

**FRANCOPHONE AFFAIRS SECRETARIAT  
BRIEFING**

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## Francophone Affairs Secretariat Proposed Briefing Schedule

- Week of May 9: Overview of the Francophone Affairs Secretariat, the French Language Services Policy and the Francophone Community, their priorities and challenges
- Week of May 23: Overview of the Bilingual Service Centres, *The Bilingual Service Centres Act*, and areas designated bilingual under the French Language Services Policy
- Week of May 30: Overview of the Ministerial Conference on Canadian Francophonie, Canada-Manitoba Agreement on French Language Services, Manitoba-Québec Cooperation Agreement and Manitoba-New Brunswick Agreement
- Week of June 6: Specific briefing for the upcoming ministerial conference  
Agenda, priority items, expected in-camera items  
Early Childhood Development Working Group (Manitoba to present)
- Week of June 13: Continue briefing on the upcoming ministerial conference
- Week of June 27: Specific briefing about the Canada-Manitoba Agreement on FLS projects funded and grants
- Week of July 4: Specific briefing on stakeholders within the Francophone community.

## Francophone Affairs Secretariat Responsibilities

The Francophone Affairs Secretariat has the mandate to guide and monitor the implementation of Manitoba's French Language Services (FLS) Policy in a manner consistent with the concept of Active Offer.

The Secretariat advises and makes recommendations to the government of Manitoba, and the minister responsible for Francophone Affairs in particular, on the development of government services in French. It maintains liaison with the Franco-Manitoban community and representatives to understand priorities, support its development and develop practical solutions and strategies. Since 2008, the Secretariat has been administratively attached to the Treasury Board Secretariat and was previously attached to Executive Council.

The Francophone Affairs Secretariat's main areas of activity include the following:

- Provides guidance and assistance to all departments and Crown corporations, as well as other administrative bodies to which the FLS Policy applies;
- Operates six bilingual service centres in rural and urban regions;
- Implements the Canada-Manitoba Agreement on French-Language Services;
- Coordinates and participates in the implementation of the cooperation agreements (e.g. Manitoba-Québec, Manitoba-New Brunswick, Manitoba-Basse-Normandie);
- Participates with the minister responsible for Francophone Affairs, in national and international cooperation activities, including the Ministerial Conference on the Canadian Francophonie;
- Monitors compliance with the FLS Policy and addresses related complaints and concerns;
- Coordinates the meetings of the Francophone Affairs Advisory Council, chaired by the Clerk of the Executive Council and comprised of deputy ministers and representatives from the Francophone community (the last meeting was held in January 2015);
- Co-chairs the Working Group on the Enhancement of FLS in Manitoba's Judicial System and Santé en français' Human Resources Action Committee;
- Coordinates French language training for provincial employees;
- Participates on the organizing committee for the *Prix Ronald-Duhamel – Ronald Duhamel Award*, a joint government-community initiative to recognize employees of a government or quasi-governmental body at the federal, provincial or municipal level for distinguished service to Manitoba's Francophone community;
- Publishes annually the Report on French Language Services.

## Francophone Affairs Secretariat Organizational Structure

Francophone Affairs can be divided into three main areas:

- The Executive Director's office provides support to the minister, acts as a community liaison, oversees the compliance with the French Language Services Policy, chairs various working groups on improving French language services, and represents Manitoba at the Intergovernmental Network of the Canadian Francophonie. It is also responsible for the financial and human resources management of the Secretariat.
- The French Language Services Coordinator group provides support and guidance to departments and Crown organizations in their implementation of the FLS policy. It also provides training to civil servant on the FLS Policy.
- The Bilingual Service Centres provide services on behalf of government departments in areas of the province designated bilingual under the FLS policy.

