

Office of Acadian Affairs  
Business Plan  
2007-2008

**A. Table of Contents**

A. Table of Contents .....Page 2 of 24

B. Message from the Minister and CEO .....Page 3 of 24

C. Mission, Vision, Mandate .....Page 4 of 24

D. Link to the Corporate Path.....Page 5 of 24

E. Planning Context .....Page 7 of 24

F. Strategic Goals, Core Business Areas, Priorities and Performance Measures .....Page 8 of 24

G. Human Resource Strategy .....Page 23 of 24

H. Budget Context .....Page 24 of 24

## **B. Message from the Minister and CEO**

We are pleased to present to you the business plan for the Office of Acadian Affairs for the fiscal year 2007-2008.

Given the Office of Acadian Affairs' role as the central support agency for French-language services within government, this business plan includes a variety of cross-departmental initiatives aimed at building continued awareness of the French-language Services Act, as well as furthering the understanding of the obligations under the French-language Services Regulations which apply to most of government.

Government continues to learn about the differences in service delivery when it comes to linguistic considerations, and Acadian Affairs is in a unique position to help government meet the needs of the Acadian and francophone community. Providing resources to the institutions designated under the Regulations, such as translation and communications tools to aid them in the delivery of French-language services, continues to be a priority.

As always, the community will continue to be our key partner for the measurement of success when it comes to the delivery of French-language services. We need to understand the community's priorities and communicate these to the rest of government. We will also continue to foster our relationships with partners at the national and international levels so that we are able to continue to support community development projects and help government access funds in order to increase French-language services in Nova Scotia.

We are very proud of our government's progress to date with regards to the improvements made towards French-language service delivery, and look forward to continued success.

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Chris d'Entremont  
Minister of Acadian Affairs

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Vaughne Madden  
Chief Executive Officer

## **C. Mission, Vision, Mandate**

### **C.1 Mission**

The mission of the Office of Acadian Affairs is to offer advice and support to departments, agencies, and Crown corporations so they can develop and adapt policies, programs, and services that reflect the needs of the Acadian and francophone community of Nova Scotia.

### **C.2 Vision**

The Office of Acadian Affairs envisions a vibrant Acadian and francophone community that enjoys significant support from the Province of Nova Scotia, thus enabling its members to grow and develop as a people.

### **C.3 Mandate**

The objects and purposes of the Office of Acadian Affairs as stated in the French-language Services Act is to:

- (a) ensure that the Government is aware of the needs of the Acadian and francophone community;
- (b) offer advice and support to departments, offices and agencies of Government and to Crown corporations for the purpose of developing and adopting or providing programs, policies and services that reflect the needs of the Acadian and francophone community;
- (c) serve as a central support agency for other departments for French-language services within the Government;
- (d) develop partnerships with Acadian and francophone agencies at provincial, national and international levels;
- (e) ensure that Acadian and francophone needs are addressed in the development of programs, policies and services; and
- (f) recognize the contribution of the Acadian and francophone community.

## D. Link to the Corporate Path

### The Corporate Path's Direction and Priorities *Vision: Building for Families, Building for the Future*

<b>(1) Creating Winning Conditions</b>	<b>(2) Seizing New Economic Opportunities</b>	<b>(3) Building for Individuals, Families and Communities</b>
<p>1.1 Globally Competitive Business Climate</p> <p>The Office of Acadian Affairs intends to develop partnerships and relationships with the international Francophonie community and explore opportunities for collaboration.</p>	<p>2.1 Leader in Information Technology</p>	<p>3.1 Healthy, Active Nova Scotians</p> <p>The Office of Acadian Affairs will support government in meeting its requirements under the French-language Services Act and Regulations. These state that priority must be given to services and information material where failure to provide these services and information material in French may compromise the health, safety or security of members of the public.</p>
<p>1.2 Globally Competitive Workforce</p>	<p>2.2 Leader in R&amp;D and Innovation</p>	<p>3.2 Accessible Services</p> <p>The objective of the French-language Services Regulations is to ensure that there are substantive and measurable improvements to the French-language services offered by the Government of Nova Scotia.</p> <p>The Office of Acadian Affairs will encourage the delivery and accessibility of government services in French by fulfilling its mandate which includes to offer advice and support to departments, offices and agencies of Government and to Crown corporations for the purpose of developing and adopting or providing programs, policies and services that reflect the needs of the Acadian and francophone community.</p>

