

Federal Economic Development Agency for Southern Ontario (FedDev Ontario)

REPORT ON RESULTS

IMPLEMENTATION OF SECTION 41 OF THE OFFICIAL LANGUAGES ACT 2009-2011

General information

Federal institution:	Federal Economic Development Agency for Southern Ontario (FedDev Ontario)
Website:	http://www.feddevontario.gc.ca
Minister responsible:	The Honourable Gary Goodyear
Senior official(s) responsible for implementation of section 41 of OLA (e.g., Assistant Deputy Minister or Official Languages Champion):	Dr. Bruce Archibald, President Jeff Moore, Vice President, Infrastructure and Intergovernmental Affairs, Official Languages Champion Jeff.moore@feddevontario.gc.ca
General mandate of federal institution (4 to 5 lines – This summary of the mandate will be published in the Annual Report on Official Languages tabled in Parliament):	The Federal Economic Development Agency for Southern Ontario (FedDev Ontario) will help Southern Ontario communities and businesses diversify and strengthen their local economies by helping them to become more competitive, innovative and productive. Through FedDev Ontario, we will provide the tools for our regional partners to build on their strengths, positioning Southern Ontario to succeed in the emerging knowledge-based economy.
National coordinator responsible for implementation of section 41: Exact title: Telephone no.: E-mail:	Grace Hodder Official Languages Coordinator 705-750-4821 Grace.Hodder@feddevontario.gc.ca

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Summary of the main progress made in 2009–2011

The Federal Economic Development Agency for Southern Ontario Was created in August of 2009. Since September 2010, FedDev Ontario has been a designated institution under the Accountability Framework for section 41 of the OLA.

The Agency moved quickly to establish an ongoing dialogue with Ontario's Francophone communities. FedDev Ontario attended a significant number of Official Language Minority Communities meetings with more than 50 organizations, including La Clé d'la Baie, RDÉE Ontario, Collège Boréal and the Réseau de soutien à l'immigration francophone de l'Est de l'Ontario, to learn about Francophone organizations and their needs, and to inform them of the services and programs which FedDev Ontario have to offer. A number of Francophone organizations subsequently submitted funding applications to the Agency.

FedDev Ontario has supported the development of Ontario's Francophone communities by funding 168 projects, for a total of \$75 million. Examples include: La Clé d'la Baie received funding to hire a young intern to support community radio; a project was supported to allow the Assemblée de la francophonie de l'Ontario to monitor their strategic community plan; and funding was provided to the Municipality of Port Colborne to revitalize Main Street, and the Essex Community Futures Development Corporation to replenish its investment fund.

Most of the Agency's initiatives and programs were developed in 2010, once the Agency's administrative structure had been organized. During the review of the Agency's existing programs and services, based on the analysis grid provided by Treasury Board of Canada Secretariat, it became clear that FedDev Ontario needed to consult formally with the Francophone community to make sure that the principle of substantive equality was being applied. Consultations are planned for 2011.

The Agency has appointed an Official Languages Champion, who provides leadership in the application of all parts of the Official Languages Act, including Part VII. He makes senior management aware of what is being done and coordinates internal awareness activities. Concrete measures were taken to develop a workplace (including services) which comply with the OLA. An accountability framework, integrated action plan, a policy on official languages, and an Active Offer kit are examples of measures which have been developed and will be completed by the start of the 2011-2012 fiscal year.

As a newly created Agency, FedDev Ontario understood from the outset the importance of making employees and managers aware of the situation of the Francophone community. As a result, during the Rendez-vous de la francophonie, a number of articles were circulated internally on the various situations and the challenges faced by some employees who are part of the Francophone community.

During the analysis of some funding applications, a comparison of a project from the Anglophone community and one from the Francophone community highlighted the advantages of a partnership between the two communities. This analysis facilitated the creation of a bridge between the two communities to promote the success of both projects.

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FedDev Ontario reviewed its obligations with regard to official languages in the context of the renewal of agreements with the Community Futures Development Corporations (CFDCs) and its other contribution agreements, so as to encourage recipients to help promote the two official languages.

