

“SUGGESTING CHANGE”

**The situation of the English-speaking Minority of
Quebec and proposals for change**

**Report to Minister Stéphane Dion, President of the
Privy Council and Minister for Intergovernmental
Affairs by the Quebec Community Groups Network**

June 12, 2002

THE SITUATION OF THE ENGLISH-SPEAKING MINORITY OF QUEBEC AND

“PROPOSALS FOR CHANGE”

INTRODUCTION

Actions by the Government of Canada, such as the Speech from the Throne in January 2001, the nomination of Minister Stéphane Dion to coordinate the Federal Government's policy on official languages and chair the team of Ministers directly involved in Official Languages Policy and Program and his desire to develop an action plan to support the application of the Official Languages Act are encouraging. The demonstration of the political will of the Government to fulfill its obligation to ensure the full support of the development of vibrant and healthy Official-language minority communities throughout Canada is absolutely essential.

It is, thus, incumbent on the Government that there is understanding and acceptance of the needs and realities of each linguistic minority community by both the majority populations and by those within the Canadian Government whose job is to develop and implement policy in support of the Francophone and Anglophone minority communities. The Official Languages Act must ensure the means and mechanisms for coordinated action and mobilization of the necessary resources to empower official minority language communities. As such, the action plan put forward by Minister Dion must be aimed at enabling the English-speaking minority in Quebec to build its own capacity, using solid facts and broad-based knowledge to be able to work with all governments to maintain and develop strong, vibrant English-speaking communities throughout Quebec.

The English-speaking community of Quebec wishes to work proactively and in partnership with the Government of Canada in the establishment and implementation of policy, coordination of government actions and deployment of resources.

The Government of Canada must understand, acknowledge and support the particular needs of English-speaking communities in Quebec. Many communities in the regions of Quebec are presently very vulnerable and lacking in federal support. The reality which exists for Montreal is not the same as for the regions of the Quebec mainland. As such, strategies and resource allocation must be regionally oriented to fit the needs and realities of each community. All strategies to address these needs must take into account the gap between what the Government of Canada is doing presently and what needs to be done. Measures cannot be stop-gap or temporary, but rather bold, responsible and imaginative initiatives which will be sustaining and permanent. Moreover, the difficulties which arise when dealing with the Quebec Government should not mean less support for Quebec Anglophones, which is presently the case.

The English-language minority community of Quebec is presently in the process of preparing a Global Development Plan. This project is complex and far-reaching; it represents an opportunity for the English-speaking communities of Quebec to take charge

of their own development and identity within Quebec and Canada. The full and final Global Development Plan for the English-speaking minority communities of Quebec will be available in the spring of 2003. Nonetheless, this document includes a diagnosis and suggested solutions for key sectors which are in need of immediate attention. The QCGN, on behalf of the English-speaking communities of Quebec, respectfully requests that the Government of Canada respond to the needs expressed in this document and build the courses of action which are suggested into the action plan to be developed by Minister Dion. However, considering the importance of the process and significant information which will be collected, we would ask that the action plan leave the necessary flexibility in the development of policy and allocation of resources in order to respond to the conclusions of the Global Development Planning process.

ELEMENTS TO BE INCLUDED IN THE ACTION PLAN

The Government action plan must ensure that there is a consultation mechanism to discuss with and seek advice from communities before the elaboration of policy and a declaration of a ministerial priority. The action plan must stipulate that memorandums to Treasury Board and to Cabinet be required to include how the proposed initiative will affect the minority language community.

If a federal department or agency or a provincial government chooses not to adapt policy to the needs of the English-speaking minority in Quebec, the action plan should allow for funding practices which will allow the community to benefit, nonetheless, from the support of the Government. Established practices in the Social Union Agreement and the Report on Government Transformations and the effect on Official Language communities, could serve as models for this type of support.

The Action plan must have accountability mechanisms. Monitoring progress will determine where extra effort and resources should be located is fundamental to the elaboration and implementation of measures which are to be sustainable. This accountability framework should include a permanent mechanism for consultation by all levels of government with the community.