The minister will be interacting with the following staff:

### **Mélanie Cwikla**

Mélanie Cwikla (pronounced Quick-law) is the executive director for the Francophone Affairs Secretariat, previously known as the special advisor to the minister responsible for French language services. Ms. Cwikla is a certified translator and a graduate of University of Montréal with a Bachelor and a Master of Arts in Translation Studies, and of the University of Manitoba with a Master of Business Administration. She started her career as a translator with the province in 1999. After a short detour with the Federal Translation Bureau, Ms. Cwikla returned to the province as director of Translation Services in 2003. Prior to accepting her role with the Secretariat, she was the executive director for the Provincial Services Division within Culture, Heritage and Tourism, overseeing the Archives of Manitoba, the Legislative Library, the Information and Privacy Policy Secretariat and Translation Services. Ms. Cwikla is an alumnus of the 2012 Governor General's Canadian Leadership Conference and a lecturer at Université de Saint-Boniface.

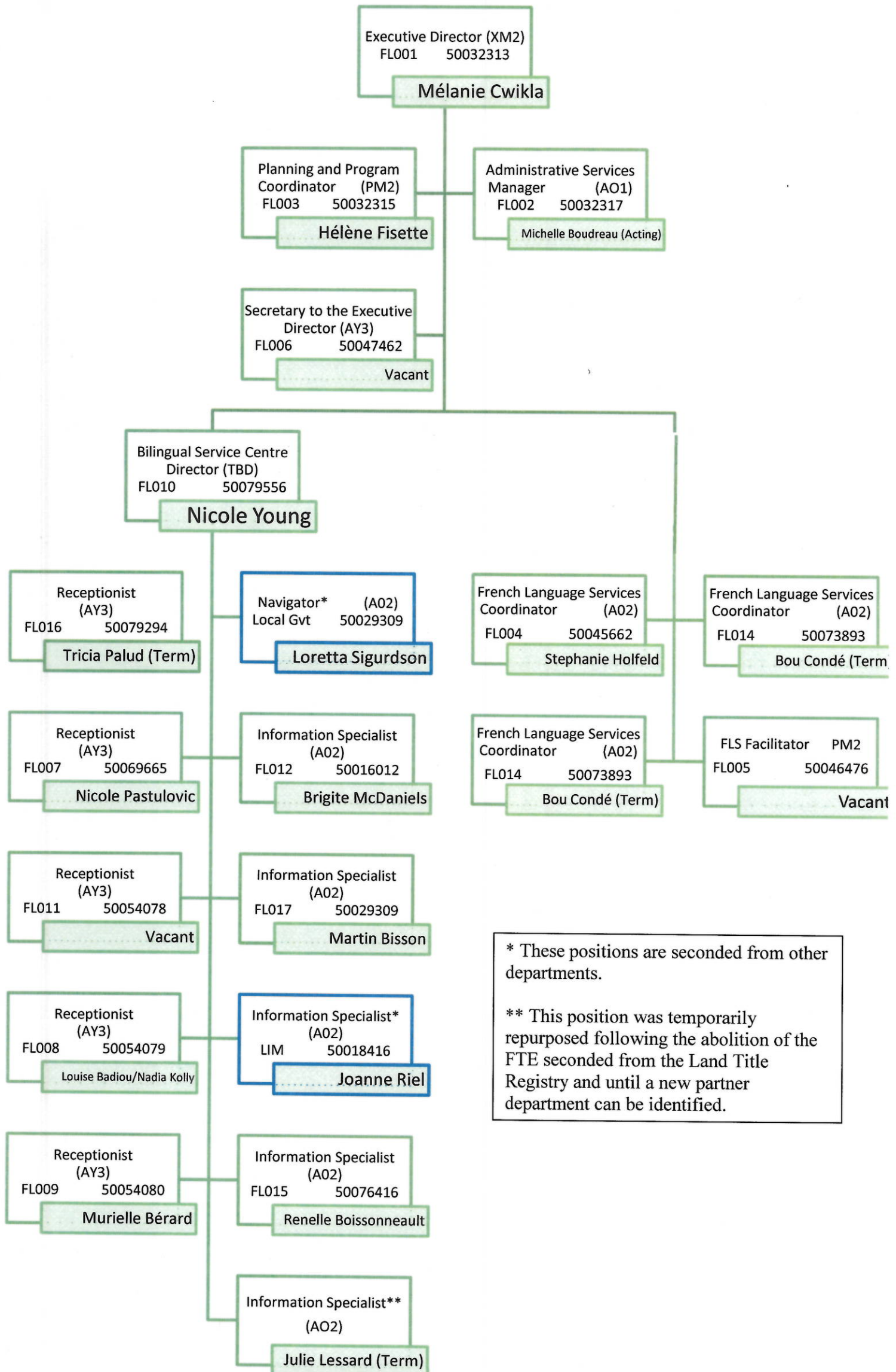
**Hélène Fisette**

Hélène Fisette is the Planning and Programme Coordinator. Ms. Fisette started her career with the province of Manitoba over 30 years ago. She occupied positions with increasing responsibilities within the Arts Branch and with the Francophone Affairs Secretariat. Ms. Fisette was first seconded to the Secretariat in 1994-1995, and has been in her current role since 1998. She has extensive knowledge of the French Language Services Policy and oversees the update of the FLS implementation manual and guidelines. In her current role, she also handles public complaints regarding services in French and works with FLS coordinators within departments to identify appropriate corrective measures.

**Nicole Young**

Nicole Young is the Bilingual Service Centre Coordinator. She oversees the operation of the six Bilingual Service Centres in Manitoba. Ms. Young holds a diploma in business administration from Université de Saint-Boniface. She started her career with the Province of Manitoba in 1991 and occupied positions with increasing responsibilities throughout her career. She has been in her current role since 2012.

# Francophone Affairs Secretariat



\* These positions are seconded from other departments.

\*\* This position was temporarily repurposed following the abolition of the FTE seconded from the Land Title Registry and until a new partner department can be identified.

