

French-Language Services Strategy

Halifax Regional Municipality

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Executive Summary

English-French bilingualism is a crucial value of the Canadian society and a fundamental characteristic of the Canadian identity. The [Canadian Charter of Rights and Freedom](#) states the importance of language rights and a variety of other acts support access to French services, including the [Official Languages Act](#) and the Nova Scotia [French Language Services Act](#).

Acadians constitute the first permanent settlement from France in Canada and are considered one of the founding peoples of Canada. Together with Francophones from across Canada and the globe, they have contributed to the economic, cultural and social vitality of Halifax. Today, the Halifax Regional Municipality has the largest Acadian and Francophone community in Nova Scotia and it counts for more than half of the self-identified bilingual individuals in the province.

Following the restorative agreement with Lucien Comeau regarding school taxes collected from Acadians and Francophones that were used to fund only English-language schools, the municipality has been committed to building constructive relationships with its Acadian and Francophone community. Both external consultations with community members and internal consultations with business units have identified the need for corporate guidelines directing the strategic planning of French-language services with consistency and sustainability for the municipality. The position of French-language Services Advisor was created in the Office of Diversity & Inclusion/ANSAIO to support the municipality in developing and implementing a French-language Services Strategy aiming to incorporate considerations for French-language services into municipal policies, business planning, services and programs. This strategy and implementation plan, while respecting current internal resources, capacity and business planning directions, identifies key elements for the municipality to move, at a corporate level, towards a local government where the Acadian and Francophone community is actively engaged in its services and programs as well as its decision-making processes.

Background

The Acadian and Francophone community in the Halifax Region

According to the 2016 Census data from Statistics Canada, the municipality has the largest Acadian and Francophone community in Nova Scotia, with 12,255 residents whose mother tongue is French, representing 3.1 per cent of the total population of the municipality and 36.8 per cent of the total Francophone population across the province. In addition, it also has the largest bilingual population in the province, with 49,585 self-identified bilingual individuals, representing 12.4 per cent of the total population of the municipality. Francophone and bilingual individuals are quite evenly scattered across the four federal electoral districts in the municipality, with no concentrated population in any particular neighbourhood or district.

Since the adoption of the Canadian Charter of Rights and Freedoms that recognizes the right to receive education in both official languages, French language education has gained more institutional support and has played a major role in sustaining the French language and culture. In Nova Scotia, the successes of French language education programs (both French first language and second language programs) have greatly contributed to the shaping of citizens that reflect and support the Canadian linguistic duality: Nova Scotia benefited from a 10.5 per cent bilingualism rate in 2016.

However, as Bailey Moreton has noticed, statistics also show that although bilingualism is on the rise in Nova Scotia between 2001 and 2016, both the number of people who primarily speak French at work and home and the population that identifies French as their mother tongue have fallen in the province over the same period¹. Unlike other traditionally Acadian communities such as Clare, Argyle and Chéticamp, the municipality, as the urban centre of the province, has maintained its Francophone population at 3.1 per cent between 2006 and 2016. However, due to the size of the municipality, the discrepancy between the urban centre and the rural areas, as well as the dispersment and diversity of the Francophone residents, there are unique challenges the local Acadian and Francophone population face to receive equitable services, to be united under a shared identity and form a strong voice to be represented at the local government.

A barrier shared by Acadian and Francophone residents across the province is the effect of historical marginalization and assimilation, which has accentuated an inferiority complex among many Francophones, especially Acadians towards their language and accent, often perceived as improper, incorrect and inferior. Community discussions have observed that Francophones across

¹ Bailey Moreton, “French in free fall, but bilingualism in Nouvelle-Écosse is on the rise”: <https://www.thechronicleherald.ca/news/local/french-in-freefall-but-bilingualism-in-nouvelle-ecosse-is-on-the-rise-309523/>

the province experience “linguistic insecurity”, which translates into a general anxiety and hesitation to use their first language, French, due to their minority situation. If the vitality of a linguistic group is associated with the use of the language in various settings including at home, at school and in the community (the more it is used in diverse settings, the stronger is the vitality), in the Halifax region, the French language relies more and more on the sole environment of schools to be practised due to the predominant English-speaking environment and the lack of dedicated community space outside French schools. The municipality as a government institution closest to the local communities, could and should assume a more proactive role in enhancing the vitality of the Acadian and Francophone community through the planning and redesigning of municipal policies, programs and services.