DEVELOPMENT OF A GLOBAL DEVELOPMENT PLAN BY THE ENGLISH-SPEAKING COMMUNITY OF QUEBEC

The English-speaking minority in Quebec has become proactive. On November 2, 2001, the Quebec Community Groups Network (QCGN) ratified the process towards the preparation of a *global development plan* to promote the development and enhancement of the English-speaking communities of Quebec. It was concluded that such a plan would promote discussion and cooperation within and outside the English-speaking community and facilitate negotiations with funding partners to develop sound policy and effective community programs and services. The Global Development Plan is a key factor in the collective efforts made by the English-speaking communities of Quebec in maintaining vital and active communities throughout Quebec.

After considerable reflection and discussion, it was concluded that the global development plan could stretch beyond a funding tool and represent an opportunity for the English-speaking community of Quebec to take charge of its current state and identity within Quebec. This would include the protection and development of its own institutions and institutional networks, as well as legitimate and representative decision-making in the larger network of institutions in all sectors of activity, including all three levels of the civil service.

Diagnosis

Six statements were identified, which collectively describe the current condition of the English-speaking community of Quebec in the year 2002 and which influence the future outlook - all things being equal, with no deliberate effort to alter the course of events.

1. An evolving identity
2. Adaptation and ambiguity
3. Population diversity, mobility and loss
4. A lack of unity
5. Insufficient presence in decision-making at the tables
6. A need for collective knowledge and models for guidance

An evolving identity

The English-speaking community of Quebec is evolving through a transformation that has been underway - on a demographic level alone - for at least 30 years. Some aspects of this transformation are negative and have created serious malaise - *a lack of identity*. Some are positive and represent opportunity - *a renewal*. There are other aspects that we as a community are unsure of - we don't know where they will lead.

Adaptation and ambiguity

The English-speaking community of Quebec has been able to adapt and accommodate within a changing Quebec culture. The rising level of bilingualism is proof of this adaptability. While perhaps appropriate, accommodation has also contributed to an ambiguous citizenship as perceptions shift from majority status (identifying with English-speaking North America) to minority status in Quebec.

Population diversity, mobility, and loss

The heterogeneous English-speaking community of Quebec population being widely dispersed across the province, its characteristics are becoming increasingly diverse.

This diversity is accompanied by a tradition of high mobility that responds to economic opportunity and the relative ease of moving to other parts of North America. While benefiting individuals, this mobility currently leads to a collective loss. The exodus of youth from the province and particularly from rural regions continues to be a major concern. The Working Group suspects that this exodus includes many present and future leaders of our community. A lack of research data perpetuates a lack of knowledge about these movements, which contributes to the English-speaking community of Quebec's malaise.

A lack of unity

Within the diverse population of English-speaking Quebec, there are significant enough cultural distinctions to inhibit collective action. Perhaps in part because of this, leadership of the overall English-speaking community has typically been lacking or divided, and efforts to promote collective action are still regarded with a certain degree of suspicion. Thus, the English-speaking community of Quebec has been unable to fully-mobilize itself towards a collectively determined process of social change.

Insufficient presence in decision-making at the tables

The English-speaking community of Quebec is largely absent from established provincial and federal leadership. This lack of decision-making presence is especially notable at (yet not restricted to) government tables and the economic level.

A need for collective knowledge and models for guidance

There is a lack of knowledge about itself within the English-speaking community of Quebec. Research is still required on many levels including (but not restricted to): out-migration, youth attitudes, language and the impact of bilingualism, psychological conditioning (i.e. the sense of injustice and suffering versus acceptance), attitudes of the business community, etc.

In addition, given the English-speaking community of Quebec's unique history and position as a *minority within a minority within a majority*, there are no standard models the community can look to for guidance. The global development plans of the francophone minorities in other provinces, for example, do not apply to the realities of the English-speaking community of Quebec.