## **Francophone Affairs Secretariat Strategic Priorities**

**Strategic Priorities:** The Francophone Affairs Secretariat focuses on the concept of active offer of services in both English and French to support the vitality and enhancement of the Francophone community.

To achieve its priorities, the Secretariat relies on recommendations from the Charter Report (1998) for successful implementation of the French Language Services Policy by ensuring administrative bodies (departments and Crown organizations) provide French language services to Francophones in Manitoba and actively offer such services from offices centres situated in the designated areas where the Francophone population is concentrated.

The core activities for the Francophone Affairs Secretariat are:

1. Oversee the continuous implementation of the French Language Services Policy.
2. Maintain established Bilingual Services Centres and expand existing services.
3. Provide targeted funding through the Canada-Manitoba Agreement on French Language Services.
4. Review FLS Plans of administrative bodies, Regional Health Authorities and designated social service agencies.
5. Review, guide and monitor progress of departments in implementing FLS, including releasing simultaneously communications materials in both English and French.
6. Implement and/or coordinate activities flowing from intergovernmental cooperation agreements between Manitoba and the governments of Quebec, New Brunswick, and the Normandie (France).
7. Chair or provide logistical support for advisory committees on FLS in the areas of health, social services, justice, economic development as well as recruitment and retention of bilingual employees.
8. Provide training to civil servants on the FLS Policy and coordinate French language training.
9. Investigate FLS-related complaints.
10. Publish annually a Report on French Language Services.

**Francophone Affairs Secretariat  
Financial Overview**

**SUB-APPROPRIATION 07-3b  
FRANCOPHONE AFFAIRS SECRETARIAT**

**3(b) FRANCOPHONE AFFAIRS SECRETARIAT**

<b>Expenditures by Sub-appropriation</b>	<b>FTEs</b>	<b>Estimate 2016/17 \$(000s)</b>
Salaries and Employee Benefits	17.00	812
Other Expenditures		202
<b>Total Sub-appropriation</b>	<b>17.00</b>	<b>1,014</b>

The Francophone Affairs Secretariat also has access to \$850.0 from the Enabling Vote Appropriation. Funds from the Enabling Vote Appropriation are used to cover salary and operating expenditures for special projects approved under the Canada-Manitoba Agreement on French Language Services, including the bilingual services centres.