Public, private and non-profit organizations support Acadian and Francophone communities across the province to meet their various needs (please refer to the list of French organizations in the municipality in Appendices.) Most of them have a provincial or national mandate with a chapter in Halifax. The only two community organizations serving local Acadian and Francophone residents within the boundaries of the municipality are [Conseil communautaire du Grand-Havre](#) (serving Acadian and Francophone residents in Halifax and Dartmouth) and [Acadie de Chezzetcook](#) (serving the Acadian community in Chezzetcook), both relying on very limited staff members and financial resources.

Relations between the Halifax Regional Municipality and the Acadian and Francophone community

In August 2015, the Halifax Regional Municipality signed a restorative agreement with Lucien Comeau, an Acadian parent who had filed a human rights complaint with the Nova Scotia Human Rights Commission (see [Comeau versus HRM – Nova Scotia Human Rights Complaint - Sept 17/13 Regional Council - HRM \(halifax.ca\)](#)) regarding the absence of supplementary education funding for Conseil scolaire acadien provincial in the Halifax region. The municipality issued an official apology (see [Municipality Signs Restorative Agreement with Lucien Comeau | Halifax](#)) to recognize the harm caused to CSAP schools by not extending supplementary education funding and contributed a grant to a charitable foundation, [La Fondation communautaire du Grand-Havre](#) to support Acadian and Francophone students and community organizations in the Halifax region. As part of the restorative agreement, a joint committee consisting of members of the Acadian and Francophone community as well as staff of the municipality and the Provincial Office of Acadian Affairs and the Francophonie, the Halifax Acadian and Francophone Partnership (Partenariat acadien et francophone d’Halifax) was established to promote constructive relations between the municipality and the Acadian and Francophone community as well as collaboration within the community.

Since 2016, a Regional Councillor has been appointed as an official liaison between Council and the Acadian and Francophone community. In June 2018, the municipality created a permanent position of French Services Advisor. The Advisor, reporting to the Managing Director of the Office of Diversity & Inclusion/ANSAIO, liaises externally with the Acadian and Francophone community and consults internally with business units regarding French services and community engagement. It was at this point that the creation and implementation of a corporate-wide strategy of French-language services was finally possible.

Community consultations

The Office of Diversity & Inclusion/ANSAIO, through the French Services Advisor, completed multiple initiatives between 2017-19 to lay the foundation for the corporate French-language services strategy. Some of the key findings from community consultations include:

The need for community representation

- Have a designated seat for the Acadian and Francophone community at Regional Council.

Improved municipal services and programs

- Develop corporate policies to ensure consistent financial and human resources are dedicated to French-language services.
- Develop programs to support the implementation of the above policies, such as a visual identification program and a data collection system with a directory of French-speaking/bilingual employees.
- Implement accessible and equitable French services in service areas including recreation programs, 311 service, police services, fire and emergency services and human resources services.

Opportunities for employment

- Have designated permanent bilingual positions dedicated to French-language services delivery.
- Develop a corporate culture that values bilingualism through language and culture training as well as rewards and recognition programs (e.g., [bilingualism bonus](#) offered by the federal government and [Awards for Excellence in French-language Services](#) offered by the Province).

Better communication

- Improve the official website, online job application system and online voting system to make them more user-friendly for French speaking persons.
- Implement translation services to have public-facing communication materials translated into French.
- Build more constructive relations with the community through partnerships with community organizations.
- Implement bilingual signage.

French services currently offered by the municipality

In 2017 and 2018, an internal assessment was conducted to collect baseline data and information related to French services from all 11 business units including the Mayor's Office, the Council Support Office and the CAO's Office. A report was prepared with detailed analysis of the current state of French-language services offered by the municipality, current bilingual capacity, French-language

service gap in terms of service provision, communications and workforce planning as well as French-language service planning. Below are highlights of the report (for a more exhaustive list, please refer to the Internal Assessment Report):