Proposed Objectives

In response to the conditions, the objectives of the Global Development Plan would include the following:

1. Defining a realistic sense of an English-speaking community within a predominantly French Quebec in a predominantly English North America in the context of globalization (minority within a minority within a majority);
2. Developing our citizenship role (in the regions and the sectors) within Quebec;
3. Helping maintain our population base through this civic participation and renewed sense of belonging, and, in particular, through promoting meaningful employment for our youth;
4. Developing and supporting our representative leadership and the recognized common institutions that speak for our community's interests;
5. Ensuring our capacity to participate and be heard in the decision-making circles of Quebec and Canada through solid research and competent, visible and representative leadership;
6. Creating the capacity for an evolving knowledge base around the researching of demography, education, cultural attitudes, language orientation and policy, and models of community vitality, and the challenges and emerging issues of our milieu.

Courses of Actions

- Commit the necessary resources, financial and otherwise to enable to English-speaking community to successfully complete all phases of the Global Development Planning process for the English-language minority communities of Quebec. (Note: Global Development Planning documents – Phase I, Phase II and Discussion Paper are included in Annex I)

DEMOGRAPHICS

Diagnosis

Statistics tell us that the demographic portrait of English Quebec is changing dramatically (Quebec's Anglophone Communities Regional Portraits). The demographic weight of Anglophones within Quebec continues to drop. Between 1980 and 1995, 25% of immigrants who spoke English have left Quebec, compared to 3.7% who spoke French and 6.7% who were bilingual.

Migration from other Canadian provinces is lower than before. The Quebec government has a policy in place to actively encourage French speakers to come to Quebec. Those Anglophones who do come to Quebec tend to stay in the Montreal area.

The English-speaking population is ageing faster than our Francophone neighbours. There are more poor (an annual revenue of less than \$10,000) Anglophones than poor Francophones in Quebec. Unemployment is 15% higher for Anglophones than for Francophones in Quebec, in spite of the fact that English-speaking Quebecers have a higher level of education and are more bilingual than their Francophone counterparts.

There is a subclass of Anglophones in Quebec who are unemployed, uneducated and unilingual English. Many of these people are unable to get French courses (30% in the Montreal region).

Statistics show that there is a clear loss of English language by Anglophones living in Quebec. According to the 1996 census, in ¾ of census divisions in Quebec, there is a lower than normal transfer of English (young Anglophones are losing their English).

Proposed Objective

- Stable, knowledge-based support for the English-speaking communities throughout Quebec to correct negative demographic tendencies.

Courses of action

- Joint, on-going, pertinent research by the Government and the community.
- Timely consultation with the English-speaking community (before development of policy).
- Aggressive, regional strategies to be implemented which are aimed at the sustainable development and enhancement of English-language minority communities throughout Quebec.
- Development of the necessary tools to understand the differences between Montreal and the communities throughout the regions.
- Development, in partnership with the community, of the ways and means to attain knowledge-based community empowerment to enable all English-speaking communities throughout Quebec to maintain vital, strong communities with a solid future.

INTERGOVERNMENTAL INITIATIVES AND FEDERAL GOVERNMENT ACTIONS

Diagnosis

Intergovernmental agreements between the federal and provincial government of Quebec are not being fully developed and implemented to support the English-speaking community of Quebec. Quebec is the only province which has not signed an agreement with the federal government to support the Official-language Minority Community. The Health and Social Services federal-provincial agreement to support the linguistic minority and the attached funding to support the provision of English-language services lapsed in 1999 and has not been renewed.

Presently, there is a definite reticence on the part of the Federal Government to avoid any difficulties with Quebec which often means abandoning its commitment to support the official language minority community living in Quebec.

In recent Consultations and Parliamentary Hearings concerning the state of the Official Language Communities in Canada, the English-speaking communities of Quebec have been notably over-looked or under-represented. Moreover, in her presentation before the Standing Joint Committee on Official Languages, Minister Copps made little mention the English-speaking minority of Quebec in her formal presentation.