<p>1.3 Globally Competitive Connections</p>	<p>2.3 Leader in Clean &amp; Green Economy</p>	<p>3.3 Safe Communities</p> <p>The Office of Acadian Affairs will support government in meeting its requirements under the French-language Services Act and Regulations. These state that priority must be given to services and information material where failure to provide these services and information material in French may compromise the health, safety or security of members of the public.</p> <hr/> <p>3.4 Vibrant Communities</p> <p>The French-language Services Act states that Nova Scotia is committed to promoting the development of its Acadian and francophone community and maintaining for future generations the French language, which contributes to the enhancement of life in Nova Scotia:</p>
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## E. Planning Context

Since the proclamation of the French-languages Services Act in December of 2004, there has been a noticeable increase in the number of services available in French from the government of Nova Scotia. The past two years have seen the development of a government wide translation service, the permanent establishment of the Office of Acadian Affairs, the offer of French-language training to public servants, and a general acceptance of the need to serve the Acadian and francophone population of the province in the language of their choice.

As we enter the 2007-2008 fiscal year, *designated public institutions*, as defined in the French-language Services Regulations, now have a clearer view of the expectations of the community concerning French-language services. The Office of Acadian affairs will continue to act as a central support agency for designated public institutions in matters concerning French-language services and will strive to improve and increase the level of services offered to the rest of government.

The development of the regulations is the result of a collective effort by community and government to reach a mutually acceptable level of service in French. It is through this newfound cooperation that the Office of Acadian affairs will continue to work with government and the community to implement the French-language Services Act.

It is important to note that the French-language Services Act has two main objectives that drive the activities of the Office of Acadian Affairs.

The first objective is *to contribute to the preservation and growth of the Acadian and Francophone community*. It is always this first objective that sets the base for program and policy development. The short and long term impacts on the community is the first consideration of all decisions at Acadian Affairs.

The second objective is *to provide for the delivery of French-language services*. There are many champions of this objective, for example, Service Nova Scotia with their on-line services and the Department of Health with the commitment of all District Health Authorities to comply with the regulations are two prime examples of institutions who champion French-language services because they believe that this is how to offer quality service.

With the development of Acadians and francophones of the province, the demands from the community for services from the Office of Acadian Affairs also grow. That is why the Office of Acadian Affairs also plays a key role as a liaison with provincial/territorial counterparts, the federal government, and other countries in the Francophonie network. Partnerships play a key role in the implementation of the services offered by the Office of Acadian Affairs and we continue to work to foster relationships with new partners and to solidify existing relationships.

We are confident that the Acadian and francophone community of Nova Scotia will see a vast increase in government services offered *en français* in Nova Scotia in the years to come.

## **F. Strategic Goals, Core Business Areas, Priorities and Performance Measures**

### **F.1 Strategic Goals**

- \$ Create a sustainable framework within government including regulations, policies and guidelines to support the French-language Services Act.
- \$ Increase the amount of direct services offered to government in order to help it provide services in French to the Acadian and francophone community; these include advice, translation services, and communications support.
- \$ Ensure that the needs of the Acadian and francophone community are considered in government initiatives, programs, policies, and services.

## **F.2 Core Business Areas, Priorities, and Performance Measures**

### **Core Business Area 1: Reinforcement of the legislative framework for French-language Services.**

*Reinforcing the legislative framework is key to increasing government's capacity to offer French-language services. The Office of Acadian Affairs will work with government to ensure that designated public institutions are aware of their obligations under the French-language Services Act.*

The French-language Services Act, proclaimed in December 2004 provides for the delivery of French-language services by designated public institutions to the Acadian and francophone community. The French-language Services Regulations which took effect on December 31, 2006 further describe the measures designated public institutions must take to improve services delivered in French by the government of Nova Scotia.

The regulations clarify which French-language Services are to be considered and require departments <sup>1</sup> to develop annual French-language services plans answering specific questions about how they will deliver services to the Acadian and francophone community in French, starting with 2007-2008. The Regulations also describe obligations specific to the Office of Acadian Affairs.

In addition to fulfilling its own obligations and mandate, the Office of Acadian Affairs will provide the necessary support and advice to assist departments in developing their French-language services and fulfilling their obligations under the Act.

The Office of Acadian Affairs will continue to chair the French-language Services Coordinating Committee. This committee's role is to assist and advise the Minister on the implementation of the Act, by identifying and pursuing joint initiatives and opportunities for increasing the level of French-language government services in the province of Nova Scotia. Under the leadership of the Office of Acadian Affairs, the Coordinating Committee will identify its deliverables on an annual basis and work collaboratively to achieve its goals.