- **311 Service:** The municipality's 311 contact centre uses an external service, Language Line, to provide interpreting services in 150 languages, including French.
- **911 and Non-Emergency Services:** With different French capacities in the four call centres handling 911 calls across the province, the 911 service also uses the Language Line to provide interpreting services, when calls are made in a language the call taker does not speak. The call centre located in the Halifax region, Intergrated Emergency Services, has some English-French capacity and utilises the same model to respond to non-emergency calls made to 902-490-5020.
- **Police Patrol and Investigation Services:** The Halifax Regional Police keeps a spreadsheet with a self-identified skill inventory for all patrol officers, including their language skills. Upon request for services in any language other than English during patrol interactions or inspections, arrangements are made to either have an internal police officer on shift who can speak the requested language or to use an external certified interpreter.
- **Prosecution Service:** Legal Services provide French trials through external contractors to those who request them.
- **French public service announcements and news releases:** Since March 2018, all news releases and public service announcements produced by the municipality have been issued in both English and French: <https://www.halifax.ca/home/news>.
- **French Micro-site:** Since April 2019, the municipality's website has included a French section: <https://www.halifax.ca/fr>. This microsite, with around 20 French webpages, provides an overview of major municipal services.
- **French Recreation Programs:** Municipal recreation programs currently include two regular French programs: French swimming lessons have been offered by municipal pools since 2013-14 and the preschool program "Fun with French" has been offered in the Halifax Peninsula area. A few other French programs were created and offered between 2016 and 2018 but discontinued due to low registration rate.
- **Solid Waste Education Materials:** The Solid Waste division publishes education and sorting materials in multiple languages, including French. The waste sorting application, the [mobile application](#) as well as various [sorting guides](#) are available in French.
- **Other Ad-hoc French Services:** depending on the availability of resources (funding, budget, French-speaking staff), various municipal divisions produce communication materials in French and conduct community outreach activities in French for the local Acadian and Francophone residents. But they are offered on an ad-hoc basis by individual divisions without any corporate guiding processes.

French-Language Services Strategy

This strategy is intended for the municipality to strategically plan and use resources at the corporate-wide level to better serve and engage local Acadian and Francophone residents. The municipality's Strategic Plan 2021-25 identifies that the municipality's vision for communities is to "boast strong social equity through meaningful engagement to build safer, more inclusive communities for all". Furthermore, the Council Priority Outcomes for communities envision that "residents are actively involved in their communities and enjoy participating and volunteering in a wide range of leisure, learning, social, recreational, cultural and civic opportunities", and "residents are empowered as stewards and advocates for their communities, and work with the municipality and others to remove systemic barriers". Aligned with these statements, this strategy aims to establish a road map towards a municipal government where the Acadian and Francophone community is actively engaged in its services, programs and decision-making processes and ultimately toward becoming a region where members of the Acadian and Francophone community can flourish.

As one of the strategies under the umbrella of the [Corporate Diversity & Inclusion Framework](#), this strategy supports its vision of the municipality as an inclusive organization that values and reflects the diverse people we serve. The strategy is structured around the five priorities of the Framework, under which are strategic objectives and actions in alignment with community needs, internal resources and capacity as well as business planning directions identified in previous studies. Strategic actions are organized in a three-phase model, with suggested lead(s), potential success measures and possible timelines. A list of Acadian and Francophone Community Organizations in the Halifax region are included in appendices.

French-Language Services Strategy and Implementation Plan

French-Language Services Strategic Goals		
1	Inclusive Public Service	To ensure that municipal services are inclusive, reflective of and accessible to the Acadian and Francophone residents.
2	Inclusive Work Environment	To create a workplace that values the Acadian and Francophone cultures.
3	Equitable Employment	To attract and retain French-speaking and bilingual talent.
4	Meaningful Partnerships	To develop internal and external partnerships that include the Acadian and Francophone community.
5	Accessible Information and Communication	To provide accessible information, in French, to the Acadian and Francophone community about municipal services and maintain ongoing communications with the community.

Phase One Strategic Actions

Goal 1 – Inclusive Public Service: To ensure that municipal services are inclusive, reflective of and accessible to the Acadians and Francophones.

