister or other administrative head of the government institution or commercial enterprise, appropriate action has not, in the opinion of the Languages Commissioner been taken, the Languages Commissioner may make such report there on to the Legislative Assembly as the Languages Commissioner considers appropriate."

"The Languages Commissioner shall, within a reasonable time after the termination of each year, prepare and submit a report to the Legislative

Assembly relating to the conduct of the office of the Languages Commissioner and the discharge of the duties under this Act during the preceding year including recommendations, if any, for proposed changes to this Act that the Languages Commissioner considers necessary or desirable in order to give effect to its spirit and intent.”

INUKTITUT LANGUAGE AUTHORITY

The use of Inuktitut as a working language of government and as a language in the legal documents of Nunavut will require the development of a large amount of new terminology. Governments in many parts of the world, including Quebec, have language authorities in place for this exact purpose and the Languages Commissioner believes that such a body should be established in Nunavut for Inuktitut. As land claim organizations and Designated Inuit Organizations (DIO’s) face similar challenges in increasing the use of Inuktitut within their workplaces, we believe that these organizations should actively participate in the formation and operation of any language authority that is established. This will help ensure that any decisions made by the language authority will be accepted by most Inuktitut speakers.

The Languages Commissioner is suggesting that the Language Authority be established under the authority of her office for the following reasons:

- The Languages Commissioner is independent of the government and is thus in a better position than a government department to mediate between any competing interests or views that arise between government, land claim groups and the DIO’s.
- At the same time, the Languages Commissioner is directly accountable to the Legislative Assembly, and reports to MLA’s regularly.
- The Languages Commissioner has a good working relationship with the Nunavut Social Development Council (NSDC), and the Regional Inuit Associations whose participation on a language authority is critical.
- By the very nature of her duties, the Languages Commissioner can speak with authority on language issues.
- The Office of the Languages Commissioner would be able to provide the administrative support necessary for the efficient functioning of the language authority.

Suggested wording in an *Inuktitut Protection Act*:

“An Inuktitut Language Authority is established to define and conduct policy on linguistic research and terminology related to the Inuktitut language and to support the use of Inuktitut as a language of communication, work, law and commerce.”

“The Inuktitut language authority shall be comprised of members representing the Qikiqtani, Kivalliq and Kitikmeot (Qitirmiut) regions of Nunavut.”

“The Inuktitut Language Authority shall:

- (a) make recommendations to the Members of the Legislative Assembly regarding new terminology for Inuktitut/Inuinnaqtun;
- (b) establish the research programmes necessary to support the development of the Inuktitut language;
- (c) assist the institutions of the Legislature and Government of Nunavut, those established by the Nunavut Land Claims Agreement, Designated Inuit Organizations, commercial enterprises, and individuals, in refining and enriching spoken and written Inuktitut in Nunavut;
- (d) make recommendations to the Members of the Legislative Assembly regarding the rules of spelling of all Inuktitut/Inuinnaqtun place names for their consideration;
- (e) make recommendations concerning the terms and expressions it develops to the Members of the Legislative Assembly for their consideration.

“Wherever possible, the Inuktitut Language Authority will recommend a single term for use throughout Nunavut, while taking reasonable measures to respect the existence of different Inuktitut dialects.”

“Terms and expressions recommended by the Inuktitut Language Authority and approved by the Members of the Legislative Assembly shall be published in syllabics and roman orthography in the *Nunavut Gazette*, upon which their use becomes obligatory in texts, documents, signs and posters emanating from the institutions of the Legislative Assembly and Government of Nunavut, and in teaching manuals and educational and research works published in Inuktitut and approved by the Minister of Education.”

“The Government may, by regulation, prescribe the measures of co-operation with the Language Authority that must be taken by any of its institutions.”

“The Office of the Languages Commissioner will provide the administrative support necessary for the efficient operation of the Inuktitut Language Authority.”

“Not later than August 31 every year, the Inuktitut Language Authority shall submit a report of its activities for the preceding fiscal year to the Languages Commissioner. The report of the Inuktitut Language Authority will be included in the Languages Commissioner’s annual report to the Legislative Assembly.”

RESPONSIBILITY FOR IMPLEMENTATION OF THIS ACT

Managing the transition from an English to Inuktitut speaking government will require extensive work in the area of policy development, implementation and monitoring. We

are recommending that a Language Policy Secretariat (similar to the Decentralization Secretariat under EIA) be established within EIA or CLEY for this purpose. As EIA is the department responsible for directing and co-ordinating of interdepartmental initiatives, we believe that ideally, they should play the lead role, with strong support from the Departments of CLEY, and Human Resources. A Minister should also be assigned ultimate responsibility for the implementation of the provisions of the act relating to the working language of government.

Suggested wording:

"A Language Policy Secretariat is established under the Department of Executive and Intergovernmental Affairs for the general direction and co-ordination of policies and programmes of the Government of Nunavut relating to the implementation of [sections of the *Official Languages Act* dealing with the working language of government] in all territorial institutions other than the Legislative Assembly.

"In carrying out its responsibilities under the above section, the Language Policy Secretariat may

- (a) establish policies, or recommend policies to the Legislative Assembly, to give effect to [the appropriate sections];
- (b) recommend regulations to the Legislative Assembly to give effect to [the appropriate sections];
- (c) issue directives to give effect to [the appropriate sections];
- (d) monitor and audit institutions of the Government of Nunavut in respect of their compliance with policies, directives and regulations of the Legislative Assembly or policies and directives of the Language Policy Secretariat relating to the status of Inuktitut/Inuinnaqtun;
- (e) evaluate the effectiveness and efficiency of policies and programmes of the Government of Nunavut relating to Inuktitut/Inuinnaqtun;
- (f) provide information to the public and to officers and employees of the Legislature and Government of Nunavut relating to the policies and programs that give effect to [the sections relating to the working language of government]; and
- (g) delegate any of its powers under this section to the deputy heads or other administrative heads of other institutions of the Government of Nunavut."

"Cabinet shall entrust a minister with the application of this Act."

"The Minister referred to in the above section shall take such measures as the Minister deems appropriate to ensure public consultation in the development of policies and the review of programmes relating to the advancement of Inuktitut in Nunavut."

"The Minister in the above section shall, within such time as is reasonably practicable after the termination of each fiscal year, submit an annual report to the Legislative Assembly on the matters relating to the advancement of Inuktitut for which the Minister is responsible."