With the legislative framework in place, and with the supports offered by the Office of Acadian Affairs, government will be able to contribute to the preservation and growth of the Acadian and francophone community.

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<sup>1</sup>From here on the term 'departments' is used to indicate all designated public institutions under the French-language Services Regulations.

### **Priority activities for 2007-2008**

- \$ Promote the French-language Services Act and its Regulations to ensure designated public institutions are aware of their responsibilities under the Act.
- \$ Provide continuing leadership for the French-language Services Coordinating Committee in order to help it achieve its planned deliverables.
- \$ Prepare an annual report on French-language services in order to inform government and the Acadian and francophone community of progress made and results achieved.

<b>Performance Measures for Core Business Area 1: Reinforcing the legislative framework for French-language services</b>					
<b>Outcome (immediate or intermediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
Government is aware of its obligations under the French-language Services Act and the Acadian and francophone community is informed of government's progress and plans relating to French-language services.	<p># of designated public institutions publishing French-language services plans.</p> <p>Publication of annual report.</p> <p>Publication of list of French-language services coordinators.</p>	<p>2007-2008 will be base year for publishing of French-language services plans</p> <p>First progress report covers 2004-2007 and annual reports thereafter</p> <p>List of French-language services coordinators to be published annually.</p>			<p>Promote government's obligations under the French-language Services Act throughout government.</p> <p>Publish French-language Services Plan for the Office of Acadian Affairs.</p> <p>Publish an annual report on government's initiatives and programs undertaken respecting access to French-language services.</p> <p>Publish list of French-language services coordinators.</p>
French-language Services Coordinating Committee has identified and pursued joint initiatives and opportunities for increasing the level of French-language government services in the province of Nova Scotia.	# of deliverables which have been accomplished.	2006-2007 first year for annually defined deliverables.	Deliverables to be determined annually.		<p>Chair the French-language Services Coordinating Committee.</p> <p>Assist the committee in determining deliverables for the year and in accomplishing these.</p> <p>Provide tools and information necessary for the Coordinators to do their work.</p>

## **Core Business Area 2. Interdepartmental relations**

*The Office of Acadian Affairs views the process of developing French-language services as one of collaboration and cooperation. The Office of Acadian Affairs provides support services to departments and offices in order to help them develop and implement their French-language services. These support services include a translation service, communications advice, policy interpretation, and funding assistance. The Office of Acadian Affairs can also help facilitate communications between the Acadian and francophone community and government.*

Working with the interdepartmental French-language Services Coordinating Committee, the Office of Acadian Affairs will continue to encourage a collaborative and coordinated approach for increasing government's capacity to offer French-language services, especially in areas which affect all of government, for example, the recruitment and training of bilingual employees, public consultations, and communications.

As a central agency, the Office of Acadian Affairs will continue to offer advice and support directly to all of government: translation services, communications advice, funding assistance through the Canada/Nova Scotia Agreement on French-language Services, policy advice, and French-language capacity building opportunities.

The Office of Acadian Affairs will also continue to participate in interdepartmental initiatives such as the Diversity Task Force of the Public Service Commission, the Community Development Advisory Group of the Office of Economic Development, and the development of the Government Heritage Strategy led by Tourism, Culture and Heritage.

### **Priority activities for 2007-2008**

- \$ Expand and promote translation services offered to government.
- \$ Support Nova Scotia's Corporate Human Resource Plan 2005-2010 which has delivery of services in both official languages of Canada as a component by providing opportunities and tools for improving French language capacity of the public service.
- \$ Actively participate in government-wide initiatives to increase awareness of Acadian and francophone issues and ensure the needs of the Acadians and francophones of Nova Scotia are considered in the development of policies and programs and the provision of services.
- \$ Hold regular awareness meetings with ministers, senior officials, and government leaders, to create increased awareness within government of the Office's role as a central support agency and of its strategies for French-language services.
- \$ Provide assistance to departments in developing and communicating their French-language services, e.g. continuation of the Bonjour! program which allows public servants and government offices to visually identify that they provide French-language services.