Many Southern Ontario Francophone organizations welcomed FedDev Ontario with open arms at a variety of events. RDÉE Ontario, AFMO, CESOC and the Rendez-vous des aînés francophones d'Ottawa, for instance, welcomed a FedDev representative to discuss their work within the Francophone community and their specific needs. This warm welcome has enabled us to forge invaluable ties of cooperation and partnership which will nurture FedDev Ontario's understanding of the needs of OLMCs in Southern Ontario.

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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; consideration of the viewpoints of OLMCs in research, and studies and investigations carried out in-house.]

Activities carried out to achieve the expected result <i>What activities were carried out during the reporting year? What was done?</i>	Outputs <i>What products or services came from the activities carried out during the reporting year?</i>	Progress made in achieving the expected result <i>What has changed as a result of the activities carried out during the reporting year?</i>	Expected result
<p>A1. FedDev designated itself under the accountability framework of the Official Languages Act (OLA), sections 41 and 42 (September 2010)</p> <p>A2. Appointment of an Official Languages Champion (August 2010)</p> <p>A3. Creation of an official languages working group (September 2010)</p> <p>A4. The President holds executive committee meetings in French once a month (since fall 2010)</p> <p>A5. Every two months, a new message on official languages is distributed to employees and managers (since fall 2009)</p> <p>A6. The official languages champion uses the President's blog or Outlook to share information on OL with employees and managers on a regular basis</p>	<p>Development of bilingual organizational culture at the Agency</p> <p>Development of leadership in application of the Official Languages Act at the Agency</p> <p>Holding of an awareness meeting on all aspects of the OLA and another meeting on development of an action plan to include all aspects of the OLA</p> <p>Promotion of the use of both languages in the Agency's activities</p> <p>Information on the OLA, Official Language Minority Communities (OLMCs) and tools for applying the OLA received by employees</p>	<p>The organization is committed to the Official Languages Act</p> <p>The Champion has been appointed by the President to make employees and executives aware of the OLA and to support implementation of the OLA at the Agency</p> <p>Every representative named to the working group is committed to working on application of all aspects of the OLA</p> <p>The members of the Executive Committee are committed to using both languages in the Agency's day-to-day activities</p> <p>All employees are aware of linguistic duality, OLMCs and the OLA</p> <p>Since fall 2009, at least 12 news releases have been sent</p>	<p>Creation of lasting changes in federal institution organizational culture; employees and management are aware of and understand their responsibilities regarding section 41 of the Official Languages Act and OLMCs.</p>

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<p>A7. Tour of the Agency's offices undertaken to make employees and managers aware of responsibilities under the OLA and its implementation at the Agency</p>	<p>PowerPoint presentation and discussion with employees, the Champion and the OL Coordinator</p>	<p>Two meetings took place at the Toronto office in early 2011. The Toronto meetings made employees aware of OLA obligations, the challenges involved and implementation of the OL action plan. Employees had an opportunity to discuss their individual challenges</p>	
<p>A8. A policy on French language training has been developed to increase internal capacity</p>	<p>The policy is posted on the website</p>	<p>Courses were given to 27 employees in the Kitchener, Toronto and Ottawa offices</p>	
<p>A9. Internal activities organized to make employees aware of the Rendez-vous de la francophonie, Linguistic Duality Day and the Journée franco-ontarienne</p>	<p>A number of news messages were sent by the Champion to Agency employees to let them know about these activities</p>	<p>150 Franco-Ontarian flags and lapel pins were distributed to Agency employees, together with information on the OLA. Posters on "Osez, Dare" and the Rendez-vous de la francophonie were posted in all Agency offices. The offices also viewed the video provided by Treasury Board of Canada Secretariat</p>	