## **Francophone Affairs Secretariat Broad Policy and Financial Pressures**

### **French language services capacity**

Departments and Crown organizations are responsible for implementing the French Language Services Policy and ensuring they have sufficient staff to provide an active offer of services. Furthermore, departments and Crown organizations are also responsible for making public documents available simultaneously in both English and French. As departments and Crown organizations implement program changes, either through expansion or reduction of programs, the impact of their decisions on their ability to comply with the French language services policy is not always considered. As a result, the Francophone Affairs Secretariat is receiving an increased number of complaints from the public.

### **Bilingual Service Centres**

#### **Saint-Boniface Centre**

The relocation of the Saint-Boniface Bilingual Service Centre to 170 Goulet (Access Centre) is resulting in an increased number of clients visiting the centre. With the reorganization of services provided by the Winnipeg Regional Health Authority and Family Services out of the Access Centre, the Francophone Affairs Secretariat is the only provincial department on the main floor and is, by default, providing reception services for the building. As a result, there are increased pressures on Francophone Affairs staff, resulting in reduced outreach activities. Furthermore, administrative support previously provided by the receptionist during periods of reduced activities is no longer available, requiring staff to do more administrative tasks.

#### **Rural Centres**

The Bilingual Service Centres is built on a partnership model. Over time, the Secretariat has had to repurpose positions to fill gaps left by partnering departments choosing to centralize services in areas other than those served by the centres. To operate properly, the centres need at least one receptionist and one information specialist. Currently, the Secretariat does not have positions available to hire a permanent information specialist in the Red River Region Centre in St-Pierre-Jolys or a receptionist in the St-Laurent Centre. It has repurposed two positions from the FLS Policy group to create a permanent information specialist position in the Seine River Centre and a term position in the Red River Region. However, that model is not sustainable in the long term.

**Financial pressures**

Currently, the Francophone Affairs Secretariat maintains several vacancies to meet its salary budget. It fully utilizes its salary budget and has been able to meet its target through an extended sick leave and a maternity leave. As staff return to their positions, there will be increased pressures on the salary budget.

The Operating budget for the Secretariat is used to fund interprovincial agreements, the matching provincial portion of certain projects under the Canada-Manitoba Agreement for French Language Services and fixed expenditures such as telephones and equipment rentals. The majority of ongoing expenditures for the Secretariat are paid out of the Enabling vote funds.

From time to time, the Francophone community approaches the Secretariat for funding. The Secretariat does not manage any substantial grant programs. It administers three agreements through which organizations can obtain project funding.

The Francophone Affairs Secretariat also administers the funds provided by the federal government under the Canada-Manitoba Agreement on French Language Services. The federal commitment is \$1.4M per year and has not increased in over ten years whereas Manitoba's offer of French language services has continued to expand and program costs have increased.

## Francophone Affairs Secretariat List of Community Contacts

Note: Francophone organizations expect all written and verbal communications in French. When meeting with the minister, organizations do not expect that interpretation services be offered and understand that meetings may be conducted in English.

### Primary stakeholder

Société franco-manitobaine is the advocate for the Francophone community in Manitoba.