<b>Performance Measures for Core Business Area 2: Interdepartmental Relations</b>					
<b>Outcome (immediate or intermediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
Departments receive French-language versions of documents and other material, and English versions of correspondence received in French.	# of words translated.	2005-2006 Approx 400,000 words 2006-2007 Approx 1,000,000	1,000,000 words		Increase the capacity of the translation services offered to government by the Office of Acadian Affairs.  Promote translation services available.
Public servants have the opportunity to improve their French language skills.	# of public servants taking French language training.	2005-2006 150 people 2006-2007 230 people	230 people		Provide opportunities and tools for improving the capacity of the public service to offer services in French; e.g. French language classes and language tools.
Departments receive support to help them communicate their French-language services.  Bonjour! material (e.g. pins, signage) are distributed across government.	# of pins, signage, and other tools distributed.  # of departments requesting materials	2006-2007  2006-2007			Provide assistance to departments in regards to communicating their French-language services to Acadians and francophones, e.g promote the usage and benefits of the Bonjour! program across government.

**Performance Measures for Core Business Area 2: Interdepartmental Relations**

<b>Outcome (immediate or intermediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
Departments receive advice from Acadian Affairs and are aware of French-language services issues and of services available from Acadian Affairs.	# of departments receiving input or advice from Acadian Affairs for initiatives led by these departments.	Base year 2006-2007			Participate in interdepartmental initiatives led by other departments and provide input.  Make presentations to other departments to promote the services available from the Office of Acadian Affairs.
Departments obtain funding from the Canada/Nova Scotia Agreement on French-language Services to help them develop, adapt and provide French-language services.	# of projects and departments supported.	2005-2006 - 25 projects and 10 departments supported			Promote the availability of funding under the Canada/Nova Scotia Agreement on French-language Services to assist departments with developing and providing French-language services.

### **Core Business Area 3. Intergovernmental relations**

*The Office of Acadian Affairs has developed relationships on interprovincial, national, and international levels in order to move forward with the delivery of French-language services by the Government of Nova Scotia and to contribute to the growth of its Acadian and francophone community.*

The federal Department of Canadian Heritage is a key partner in the delivery of services in French by provinces with French-speaking populations living in minority situations. Through an agreement signed by Minister d'Entremont in December 2005 on behalf of Nova Scotia, Canadian Heritage will be providing \$ 5.0 Million over four years (2005-2006 to 2008-2009) to help Nova Scotia provide French-language services to its Acadian and francophone population. A Strategic Plan has been developed which defines the objectives and the types of activities to be undertaken over the four years of the agreement.

The Office of Acadian Affairs has also developed a relationship with Secrétariat des affaires intergouvernementales (SAIC) of the province of Quebec. An Agreement of Cooperation and Exchange was signed between the two provinces in September 2002. This agreement encourages cooperation through French-language activities and exchanges in the areas of education, culture, communications, youth, the French language, health, economy, and tourism.

The Office of Acadian Affairs participates on behalf of Nova Scotia in the Intergovernmental Network for the Canadian Francophonie (Reseau intergouvernemental de la Francophonie canadienne). This network of senior officials responsible for Acadian and francophone affairs from all provinces and territories works on strategic projects aimed at increasing and promoting services in French from governments across Canada. This group is also responsible for planning the annual Ministerial Conference on the Canadian Francophonie which is scheduled to be held in Halifax in the Fall of 2007.

On the national and international level, the Office of Acadian Affairs provides support to the Nova Scotia section of the Assemblée parlementaire de la Francophonie, an organization of French-speaking parliamentarians.

Also on the international level, the Office of Acadian Affairs will continue to explore joint-initiatives with other governments of the Francophonie, related to Acadian and francophone community development. This could include Louisiana, France, and other French-speaking areas or countries. Nova Scotia's Acadian and francophone community can benefit from these relationships.

### **Priority activities for 2007-2008**

- \$ Administer the Canada/Nova Scotia Agreement on French-language Services ensuring that important French-language services are funded and developed.
- \$ Promote and explore joint activities under the Cooperation and Exchange Agreement between the Government of Quebec and the Government of Nova Scotia.
- \$ Coordinate the organization of and host the Ministerial Conference on the Canadian Francophonie to be held in Halifax in the Fall of 2007, and contribute to the implementation of strategic initiatives developed.
- \$ Develop partnerships with federal government departments and explore areas for cooperation.
- \$ Develop partnerships and explore opportunities of collaboration with other countries or regions of the International Francophonie.