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<p>Baie, Collège Boréal, École secondaire le Caron, le Club 50 et plus, le Club richelieu, etc. June 2009)</p> <ul style="list-style-type: none"> - Toronto – RDÉE and seven Francophone organizations (La Toile des carrières, la Passerelle, OASIS, etc. 2009) - Toronto – Organized with RDÉE, two-day tour to meet 15 Francophone community organizations (Vision Africana, Auberge Francophone, Groupe artisanal féminin, La Coopérative Mokonzie, OASIS, CERDIES, REFIF - 2009) - Table Franco-Windsor (2010) - Table Franco-London (2010) - Centre Hamilton – four Francophone organizations (2010) - L'Union culturelle des Franco-Ontariennes, Ottawa (2010) - Table des femmes à l'économie, Ottawa (2010) - Réseau de soutien à l'immigration francophone de l'Est de l'Ontario (2010) - Moi j'apprends – Ottawa (2010) - Meeting with funding providers for the Niagara Region Francophone community (2011) 			
<p>B3. Meetings with key organizations to introduce the Agency and its services and programs and to find out about their specific needs</p> <ul style="list-style-type: none"> - London – ACFO London Sarnia (2010) - Four meetings with RDÉE Ontario – Southern team, (Toronto, twice), Ottawa and Southeast– 2009 and 	<p>Information exchange where RDÉE officers and organizations shared their needs and the initiatives on which they are working. FedDev also shared the Agency's services and programs</p>	<p>Over 40 initiatives were discussed</p>	

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<p>2010</p> <ul style="list-style-type: none"> - L'Assemblée de la francophonie de L'Ontario (2010) - Réseau Ontario (2010) - Conseil des organismes francophones de la région de Durham (2009) - Groupe Convex (2010) - CANORAA (2009) - Coopération Intégration (2010) - Le Phénix (2010) - Les Rendez-vous des aînés francophones d'Ottawa (2009) - CESOC Ottawa – two meetings (2009, 2010) - Collège Boréal (2010) - Association des auteurs et des auteures de l'Ontario français (2009, 2010) - L'Assemblée française des municipalités de l'Ontario (2009, 2010) - Direction Ontario (2010) 			
<p>B4. Participation in Francophone or bilingual organization activities supporting the development of OLMCs:</p> <ul style="list-style-type: none"> - Gala des PME 2009 - RDÉE 2009 AGM - CCO – 2009 AGM - AGM of the six bilingual CFDCs - 2009 and 2010 - Boards of directors of six bilingual CFDCs – monthly meetings - Quarterly conference calls with the six bilingual CFDCs - CFDC Association Conference – 2009 (meeting with bilingual CFDCs) 	<p>Opportunity for networking and sharing needs</p>	<p>Developed partnerships with the Francophone community</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 federal institution and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the federal institution's website to communicate with OLMCs.]

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C1. Development of a communications plan (February 2011)	The communications plan includes external activities to inform the public about the Agency's services and programs	Implementation began in-house in 2010 and external activities will begin in early 2011-12	OLMC culture reflects a broad understanding of FedDev Ontario's mandate; OLMCs receive up-to-date and relevant information about FedDev Ontario's programs and services.
C2. The Agency's bilingual employees and managers receive newspaper articles on the OLMCs, the OLA and Francophone organizations from Industry Canada	Partnership with IC	Excerpts of articles have been distributed continuously since 2010 (the distribution method is currently being reviewed)	
C3. The Agency's website provides information on its services and programs in both official languages	OLMCs can access the Agency's services and programs in the language of their choice	Since 2009, the Agency has been posting all its services and programs in both official languages	
C4. The public receives brochures and fact sheets on the Agency's programs and services in both official languages	At meetings of the community served by FedDev Ontario, members have access to documents in both official languages	Since 2009, promotional materials for the Agency's new programs and services are always available in both official languages	
C5. Announcements and press releases are prepared in both official languages	At project or program announcements, press releases are provided in both official languages	Materials are always available in both languages on an ongoing basis	
C6. Announcements on the Economic Development Initiative (Roadmap)	Communications such as press releases have been prepared in both official languages	Since 2009, there have been three announcements of the Economic Development Initiative with the Francophone community (Cornwall and Ottawa). More than 24 groups attended the announcements	

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D. Coordination and liaison

(Does not include funding – Internal coordination and liaison with other government institutions)

[Coordination activities (research, studies, meetings, etc.) carried out by the federal institution itself along with other federal institutions or other orders of government; participation in activities organized by other federal institutions, other orders of government, etc.; participation of official languages champions, national and regional coordinators, and others in various government forums.]