Daniel Boucher	Président-Directeur général (Chief Executive Officer)	danielb@sfm.mb.ca
Jacqueline Blay	Présidente (President of the board)	jcblay@mymts.net

**Other stakeholder organizations within the Francophone community that the Francophone Affairs Secretariat interacts regularly with or provides funding to.**

NAME	TITLE	E-MAIL	ORGANIZATION
Bintou Sacko	Gestionnaire (Manager)	bsacko@sfm.mb.ca	Accueil francophone
Alan Nobili	Directeur général (Executive director)	direction@afmanitoba.ca	Alliance Française du Manitoba
Huguette Le Gal	Présidente (President)		
Josée Théberge	Directrice générale (Executive director)	direction@acfm.ca	Association culturelle franco-manitobaine
Méo Labossière	Président (President)		
Louis Tétrault	Directeur général (Executive director)	ltetrault@ambm.ca	
Marc Marion	Président (President)		Association des municipalités bilingues du Manitoba
Louis Allain	Directeur général (Executive director)	lallain@cdem.com	Conseil de développement économique des municipalités bilingues du Manitoba
Edmond LaBossière	Président (President)		
Roxane Dupuis	Directrice générale (Executive director)	direction@conseil-jeunesse.mb.ca	Conseil jeunesse provincial
Justin Johnson	Président (President)		

NAME	TITLE	E-MAIL	ORGANIZATION
Lucienne Châteauneuf	Directrice générale (Executive director)	direction@fafm.mb.ca	Fédération des aînés franco-manitobains
Thérèse Dorge	Présidente (President)		
Vacant	Directrice générale (Executive director)	DG@lafpm.com	Fédération des Parents du Manitoba
Laurent Poliquin	Président (President)		
Sophie Gaulin	Directrice (Director)	la-liberte@la- liberte.mb.ca	La Liberté
Yan Dallaire	Président (President)	info@100nons.com	Le 100 Nons
Éric Plamondon	Directeur-général (Executive director)	info@maisondesartistes .mb.ca	Maison des artistes visuels francophones
Robert Nicolas	Directeur (Director)	info@maisongabriellero y.mb.ca	Maison Gabrielle-Roy
Laurent Gimenez	Président (President)		
Annie Bédard	Directrice générale (Executive director)	abedard2@santeenfran cais.com	Santé en français
Émile Huberdeau	Président (President)		
Paulette Duguay	Personne- ressource (contact person)	paulette.duguay.mb@g mail.com paulette.duguay@gwl.c a	Union nationale métisse Saint-Joseph du Manitoba
Mariette Mulaire	Présidente-directrice générale (Chief Executive Officer)	mmulaire@wtcwinnipeg .com	World Trade Centre Winnipeg

## **Francophone Affairs Secretariat Statutory Responsibilities and Legal Framework**

### **Statutory Responsibilities**

The minister responsible for Francophone Affairs is responsible for the administration of The Bilingual Service Centre Act (B37).

*The Bilingual Service Centres Act* requires that the six existing centers be maintained within the region they serve and continue to deliver a broad range of government programs and services in a person's choice of either French or English. Services within the centres are actively offered in French and English and are delivered in a linguistically and culturally appropriate manner. It also encourage French as the language of work within the six centers.

### **Legal Framework**

The existing legislative framework impacting the Francophone community is as follows:

- *The Bilingual Service Centres Act* requires bilingual service centres to be maintained in certain regions in Manitoba where there is a high degree of French language vitality.
- *The Centre culturel franco-manitobain Act* establishes the centre to present, promote, foster and sponsor cultural and artistic activities in the French language for all Manitobans.
- *The Bilingual and Francophone Facilities and Programs Designation Regulation*, M.R. 131/2013, designates bilingual and Francophone health care facilities.
- *The French Language Services Regulation*, M.R. 46/98 requires approved plans for French language services for regional health authorities.
- *The Université de Saint-Boniface Act* provides for the Université, which is the only French-language post-secondary institution in Manitoba and which plays a vital role in the linguistic, cultural, social and economic development and growth of Manitoba's Francophone community.
- In *The Public Schools Act*, section 79 provides for French and English as the languages of instruction in public schools, and Part I.1 (Francophone School Division) establishes a Francophone school division to govern Francophone schools.
- *The French Language Services Regulation*, M.R. 199/2005, requires Child and Family Services Authorities to have approved plans for French language services.
- Part 9 (Official Languages of Municipal Services) of *The City of Winnipeg Charter* provides for the use of the French language in the provision of municipal services, including its use in documents, signs and the access guide.
- Section 147 of *The Municipal Act* provides for the level of support required to amend FLS bylaws in bilingual municipalities.