Objectives	Strategic Actions	Lead	Success Measures	Duration
1.1 Develop and deliver quality French-language services and programs to the public	1. Establish an annual inventory of the municipality's French-language services.	Office of Diversity & Inclusion/ ANSAIO and supported by business units	Annual inventory established	1 year
	2. Support business units to develop or increase French-language services.	Office of Diversity & Inclusion/ ANSAIO and supported by business units	# of French-language services	Recurring
1.2 Maximize the use of internal resources and strengthen internal capacity to offer French-language services	3. Develop an orientation package on French-language service resources to share with business units, including trainings, workshops and translation services.	Office of Diversity & Inclusion/ ANSAIO	Distribution, usage and evaluation of French-language service resources	1 year
	4. Provide French-language training to municipal staff.	Office of Diversity & Inclusion/ ANSAIO	# of participants in French language training	Recurring
	5. Develop supporting tools to ensure effective French-language training, including training evaluations, French language assessment tools, participants progress tracking systems and specialised and customised trainings.	Office of Diversity & Inclusion/ ANSAIO, Corporate Communications	# supporting tools developed % of satisfaction towards French language training	Recurring

	6. Provide cultural awareness workshops on Acadian and Francophone community to municipal staff.	Office of Diversity & Inclusion/ ANSAIO	# of participants in Acadian and Francophone cultural awareness workshops	Recurring
1.3 Create French-Language Services corporate policies	7. Create corporate French-language services policies on a variety of topics. (e.g. internal and external communications, signage, municipal services delivery and use of both official languages in the workplace).	Office of Diversity & Inclusion/ANSAIO, Corporate Communications	# corporate policies created	2-3 years

Goal 2 – Inclusive Work Environment : To create a workplace that values the Acadian and Francophone cultures.

Objectives	Strategic Actions	Lead	Success Measures	Duration
2.1 Provide support tools to encourage municipal employees to use French at work	8. Develop resources, materials (e.g.: cheat-sheet of French one-liners, bilingual business card template, bilingual voice message template), and on-the-job activities to promote bilingualism at work.	Office of Diversity & Inclusion/ANSAIO, Corporate Communications	# of initiatives implemented	1 year

Goal 3 – Equitable Employment : To attract and retain French-speaking and bilingual talents.

Objectives	Strategic Actions	Lead	Success Measures	Duration
3.1 Ensure equitable employment of French-speaking and bilingual individuals	9. Revise and implement French-Language Services Human Resources Guidelines.	Human Resources, Corporate Communications	Guidelines created	1 year
	10. Create bilingual job postings for positions with French-language requirements.	Human Resources, business units	# of bilingual job postings	Recurring
3.2 Build a workforce that reflects the Acadian and Francophone community	11. Ensure municipal representation at job fairs and community events of the Acadian and Francophone community to promote job opportunities.	Human Resources, business units	# of events and fairs attended	Recurring

Goal 4 – Meaningful Partnerships : To develop internal and external partnerships that include the Acadian and Francophone community.

Objectives	Strategic Actions	Lead	Success Measures	Duration
<p>4.1</p> <p>Develop strong partnerships to improve municipal service delivery and support the flourishing of the Acadian and Francophone community</p>	<p>12. Support the work of the Halifax Acadian and Francophone Partnership.</p>	<p>Office of Diversity & Inclusion/ANSAIO</p>	<p>Continue supporting the Partnership</p>	<p>Recurring</p>
	<p>13. Identify opportunities for business units to work with the Acadian and Francophone community organizations to improve municipal service delivery.</p>	<p>Office of Diversity & Inclusion/ANSAIO and supported by business units</p>	<p># of external partnerships</p> <p># of initiatives to encourage representation of Acadian and Francophone members on municipal boards, committees and commissions</p>	<p>Recurring</p>
	<p>14. Explore ways to reduce barriers to Francophone representation on municipal boards, committees and commissions.</p>	<p>Municipal Clerk's Office</p>	<p>Francophone members on municipal boards, committees and commissions</p>	<p>Recurring</p>

Goal 5 – Accessible Information and Communication: To provide accessible information to the Acadian and Francophone community and maintain ongoing communications with the community.