<b>Performance Measures for Core Business Area 3: Intergovernmental Relations</b>					
<b>Outcome (immediate or inter- mediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
Nova Scotia and Federal government are mutually aware of initiatives for French-language services.	# of joint initiatives or areas of collaboration.  Delivery of reports required under the Canada/Nova Scotia Agreement on French-language Services.	New measure for 2007-2008			Develop partnerships with the government of Canada and explore areas of collaboration that could contribute to improving French-language services.  Administer the Canada/Nova Scotia Agreement on French-language Services.
Increased national profile of Nova Scotia's Acadian and francophone community during the Ministerial Conference on the Canadian Francophonie.	Conference is held.  Satisfaction of participants.	No base data. First time event for Nova Scotia.	Organization of successful conference.		Host the Ministerial Conference on the Canadian Francophonie and the meeting of the Intergovernmental Network for the Canadian Francophonie in Halifax in Fall 2007.  Collaborate on the implementation of strategic initiatives identified by the Conference.

<b>Performance Measures for Core Business Area 3: Intergovernmental Relations</b>					
<b>Outcome (immediate or inter- mediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
<p>The Acadian and francophone community is better known in the international Francophonie community.</p> <p>Nova Scotia benefits from relationships with countries of the international Francophonie.</p>	# and types of relationships which have been developed.	2007-2008 first year for measure			<p>Develop partnerships and relationships with the international Francophonie and explore opportunities for collaboration.</p> <p>Research how needs of community link to provincial strategy.</p>
Nova Scotia benefits from cooperation and exchanges with Quebec.	# of departments making benefiting from Quebec-Nova Scotia Agreement for cooperation or exchange	<p>2005-2006 - 1 department making use of Agreement</p> <p>2006-2007 - 1 department making use of Agreement</p>	Target departments to be determined conjointly with Quebec		<p>Promote the Quebec-Nova Scotia Agreement on Cooperation and Exchanges across government.</p> <p>Develop action plan.</p>

#### **Core Business Area 4. Citizen engagement of the Acadian and francophone community**

*The strength and solidarity of the Acadian and francophone community has been a key factor in the development of an environment where government services are available in French. The relationship which exists between government and the Acadian and francophone community must be nurtured.*

The Fédération acadienne de la Nouvelle-Écosse is a key stakeholder contact for the Office of Acadian Affairs. Incorporated in October 1968, FANE is the oldest provincial association serving Acadians in the province and it represents the interest of all Nova Scotia Acadians and French-speaking citizens. Its current structure ensures participation by 24 member organizations representing geographic regions, provincial organizations, and institutions. The members advise the provincial federation in the identification of goals and priorities of the Acadian community.

The primary target population for French-language services in Nova Scotia includes nearly 37,000<sup>2</sup> citizens who declare French as their mother tongue and a language they still understand, however, it cannot be forgotten that over 91,000<sup>3</sup> Nova Scotians can speak French and may be considered as potential users of these services.

Immigration may also increase the number of Nova Scotians desiring services in French. The Acadian and francophone community is actively pursuing activities related to attracting French-speaking immigrants such as developing regional immigration plans that target francophone immigration and the integration of newcomers in their communities. The availability of French-language services from the provincial government will be key for immigrants in making the decision to choose Nova Scotia as their new home.

For many years, FANE and its members have made known their desire for services in French from the government of Nova Scotia and they have developed relationship with the Office of Acadian Affairs which can be mutually beneficial

Considering and understanding the needs of the Acadian and francophone community of Nova Scotia is key to all initiatives of the Office of Acadian Affairs and to the development of services in French. For example, the first strategic plan prepared for the Office of Acadian Affairs and published in September 2004, was based on input from the community members on the Minister's Advisory Committee.

Most recently, the participation of the Fédération acadienne de la Nouvelle-Écosse (FANE) and

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<sup>2</sup>2001 Census of Canada, Mother Tongue (34,025 French only, 2560 French and English)

<sup>3</sup>Ibid. Knowledge of Official Languages (90,265 French and English, 790 French only)

representatives of the Acadian and francophone community in consultation sessions was instrumental in the development of the French-language Services Regulations, made effective December 31, 2006. Areas of priority identified in this consultation process were health, education, and community services, with a special attention on delivery of front-line services, bilingual positions, and communications from government. This gives the Office of Acadian Affairs and the rest of government areas on which to focus.

The delivery of French-language services depends in part on the demand for these services. The Office of Acadian Affairs will continue to assist government in promoting services available in French, for example with the Bonjour! visible identity program introduced in 2006-2007, and will continue to encourage the Acadian and francophone community to request services in French and to use the services made available.

The Office of Acadian Affairs will continue its dialogue with FANE and its members regarding the delivery of French-language services. The Office will also continue to encourage FANE and the Acadian and francophone community to make its needs known directly to the government in ways as simple as asking for a service in French or as involved as becoming a member of a government board or commission. The Office will encourage the community to participate when citizen engagement opportunities are presented and will assist departments and other public institutions in including the participation of French-speaking individuals in public policy making.