## **Section 23 of The Manitoba Act, 1870**

Section 23 of The Manitoba Act, 1870 provides constitutional guarantees to ensure the protection and preservation of linguistic duality. Specifically, it gives an official and equal status to English and French in the Legislature and the courts. The Supreme Court, in the *Forest* case, ruled that the 1890 Official Language Act abolishing the official status of French in the Legislature and the courts was unconstitutional. Furthermore, in 1895, in the *Reference re Language Rights in Manitoba*, the Supreme Court held that all unilingual English laws of Manitoba were invalid and that, so as to avoid legal chaos, they would be deemed valid for the minimum period of time necessary for their translation and re-enactment in both languages.

In Manitoba, all legislation is enacted in both English and French and both have equal status. Furthermore, French and English are considered equal before the Legislature and the Courts. In the *Beaulac Case*, out of Québec, the Supreme Court has ruled that the language obligations before the courts also extend to quasi-judicial agencies, boards and commissions. Therefore, Manitoba maintains French language capacity within the judicial system and the agencies, boards and commissions.

## **The French Language Services Policy**

The French Language Services policy of the Government of Manitoba recognizes the fact that the French-speaking population of Manitoba is a constituent of one of the fundamental characteristics of Canada. The policy's purpose is to allow this community and the institutions serving it to access comparable government services in the language of the laws of Manitoba.

It states that services provided by the Government of Manitoba are to be offered, to the extent possible, in both official languages in areas where the French-speaking population is concentrated. French language services are actively offered by the administrative bodies covered by the policy. The concept of active offer means that services in French, whether provided by oral, written or electronic methods, are evident, readily available and easily accessible to the general public, and of comparable quality to those offered in English.

The Minister responsible for Francophone Affairs may direct the administrative bodies covered by this policy to carry out certain actions to better meet the objectives of this policy.

In order to ensure public accountability, the Francophone Affairs Secretariat publishes an annual report detailing the results of this policy's implementation by the administrative bodies covered by this policy. The annual report is prepared in collaboration with these administrative bodies.

## **Francophone Affairs Secretariat Scheduled Events**

The federal-provincial-territorial meeting of ministers responsible for Francophone Affairs, known as the Ministerial Conference on Canadian Francophonie, will be held in St. John's (NFL) June 22 and 23, 2016.

The minister is expected to attend or send a delegate. As the chair of the early childhood development working group, Manitoba is expected to lead the discussion on progress made by the working group.

Hotel rooms and being held until May 20, 2016 and may not be available after that date.

Traditionally, the minister responsible for Francophone Affairs has attended this FPT meeting every year. The delegation is usually minimal. It includes, at a minimum the Executive Director for Francophone Affairs, and depending on the agenda and other priorities, a special assistant and the Federal-Provincial Relations Director.

## **Francophone Affairs Secretariat Acronyms**

AMBM:	Association of Manitoba Bilingual Municipalities
BSC:	Bilingual Service Centre
CCFM:	Centre culturel franco-manitobain (Franco-Manitoban Cultural Centre)
CDEM:	Conseil de développement économique du Manitoba (Economic Development Council for Manitoba Bilingual Municipalities)
CMAFLS:	Canada-Manitoba Agreement on French-Language Services
CPEF:	Centre de la petite enfance et de la famille (Early childhood and family hubs)
DSFM:	Division scolaire franco-manitobaine (Franco-Manitoban School Division)
FAFM:	Fédération des aînés francophones du Manitoba (Francophone seniors association)
FLS:	French Language Services
MCCF:	Ministerial Conference on the Canadian Francophonie
SFM:	Société franco-manitobaine (Franco-Manitoban Society)
USB:	Université de Saint-Boniface (University of St. Boniface)
WTCW:	World Trade Centre Winnipeg