Objectives	Strategic Actions	Lead	Success	Duration
<p>5.1</p> <p>Provide accessible information to the Acadian and Francophone community about municipal services</p>	<p>15. Evaluate the current French micro-site and explore ways to maximize its utility and increase its content.</p>	<p>ICT, Office of Diversity & Inclusion/ANSAIO, Corporate Communications</p>	<p>Usage of the French micro-site</p> <p># of French content published</p> <p># of webpages</p>	<p>1-2 years</p>
	<p>16. Maintain the production and distribution of bilingual public service announcements and press releases and evaluate the usage; explore effective and efficient ways to communicate with the community. (e.g. bilingual titles for PSA hosted on the municipality’s website and French micro-site).</p>	<p>Corporate Communications</p>	<p># of bilingual PSAs and press releases produced</p> <p>Usage of bilingual PSAs and press releases</p>	<p>Recurring</p>
	<p>17. Host regular events to provide municipal information to the Acadian and Francophone community.</p>	<p>Business units supported by Office of Diversity & Inclusion/ANSAIO</p>	<p># of initiatives that promote municipal services and engage the community</p>	<p>Recurring</p>
	<p>18. Undertake regular community consultations with the Acadian and Francophone community.</p>	<p>Business units supported by Office of Diversity & Inclusion/ANSAIO</p>		<p>Recurring</p>

Phase Two Strategic Actions

Objectives	Strategic Actions	Lead	Success Measures	Duration
Inclusive Public Service				
<p>1.2</p> <p>Maximize the use of internal resources and strengthen internal capacity to offer French-language services</p>	<p>1. Explore innovative ways to maximize the use of internal resources to offer French services.</p>	<p>Office of Diversity & Inclusion/ANSAIO and supported by business units</p>	<p># of initiatives to provide French services</p>	<p>1-2 years</p>
Inclusive Work Environment				
<p>2.2</p> <p>Increase bilingual signage at municipal properties and facilities</p>	<p>2. Develop translation guidelines with consideration given to English-French signage requirements and establish an inventory of municipal signs that would benefit from being bilingual.</p>	<p>Office of Diversity & Inclusion/ ANSAIO, Corporate Communications</p>	<p>Guidelines and inventory established</p>	<p>1-2 years</p>

Objectives	Strategic Actions	Lead	Success Measures	Duration
Equitable Employment				
3.1 Ensure equitable employment of French-speaking and bilingual individuals	3. Implement French-Language Services Human Resources Guidelines.	Human Resources, Corporate Communications and supported by Office of Diversity & Inclusion/ANSAIO	Guidelines implemented	1-2 years
Accessible Information and Communication				
5.1 Provide accessible information to the Acadian and Francophone community about municipal services	4. Support the development of corporate accessible communication guidelines and translation guidelines that include a section on French communication guidelines.	Office of Diversity & Inclusion/ANSAIO, Corporate Communications	Communication and translation guidelines developed	1-2 years
	5. Where appropriate, increase the advertising of municipal services and programs through French community media channels and school system.	Business units, Office of Diversity & Inclusion/ANSAIO, Corporate Communications	# of initiatives that promote municipal services through French community media channels and school system	1-2 years
5.2 Maintain ongoing communications with the community	6. Develop French-language community consultation guidelines.	Office of Diversity & Inclusion/ANSAIO, business units, Corporate Communications	Guidelines created	1 years

Phase Three Strategic Actions

Objectives	Strategic Actions	Lead	Success Measures	Duration
Inclusive Public Service				
1.1 Develop and deliver quality French-language services and programs to the public	1. Ensure French-language services in identified service areas (e.g. 311, Emergency, Recreation and Human Resources); monitor and evaluate the municipality’s French-language services.	Corporate and Customer Services, Fire & Emergency Services, Parks and Recreation, Human Resources	# French-language services % of satisfaction towards French-language services	1-2 years
	2. Develop other supporting guidelines for the French-language services policy.	Office of Diversity & Inclusion/ANSAIO, business units, Corporate Communications		Guidelines developed
	3. Develop and implement a tracking system to monitor the French-language services development in each business unit.	Office of Diversity & Inclusion/ANSAIO and supported by business units	Tracking system developed and implemented	3-5 years