Proposed Objectives

- Equitable and realistic support, financial and otherwise to be shared among Canada's minority-language communities based on the needs and realities of each community

Suggested Courses of Action

- Recognition of the fact that each linguistic minority community in Canada has different priorities which nonetheless affect the viability of their own institutions and impact on their cultural and social presence
- Proportionally-indexed financial support to be allocated to each Official-language minority community
- Integrated approach to funding by the Government of Canada which directs resources to a particular community or sector when circumstances do not allow for the funding of specific projects
- Establishment of advisory committees to advise Ministers of key departments directly involved in the support of official language minority communities in Canada
- Development and implementation of creative and strategic measures to develop knowledge-based community governance for the support and enhancement of strong, vibrant communities in partnership with the English-speaking communities

QUEBEC ENGLISH-SPEAKING PARTICIPATION IN THE FEDERAL PUBLIC SERVICE

Diagnosis

While the English-speaking population in Quebec is 13%, representation of English-speakers in Federal Public Service in Quebec is 7%. Moreover, few people emanating from English-speaking community of Quebec have been designated National Coordinators of federal departments and agencies designated for the implementation of section 41 of the Official Languages Act, work in the Official Languages Support

Program of Canadian Heritage, Privy Council Office, Intergovernmental Affairs, Commissioner of Official Languages or key government departments which have been identified as critical to the support of Official Language Minorities.

It has been reported that there is a seemingly negative attitude by managers towards hiring an Anglophone in Quebec. The CROP/MISSISQUOI Attitudinal Study clearly shows that 60% of those polled felt that they didn't have an equal opportunity to work for the Federal government in Quebec even though 47% expressed an interest for employment offered. 61% of English-speakers did not have knowledge as to existing employment resources and of the process for successfully applying to the federal public service

Although the community, particularly the QCGN, has been working hard with certain representatives of federal departments and agencies, there has been little leadership demonstrated by the Treasury Board, no accepted general plan and no visible results. Much remains to be done to correct the imbalance to make federal government in Quebec representative of the population that it serves.

The use of placement agencies by managers in federal departments and agencies to hire new workers seems to be fairly widespread. This method of hiring is totally outside the realm of measures taken to correct Anglophone under-representation in the Quebec Federal Public Service.

Obviously, with more representatives of the English-speaking minority in the public service in Quebec, there will undoubtedly be an inherent sensitivity to the needs and priorities of the community when developing policy and implementing action.

Proposed objectives

- Leadership and financial investment by President of the Treasury Board to send a clear signal to government departments and agencies that there is a strong political will to increase the number of Anglophones who work in the Quebec Federal Public Service

Suggested Courses of Action

- Joint review of Action Plan Framework developed by federal government in 1999 to update and activate, which will ensure the deployment of the necessary resources to the QCGN and its Community Action Committee and stimulate the needed political leadership
- Nomination of key upper-level management at the Treasury Board to oversee and activate measures to correct the under-representation of Anglophones in the Quebec Federal Public Service
- Targets, timelines and an accountability framework to correct the under-representation of Anglophones in the Quebec Federal Public Service

- Establishment of a permanent Joint Committee to advise the President of the Treasury board
- Develop an action Plan for Treasury Board with recommendations and a timeline with clear benchmarks (as in Embracing Change Action Plan)
- Develop a multi-year plan and set up a fund
- Monitor progress – not to penalize, but rather to determine where extra effort and help should be deployed
- Collect information re: statistics, demographic data, legal and regulatory context, linguistic distribution of the jobs in the Federal Public Service in Quebec
- Undertake an empirical analysis of hurdles to obtaining public service employment and develop a strategy to overcome these hurdles
- Investigate the linguistic proficiency of young Anglophones, career aims of students
- Effectively disseminate information to Anglophones regarding application procedures, language profiles and levels of proficiency required to work in the federal public service
- Convince employers in federal public service that it is in their interest to hire Anglophones and ensure that managers are aware of the great number of English-speaking graduates who meet the requirements for employment in the federal public service
- Ensure business plans by Departments and agencies address Anglophone participation in their workforce
- Systematically monitor language requirements of positions being staffed
- Develop and promote bridging mechanisms for students into the Federal Public Service.
- Investigate why departments use hiring agencies and develop solutions to help change these practices.
- Create mentoring programs with Anglophones who are already employed by Fed Public Service
- Support French second language training
- Develop Internships and partnerships with English post-secondary institutions
- Support of QCGN Job Links Data Bank by government departments which do not use the Public Service Commission website to attract candidates.