## **Francophone Affairs Secretariat Overview of the Francophone community**

### **Statistics**

In Manitoba, according to the 2011 Census:

- 41,370 persons spoke French as a mother tongue (3.5% of the population)
- 103,145 persons have both French and English language skills (8.6%)
- 1,193,095 persons was the total population of Manitoba
- 3.5% of the population declared French only as their mother tongue, 72.9% English only and 21.5% a non-official language only.
- 1.5% of the population spoke French only more often at home, 84.4% spoke English only and 10.5% spoke only a non-official language.

Manitoba's Francophonie has over a 275-year history. Approximately 50% of the francophones live in Winnipeg and the other 50% mostly lives in about forty Francophone rural communities located primarily in southern Manitoba.

Since 1971, when the first census to provide data on the first language spoken was conducted, the number of Francophones outside Quebec has increased, but decreased in Manitoba. However, despite an overall increase in numbers of francophones, the Francophone minority is becoming smaller in terms of percentage. While Francophones made up 6.3% of Manitoba's population in 1971, that proportion had dropped to 3.5% by 2011.

### **Manitoba's Francophone Community**

Manitoba's Francophone community is represented by Société franco-manitobaine [CEO – Daniel Boucher, President – Jacqueline Blay]. In the health and social services area, the francophones are represented by Santé en français [Executive Director – Annie Bédard, President – Émile Huberdeau].

### **Challenges**

- The Francophone community is increasingly diverse, and assimilation continues to be significant.
- The Francophone community is more and more spread out all over the province.
- Government support is limited and increasingly restrained.
- Recruitment of qualified bilingual workers, specifically in the field of education and health as well as in rural communities.

### **Priorities**

- Expanding the Francophone community through immigration and inclusion of bilingual Manitobans.
- Supporting economic development for sustainable growth and development.

## Comprehensive Review Process (États généraux)

The Société franco-manitobaine (SFM) was given the mandate by its members of coordinating a comprehensive review process within the Francophone community with a view to:

- engaging Francophones in a collective reflection process;
- reflecting on the future of Manitoba's Francophone community with all relevant stakeholders;
- finding a strong and united voice to build the future of Manitoba's Francophonie.

An initial report was published on April 6, 2016 and following consultations with the community on April 23, 2016, a final report will be published at the Fall AGM.

## Bilingual Municipalities

Fourteen villages and municipalities, including the City of Winnipeg, belong to the Association des municipalités bilingues du Manitoba (AMBM) [Executive Director – Louis Tétrault, President – Marc Marion] and have adopted policies to ensure their services in both official languages. Translation services are available to the bilingual municipalities.

The AMBM, in partnership with its 14 member municipalities and the Economic Development Council for Manitoba Bilingual Municipalities (CDEM) [Executive Director – Louis Allain, President – Edmond LaBossière], contributes to community economic development by providing technical support and financial resources to the Community Development Corporations (CDC) of Manitoba's bilingual municipalities.

In recent years, there has been a population growth in areas outlying the city, impacting Francophone municipalities of Taché, Sainte-Anne, La Broquerie, De Sallaberry, Richer and Ritchot where the Francophone population living in those areas has experienced a proportional decline as a result of this strong growth.

St-Georges, Powerview and Pine Falls located in the northeastern area of the province are part of a resource-based region that has lost its main industry. An integrated economic development plan has been developed for the region since then, but progress has been very slow.

In the Mountain region and southern Manitoba there are two large wind farms and a number of value-added projects related to agriculture. The communities in these regions are well-organized and structured, particularly in the field of health.