Objectives	Strategic Actions	Lead	Success Measures	Duration
Inclusive Work Environment				
2.2 Increase bilingual signage at municipal properties and facilities	4. Where appropriate, implement bilingual signage (in accordance with the translation guidelines) when replacements take place.	Business units, Corporate Communications	# of bilingual signs implemented	2 years
2.3 Provide support tools to encourage municipal employees to use French at work	5. Create a network of French-speaking employees.	Office of Diversity & Inclusion/ANSAIO	Network established	1-2 years
Equitable Employment				
3.1 Ensure equitable employment of French-speaking and bilingual individuals	6. Review hiring practices to ensure that applicants with French-language skills are assessed with equity during the hiring process (assessment of language skills; point system; selection boards).	Human Resources	# of French speaking/bilingual applicants for municipal positions	2-3 years
	7. Review and update French-language requirements for current and upcoming positions.	Human Resources	# of positions reviewed and updated	2-3 years

Objectives	Strategic Actions	Lead	Success Measures	Duration
Meaningful Partnership				
<p>4.1</p> <p>Develop strong partnerships to improve municipal service delivery and support the flourishing of the Acadian and Francophone community</p>	<p>8. Establish a French-Language Services Advisory Committee made up of staff from all business units.</p>	<p>Office of Diversity & Inclusion/ANSAIO</p>	<p>Advisory Committee established</p>	<p>1-2 years</p>
Accessible Information and Communication				
<p>5.1</p> <p>Provide accessible information to the Acadian and Francophone community about municipal services</p>	<p>9. Support the production of French communication materials according to the communication and translation guidelines.</p>	<p>Corporate Communications, business units, Office of Diversity & Inclusion/ANSAIO</p>	<p># of communication documents translated into French</p>	<p>Recurring</p>

Glossary

Francophone: A Francophone is a person who speaks French. According to the *2018 French Language Worldwide Report* prepared by Organisation Internationale de la Francophonie, French is spoken by 300 millions speakers worldwide and is the fifth most spoken language in the world, after Chinese, English, Spanish and Arabic. It is the official language of 32 States and governments, the second most studied language and the fourth most used language on the internet.

Francophile: A Francophile is a person who has a strong affinity towards French languages, cultures and histories or French people. Often times, Francophone is used to refer to those who speak French as their first language while Francophile is used to refer to non native speakers of French.

Acadian: Acadians are descendants of the French settlers that came to areas south of St Lawrence River and established the colony which became known as Acadia (*Acadie* in French), a colony of New France in northeastern North America which included parts of eastern Quebec, New Brunswick, Nova Scotia, Prince Edward Island and Maine. Acadians have their own National Day (August 15), national flag and national Anthem (*Ave Maris Stella*).

Bilingual, bilingualism: Bilingualism is the ability to speak fluently in two languages. In Canada, the term has taken on a more particular meaning: the ability to communicate in both Canada's official languages, English and French. The federal [Official Languages Act](#) (1969), cornerstone of institutional bilingualism in Canada, declares the equality of status of English and French in Parliament and the Canadian public service at the federal level. In Nova Scotia, the provincial [French Language Services Act](#) was passed in 2004 to foster the ongoing development of the province's Acadian and Francophone community and specify the terms and conditions under which provincial institutions provide services in French.

Active offer: Active offer is a term coined by the Office of the Commissioner of Official Languages for federal public service. The [Active Offer Guide](#) defines it as "an opening invitation to the public to use one of our two official languages when communicating with or receiving a services from the federal government". It includes a bilingual greeting, such as "Hello! Bonjour!", and visual cues, such as signs, that support this invitation.

Appendices

List of Acadian and Francophone Organisations in the Halifax Region

Name of organization	Expertise	Contact Information
Education		
Conseil scolaire acadien provincial	French public school board	https://csap.ca/ (902) 769-5460
École secondaire du Sommet	French public secondary school (6-12)	https://somet.ednet.ns.ca/ (902) 832-4302
École du Carrefour	French public secondary school (6-12)	https://carrefour.ednet.ns.ca/ (902) 433-7000
École secondaire Mosaïque	French public secondary school (9-12)	https://mosaique.ednet.ns.ca/ (902) 433-7080
École Mer et Monde	French public primary school (pre-primary-8)	http://mer-et-monde.ednet.ns.ca/ (902) 480-2180
École Beaubassin	French public primary school (pre-primary-5)	https://beaubassin.ednet.ns.ca/ (902) 457-6810
École du Grand Portage	French public primary school (pre-primary-6)	https://grand-portage.ednet.ns.ca/ (902) 864-6242
École Bois-Joli	French public primary school (pre-primary-6)	http://bois-joli.ednet.ns.ca (902) 433-7070
École Beaux-Marais	French public primary school (pre-primary-9)	http://beaux-marais.ednet.ns.ca

