



French Language Services Advisory Committee

MINUTES 10

Thursday, 11 May 2017

6:30 pm

Champlain Room, 110 Laurier Avenue, West

- Notes:**
1. *Please note that these Minutes are to be considered DRAFT until confirmed by Committee.*
 2. *Underlining indicates a new or amended recommendation approved by Committee.*

Present:

Chair: Johanne Leroux
Vice-Chair: Manon Beaulieu
Members: Stéphanie Drisdelle, Raymond Fournier, Sonia Gaal, Paul Lalonde, Stephen MacDonald, Jean-Louis Schryburt and Nathalie Vallières

Absent:

Patrick Ladouceur (reserve)
Councillor Eli El-Chantiry (non-voting member)

DECLARATIONS OF INTEREST

No declarations of interest were filed.

CONFIRMATION OF MINUTES

Minutes 9 - February 9, 2017

PRESENTATIONS

1. PRESENTATION – 2018 MUNICIPAL ELECTIONS OFFICE

That the French Language Services Advisory Committee receive the presentation and provide comments as appropriate.

Tyler Cox, Manager, Legislative Services introduced members of his team who would be assisting in the presentation:

- Milan Stevanovic, Program Manager, Elections
- Joël Monfils, Elections Coordinator

A copy of the PowerPoint presentation is held on file with the City Clerk's office.

Committee members then asked staff questions on the presentation:

- How is recruitment done for bilingual positions? Joël Monfils detailed the process and interviews conducted to ensure bilingualism.
- If someone were to ask questions in French to an English speaking worker, how could they help? Tyler stated that they would look at doing a glossary of most common terms used.
- The Election team works with schools and community groups to assist in recruiting Francophones in those areas that are predominantly English. However, there is difficulty in finding a sufficient number for every polling station.
- The recruitment campaign will begin around mid-June.
- There were 9 recorded complaints in the 2014 campaign mainly related to signage.
- The goal is at least 1 bilingual person in every polling station and areas like Vanier or Orleans, a full complement of bilingual staff.

MOTION N° FLS 01 / 10

Moved by Member Paul Lalonde:

That the French Language Services Advisory Committee appoint Members Stéphanie Drisdelle and Jean-Louis Schryburt to meet with the Elections Office in preparation for the 2018 Municipal Elections.

CARRIED

There being no further discussion, the Committee 'Received' the presentation.

SUB-COMMITTEE ITEMS

2. FLSAC SUB-COMMITTEE RECOMMENDATIONS TO THE DEPARTMENT OF HUMAN RESOURCES SERVICES OF THE SERVICE INNOVATION AND PERFORMANCE DEPARTMENT REGARDING PROMOTING A DIVERSIFICATION OF EMPLOYEE RECRUITMENT METHODS
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That the French Language Services Advisory Committee receive the Sub-Committee report for information and provide comments as appropriate.

Vice-Chair Beaulieu gave a brief summary of the document sent to Committee members that was drafted by the working group. Unfortunately, Member Ladouceur who had drafted the document could not be present to speak to it.

She noted that 1 member had responded to the draft report. The draft report is held on file with the City Clerk's office.

Following the summary, members discussed the report and offered recommendations and changes.

- Why the year 2025 as the deadline for implementation? Based on where the youth are now who may want to work for the City and to develop a strategy.

- Would the unions have difficulty with this report? There may be some difficulty and a need to work with them.
- Some felt it would be a challenge as there is difficulty now in getting bilingual people for polling stations.
- This might affect those already working at City Hall and future promotions.
- The report is a long term strategy and encourages people to learn a second language. Rather than the word “only” would it be better to set a percentage of staff to be bilingual?

MOTION N° FLS 02 / 10

Moved by Member Fournier:

That the French Language Services Advisory Committee propose to change clause 1.6 in the report to read that by year 2025, only external candidates who can read, write and speak French and English be hired.

CARRIED dissent from Member Drisdelle

MOTION N° FLS 03 / 10

Moved by Member Fournier:

Remove the footnote from the preamble.

CARRIED

MOTION N° FLS 04 / 10

Moved by Member Vallières:

That the French Language Services Advisory Committee recommend that the City of Ottawa ensures that, as of the year 2025, the number of bilingual positions is raised from 16% to 25% of employees.

CARRIED

There being no further discussion, the Committee ‘Received’ the presentation and CARRIED motions as above.

3. FLSAC 2015 - 2016 ANNUAL REPORT

That the French Language Services Advisory Committee approve the 2015 – 2016 Annual Report.

It was noted that the previous committee coordinator, Joël Monfils had prepared the report. It is expected to go before the Finance and Economic Development Committee on July 4th. The members had positive comments on the report.

There being no further discussion, the Committee 'CARRIED' the recommendation as presented.

CITY CLERK AND SOLICITOR

4. FRENCH LANGUAGE SERVICES BRANCH UPDATE

That the French Language Services Advisory Committee receive the update for information.

Michele Rochette, Manager, French Language Services began her verbal report by thanking Joël Monfils and Carole Legault for their work on the Annual Report. She noted that the training session for the Advisory Committees went well and she thanked Nathalie Lemire for her support with the organization of FLSAC meetings.

The French Language Services report is being prepared to present to the Finance and Economic Development Committee and the link to the report will be shared with the members.

The Manager presented a PowerPoint presentation on the French Language Services Branch Update. A copy of the presentation is held on file with the City

Clerk and Solicitor's Office.

There being no further discussion, the Committee 'Received' the presentation.

ADJOURNMENT

The meeting adjourned at 8:25 p.m.

Committee Coordinator

Chair