## **Francophone Immigration**

Manitoba has supported the francophone community's goal of increasing Francophone immigration to 7% of Manitoba's annual immigration intake. Together with the federal government and the Francophone community, Manitoba Labour and Immigration has established a plan to attract, settle and retain Francophone immigrants. Since 2000, Manitoba has attracted over 4,600 French-speaking immigrants to the province, which represents approximately 3% of total immigration.

A large number of French-speaking immigrants first arrive to Manitoba as international students. Manitoba works with the Université de St. Boniface (USB) to provide students with information on how to apply to the MPNP. Students can apply after graduating from a post-secondary education program in Manitoba and after six months of working in the province. From 2010 to 2014, 72 international students from Université de Saint-Boniface were nominated through the MPNP.

From 2000 to 2014, the top French-speaking immigrant source countries were: Congo (13%), France (10%), Morocco (7%), Mauritius (5%) and Cameroon (3%). Other countries made up the remaining 62% of landings. In total, French-speaking immigrants came from over 100 different countries.

For the last ten years, Manitoba has participated in a recruitment forum called Destination Canada in Belgium and France. Manitoba attended the 2014 edition of Destination Canada in November, where the MPNP targeted skilled workers as well as business entrepreneurs.

Prior to 2013/14, Manitoba provided funding to the Société franco-manitobaine (Accueil francophone) for direct settlement services, to the Université de Saint-Boniface for French as an additional language for immigrants and to the Conseil de développement économique des municipalités bilingues du Manitoba (CDEM) to facilitate immigration business start-ups. With Immigration, Refugees and Citizenship Canada taking over the administration of settlement services in Manitoba, funding to these organizations is now being provided by the federal government.

### **Accueil francophone:**

Accueil francophone is a settlement agency working mostly with French-speaking newcomers to help them find housing and employment in Manitoba. Accueil francophone evolved from an initiative that consisted of one employee helping 42 immigrants in 2003, to 11 employees assisting from 265 to over 300 newcomers a year (calendar year – January to December). Funding to Accueil francophone is now provided only by the Federal government.

## **Education**

The Division scolaire franco-manitobaine (DSFM) has 5,347 students in 24 schools in 2015/16. Within the other school divisions, there are four elementary/secondary schools that offer a partial Français program where part of the school program is taught in French (287 students). In 2015/16, 23,540 students are enrolled in the French immersion program.

The DSFM is reporting an increase in family from mixed-mariages where one parent does not speak French. Such family are called “exogamous family”. Approximately 46% of families with children attending the DSFM come from exogamous families whereas that proportions increase to approximately 70% for children entering kindergarten. As a result, approximately 1,320 DSFM students required support for francization in 2014/15.

## **Early Childhood**

Research has demonstrated that early language transmission will help children retain their mother language and succeed in French schools. The Francophone community has structured itself to support language transmission. In Manitoba, 14 early childhood and family hubs (centres de la petite enfance et de la famille) are present within DSFM schools. Such centers are managed by the Coalition francophone de la petite enfance, created in 2003 and composed of Société franco-manitobaine, Fédération des parents du Manitoba and Division scolaire franco-manitobaine. These centers receive funding through the Canada-Manitoba Agreement on French language services.

As of March 31, 2016, 61 French child care centres offered services in French: 38 centres and nursery schools and 23 family licensed centres offered a total of 2 252 places.

## **Seniors**

According to the 2011 Census, Francophone seniors over the age of 50 in Manitoba represented 5.2% of the Francophones (20,270 persons).

The Fédération des aînés francophones du Manitoba (FAFM), which has between 1,200 and 1,300 members, works closely with 14 Francophone seniors clubs in both rural and urban areas.

According to *Fédération des aînées et aînés francophones du Canada*, francophones over the age of 65 continue to be disadvantaged with respect to education, median income, and average income, which are all indicators affecting health determinants. Francophone seniors are at a greater disadvantage than their Anglophone counterparts and are at greater risk with respect to their health.