		(902) 827-4621
Université Sainte-Anne	French university	https://www.usainteanne.ca/ (902) 769-2114
Department of French, Dalhousie University	Post-secondary French program	https://www.dal.ca/faculty/arts/french.html (902) 494-2430
Department of Modern Languages & Classics, Saint Mary's University	Post-secondary French program	https://smu.ca/academics/departments/modern-languages-and-classics.html (902) 420-5815
Department of Modern Languages, Mount Saint Vincent University	Post-secondary French program	https://www.msvu.ca/en/home/programsdepartments/BA/modernlanguages/default.aspx
The French Doctor	French-language training centre	http://www.thefrenchdoctor.com/index.html (902) 446-5709
Cultural Organizations		
Fédération culturelle acadienne de la Nouvelle-Écosse	Promotor of Francophone arts and cultures	http://fecane.ca/index.php (902) 466-1610
Alliance Française	French-language training and cultural centre	http://www.afhalifax.ca/ (902) 455-4411
Conseil communautaire du Grand-Havre	Community Centre	http://www.ccgh.ca/ (902) 435-3244
Fédération acadienne de la Nouvelle-Écosse	Organization spokesperson for the community	http://www.acadiene.ca/ (902)433-0065

L'Acadie de Chezzetcook	Acadian historic museum	http://www.acadiedechezzetcook.ca/en/ (902) 827-5992
Career Services/Business		
Conseil de développement économique de la Nouvelle-Écosse	Not-for-profit organization dedicated to the economic advancement of the Acadian and Francophone community.	http://cdene.ns.ca/en/ 1-866-55CDENE
YMCA/Nouvelle-Écosse au travail	Career Services Centre	http://ymcansworks.ca/fr/
Chambre de commerce francophone d'Halifax	Francophone business networks	https://www.ccfh.ca/
Parent Support/Child Development		
Canadian Parents for French	Furthering bilingualism by promoting and creating opportunities for students to learn and use French.	http://ns.cpf.ca/ (902) 453-2048 1-877-273-5233
Fédération des parents acadiens de la Nouvelle-Écosse	Support parents and parents' associations	http://www.fpane.org/fr/ (902) 304-9533
Centre de ressources pour les familles militaires	Strengthen the well-being of all those who share the unique experience of military life.	http://www.halifaxmfr.ca/
La pirouette	Family resource and services centre	http://www.lapirouette.ca/ (902) 225-1149
Le petit voilier	French daycare	http://www.petitvoilier.ca/ (902) 435-9177
Prématornelle chez Mahé Montessori	Private bilingual Montessori program for children 2.5 – 6 years old	http://chezmahemontessori.com/index.html (902) 877-9404

Youth Organization		
Conseil jeunesse provincial de la Nouvelle-Écosse	Foster the development of youth through its activities, meetings and campaigns.	https://www.facebook.com/pg/Boomdanstaface/about/?ref=page_internal (902) 433-2084
Women's Organization		
Fédération des femmes acadiennes de la Nouvelle-Écosse	Promote women's rights and provides support to women who are business owners.	http://www.ffane.ca/Accueil
Seniors' Organization		
Regroupement des aînés de la Nouvelle-Écosse	Promote and enhance the contribution of seniors to the Acadian community in Nova Scotia.	http://rane.ns.ca/ (902) 304-9533
Immigration Services		
Immigration francophone de la Nouvelle-Écosse	Immigration services	http://www.immigrationfrancophonene.ca/ (902) 433-2099
Health Services		
Réseau Santé	Promote and improve access to quality health and wellness services in French.	http://www.reseausantene.ca/ (902) 222-5871
Legal Services		
Association des juristes d'expression française de la Nouvelle-Écosse	Legal services in French	http://www.ajefne.ns.ca/ (902) 433-2085
French Media		
Radio-Canada	French media	http://ici.radio-canada.ca/premiere/emissions/le-reveil-nouvelle-ecosse-et-t-n
Oui 98.5 FM	Community radio station	http://www.oui98.ca/

Courrier de la Nouvelle-Écosse

Provincial French newspaper

<http://lecourrier.com/>