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<p>D1. Economic Working Group initiated by CIC to implement the Strategic Plan to Foster Immigration within OLMCs (Ottawa, fall 2009 and 2010)</p> <p>D2. Dialogue with OLMCs organized by Industry Canada (IC) with the regional development agencies (RDAs) - (Ottawa, fall 2010, 47 participants)</p> <p>D3. Dialogue with other Agencies and OLMCs on official languages and Canada's linguistic duality, organized by Canadian Heritage (PCH) (Ottawa, summer 2010, 59 participants)</p> <p>D4. The Official Languages Champion attends interdepartmental meetings of the Network of Official Languages Champions (Treasury Board since 2010)</p> <p>D5. The Coordinator attended meetings of National Coordinators, Part VII, section 41 (quarterly meetings, since 2009)</p> <p>D6. The Coordinator participated in meetings and conference calls with Industry Canada and the RDAs to coordinate the Economic Development Initiative (EDI)</p>	<p>Networking with OLMCs and the various regional economic development Departments and Agencies</p> <p>Networking with OLMCs and the various regional development Departments and Agencies</p> <p>Networking with OLMCs and the various regional development Departments and Agencies</p> <p>Sharing of best practices and networking among stakeholders</p> <p>Sharing of best practices and networking among stakeholders</p> <p>Sharing of tools, national project ideas, research needs and EDI best management practices</p>	<p>Minutes of the meeting demonstrate the needs and participation rate of stakeholders</p> <p>Minutes of the meeting demonstrate the needs, satisfaction and participation rate of stakeholders</p> <p>Minutes of the meeting demonstrate the needs, satisfaction and participation rate of stakeholders</p> <p>The Champion has forged ties with government bodies attending the meetings</p> <p>The Coordinator has forged ties with other coordinators</p> <p>Quarterly meetings and monthly calls have taken place since 2009</p>	<p>Cooperation with multiple partners to enhance OLMC development and vitality and to share best practices.</p>

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<p>D7. National Francophone community table (RDÉE Canada) and government institutions (2009-2010)</p>	<p>Networking with the Government Table and the OLMCs represented by RDÉE Canada</p>	<p>The National Table has been under reorganization since 2010. It should resume activities in 2011-12</p>	
<p>D8. The OL Champion attends meetings of Assistant Deputy Ministers on OL (PCH Secretariat CADMOL)</p>	<p>Opportunities to share best practices and coordinate OL program policies</p>	<p>The Champion has been attending meetings since 2010 (four times a year)</p>	
<p>D9. The OL Coordinator has been attending meetings of the OL Program Interdepartmental Coordination Steering Committee (OLPICSC) (since 2010, meetings every two months)</p>	<p>Coordination of OL Program and referral to the OLPICSC</p>	<p>The Coordinator has been attending meetings regularly since 2009 (approximately every two months)</p>	
<p>D10. The Coordinator attends meetings of the Interdepartmental Research Committee on Community Economic Development for OLMCs (IRCCED) organized by HRSDC (since 2010, quarterly meetings)</p>	<p>Sharing of research needs and research carried out by other government bodies</p>	<p>Since 2010, participation has been either in person or via conference call</p>	
<p>D11. The Champion and the Coordinator attended the best practices forum organized by PCH and the Treasury Board Secretariat of Canada (2009, 2010)</p>	<p>Sharing of best practices and obtaining ideas for implementation at the Agency</p>	<p>Many tools obtained, which have been adjusted for internal use: for example, the Agency's Info Kit on the Active Offer</p>	
<p>D12. The Coordinator attended the Forum on Part VII of the Official Languages Act organized by the Office of the Official Languages Commissioner of Official Languages (2011)</p>	<p>Sharing of best practices, round table discussion with government stakeholders and OLMCs</p>	<p>Sharing with other stakeholders on best practices for application of Part VII of the OLA (report pending)</p>	
<p>D13. The Coordinator attended the presentation of the Report of the Commissioner of Official Languages (2010)</p>		<p>Networking with other Departments and sharing information with the OLMCs</p>	
<p>D14. The Coordinator attended the launch of the meeting on linguistic duality organized by Treasury Board Secretariat of Canada (2010)</p>			
<p>D15. The Coordinator attended a consultation on the Linguistic Rights</p>			

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Support Program (LRSP, 2011)			
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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 federal institution's programs and services.]