### **Priority activities for 2007-2008**

- \$ Strengthen dialogue between government and the Acadian and francophone community of Nova Scotia and support the development of relationships, partnerships, and joint initiatives amongst the various stakeholders in the community and in government.
- \$ Assist departments with accommodating the Acadian and francophone population in citizen engagement processes undertaken and encourage the community to get involved when opportunities are presented.
- \$ Create increased awareness within the Acadian and francophone community of government's progress in delivering French-language services and communicating the availability of such new service, for example, promote the Bonjour! program within the Acadian and francophone community to encourage the request for and use of French-language services
- \$ Recognize the contribution and achievements of the Acadian and francophone community.

<b>Performance Measures for Core Business Area 4: Citizen engagement of the Acadian and francophone community</b>					
<b>Outcome (immediate or inter- mediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
<p>Departments have the opportunity and means to conduct consultations with the Acadian and francophone community.</p> <p>The Acadian and francophone community has the opportunity to make its needs known to government in French</p>	# of departments receiving assistance in regards to consulting the Acadian and francophone community.	2005-2006 - assisted 3 departments with major consultations on early learning and childcare, immigration strategy, and heritage strategy.		All province-wide public consultations offer French services in at least one session or other appropriate means of participation for the Acadian and francophone community.	<p>Provide assistance to departments to help them accommodate the Acadian and francophone community in public consultations or to recruit Acadians and francophone to Agencies, Boards and Commissions.</p> <p>Encourage the Acadian and francophone community to participate in citizen engagement opportunities.</p> <p>Encourage Acadian and francophone community to nominate Acadians and francophones to Agencies, Boards and Commissions.</p>
<p>The Acadian and francophone community is aware of government services available in French and of government's plans to improve and/or deliver services in French.</p> <p>Government is aware of community initiatives and needs.</p>	# of promotional activities undertaken to inform the community	2006-2007 will be base year			<p>Inform the Acadian and francophone community about government's strategies for French-language services.</p> <p>Encourage opportunities for government and the community to share information.</p> <p>Maintain regular dialogue with key stakeholders.</p>

<b>Performance Measures for Core Business Area 4: Citizen engagement of the Acadian and francophone community</b>					
<b>Outcome (immediate or inter- mediate)</b>	<b>Measure</b>	<b>Data Base Year (and Subsequent Year data)</b>	<b>Target 2007-2008</b>	<b>Ultimate Target Year 200Z</b>	<b>Strategic Actions to achieve target</b>
Government is aware of current achievements in the Acadian and francophone community.	# of promotional activities undertaken.	New measure for 2007-2008			Develop action plan to recognize the contribution of Acadian and francophone community across government, e.g. marking special occasions such as 'la Semaine de la Francophonie' and Provincial and National Acadian Day, and recognizing achievements by individuals or organizations.

## **G. Human Resource Strategy**

The Office of Acadian Affairs will continue to support the members of staff which will include 9 individuals in 2007-2008 by aligning its human resources goals with the Corporate Human Resource Strategy.

Priority will be given to the following areas:

- \$ Leadership and staff development opportunities that support the strategic goals of the Office of Acadian Affairs;
- \$ Employee performance reviews based on objectives that support strategic goals;
- \$ Continued development and promotion of a health and safety program;
- \$ Enhanced healthy workplace initiatives;
- \$ Orientation of new employees.

The Office of Acadian Affairs is a diverse workplace and fosters an understanding of diverse philosophy and culture by offering services in both official languages and hiring employees with diverse backgrounds.

## H. Budget Context

### Budget Context Chart                      2007-2008

	<b>Estimated Budget Expenditures</b>		
	<b>2006-2007 Estimate</b>	<b>2006-2007 Forecast</b>	<b>2007-2008 Estimate</b>
	Per 2006-2007 Estimates	Per 2006-2007 Estimates	Per 2007-2008 Estimates
	\$ Thousands	\$ Thousands	\$ Thousands
Total Program Expenses - Gross Current	2 072,0	1 989,0	1 988,0
Net Program Expenses - Net of Recoveries	642,0	500,0	688,0
Tangible Capital Assets (TCA)	0,0	0,0	0,0
Salaries and Benefits - Gross	476,0	377,0	492,0
Funded Staff (FTEs) Gross	8,0	6,0	8,0
Funded Staff (FTEs) Net	4,0	3,5	4,0