<u>Activities carried out to achieve the expected result</u> <i>What activities were carried out during the reporting year? What was done?</i>	<u>Outputs</u> <i>What products or services came from the activities carried out during the reporting year?</i>	<u>Progress made in achieving the expected result</u> <i>What has changed as a result of the activities carried out during the reporting year?</i>	Expected result
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<p>E1. Program review established by the Agency, using an analysis grid provided by Treasury Board Secretariat of Canada</p>	<p>A number of new programs and initiatives have been evaluated</p>	<p>To review programs and initiatives properly, the Agency has undertaken to do it in consultation with the OLMCs. The report on the consultations will enable the Agency to adjust its programs and services as required (planned for summer 2011)</p>	
<p>E2. Review of OL obligations in the context of renewal of contribution agreements with the Community Futures Development Corporations (CFDCs) and the Agency's other contribution agreements</p>	<p>Clauses are being reviewed</p>	<p>The clauses will be completed and inserted in the agreements in the fall of 2011.</p>	
<p>E3. Support for program officers and managers in application of the OLA in terms of Agency services and programs</p>	<p>Tools are being developed for application of the OLA in evaluating funding applications</p>	<p>Support for employees is provided on an ongoing basis. The tools will be finalized in 2011</p>	
<p>E4. Development of an info kit on the Active Offer to support program officers and managers in delivering Agency services and programs (February 2011)</p>	<p>The info kit includes expressions frequently used in meetings with the public (by telephone, in person or by e-mail). The kit also includes the Agency's expectations for application of the Active Offer. The entire kit is also available on the website</p>	<p>80 kits were distributed internally to key individuals and the kit is also available to all Agency employees on the website. A message from the Champion was sent to Agency employees and managers asking them to apply the Active Offer as soon as possible</p>	
<p>E5. Funding of projects which support the development of OLMCs (including the Economic Development Initiative (EDI) Roadmap 2009-2010)</p>	<p>Nine Agency programs and initiatives have been used for contribution agreements</p>	<p>168 projects have been funded for a total of \$75 million to support the development of OLMCs</p>	
<p>E6. A draft of OLMC maps organized in cooperation with PCH</p>	<p>The maps indicated where the Francophone population, CFDCs and bilingual municipalities are located</p>	<p>The maps will be finalized in 2011/12</p>	<p>OLMCs are part of FedDev Ontario's regular clientele and have adequate access to its programs and services; OLMC needs (e.g. geographic dispersion and development opportunities) are taken into account.</p>

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F. Accountability

[Activities through which the federal institution integrates its work on the implementation of section 41 of the OLA into departmental planning and accountability mechanisms (e.g. report on plans and priorities, departmental performance report, departmental business plan and status report on implementation of section 41 of the OLA); 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.]

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F1. Evaluation of the Economic Development Initiative	Evaluation method, internal interviews and a report on results, including performance indicators were produced	Report to be finalized in 2011	Full integration of the OLMC perspective and section 41 of the OLA into the federal institution's policies, programs and services; the reporting structure, internal evaluations and policy reviews determine how to better integrate OLMC's perspective.
F2. Reports produced at Industry Canada and PCH's OL Secretariat for delivery of the EDI (2009-2011)	Data on money spent and number of contribution agreements	As of March 31, 2011, the Agency had received 57 projects, of which 23 were approved for a total of \$861,715. About 145 projects are being evaluated and may be recommended for funding.	
F3. Draft of the Agency's OL action plan, policy, accountability framework and OLMC consultation strategy developed	Documents created, to be approved by the Agency's executive in early 2011-12		
F4. Draft of action plan, OLA, section 41	Draft will be completed and approved in 2011-12		
F5. Draft of results of action plan since the creation of FedDev (August 2009)	Data collection carried out	The report will be submitted in May 2011	

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Distribution list

- Clerk of the House of Commons Standing Committee on Official Languages
- Clerk of the Senate Standing Committee on Official Languages
- Commissioner of Official Languages
- **Community organizations:** AFO, RDÉE Ontario, AFMO, la Clé d'la Baie, CESOC, Réseaux de soutien à l'immigration francophone. A more exhaustive list will be developed and updated after formal consultation with the OLMCs.