EDUCATION AND TRAINING

Diagnosis:

In 1992, the Task Force on English-Language Education in Quebec chaired by Greta Chambers declared that “Bill 101, restricting admissibility to English schooling has accelerated the decline [in enrollment] by shutting out a significant portion of the English school networks’ traditional replacement clientele”. Surprisingly, the restrictions placed on access to English schools by the Charter of the French Language seems to be a little known fact outside Quebec, even by Canadian constitutional experts.

Since 1992, the English language school system has changed considerably. Significant changes in the composition of Quebec's population; largely arising from immigration that has increasingly become the principal source of growth. Interprovincial and interregional migration and urban sprawl also have had an important bearing on demographic realities. While the number of Francophones and Allophones enrolled in the English language sector has risen, the number of mother tongue Anglophones has fallen below its level of 1983-84. There is a growing disparity in the linguistic profile of the school population of Montreal and that of the rest of Quebec. (The Chambers Report, Ten Years After: The state of English-language Education in Quebec, 1992-2002, Jack Jedwab, January 2002.)

Outside Montreal, in some regions, the viability of the English language schools appears dependent on the presence of the Francophone students. The increasing presence of Francophones in the English language schools outside of Montreal has an important bearing on the 'community' mission of English language schools.

In Montreal, there is a significant increase in the total number of students of neither English nor French mother tongue. More and more, these students outnumber the Anglophone segment of the school population. Nearly one-third of all students are Allophone and one-fifth are Anglophone. 6% of the total enrollment in Montreal's English language schools is French mother tongue students who are eligible for English schooling.

Thus the English sector in Montreal is becoming increasingly multiethnic in its composition and throughout the rest of Quebec, the English sector is characterized by a high degree of biculturalism. (The Chambers Report, Ten Years After: The state of English-language Education in Quebec, 1992-2002, Jack Jedwab, January 2002.)

The members of the Task Force acknowledged that "a community's education of its young is one of the building blocks on which the future is founded. If it leaves the education of its young people to others, others will eventually define its cultural values and choose its social priorities. (Task Force on English Education, February, 1992). Clearly, an important aspect of the mission of English language education in Quebec was then and is today to impart students with knowledge and feeling for the culture and heritage of the English-language community in Quebec and the Government of Canada must support our schools in fulfilling this mission.

Since French is the de facto and official language of work in Quebec, it is imperative that Anglophone students become fluently bilingual in order to be able to stay in and sustain their communities. The minority English School Boards thus have a higher standard to meet than do French School Boards in Quebec. This disparity is not recognized in educational funding and calls for federal minority language assistance that addresses this problem with those who directly concerned.

Serious questions have arisen about the extent of the accurate knowledge of the Government of Canada regarding the situation in the Education sector for the English minority in Quebec and the commitment to support the community. For example, the

territories of Boards and schools are too big in most rural and some urban centers. The financial costs of maintaining services are prohibitive. For example, on the Gaspé Peninsula transportation costs can be as high as \$10,000 for monthly parents' meetings. In urban centers such as Quebec City and in a rural setting such as the Lower St. Lawrence, a child can be on the bus for 2 hours a day in order to attend English school. Children of second marriages are required to attend different schools in different school boards, depending on their eligibility for English schooling.

Shrinking school populations in some regions and changing school populations in others must be dealt with if the English language school system is to remain the vital force central to the development and enhancement of the English-language minority communities in Quebec. Actions by the Government of Canada, inherent to its obligation to support English-language minority communities in Quebec must ensure that schools remain the center of these communities and the training ground for community leaders.

Throughout the English minority communities in Quebec, there is a sub-class of the population which is under-employed and under-educated (less than a Grade 9 education) and under-served by vocational training. Preliminary figures show that while 10 Francophones in Quebec receive specialized training, only 5 Anglophones in Quebec receive such training. Federal government support is necessary to assist the community to understand and combat this problem.

Proposed Objective

- Recognition by the Federal Government that minority language assistance initiatives must be creative and flexible
- Creative means to support the grass root communities in the English-language sector
- Support for structures and avenues created to support education and training that are outside the traditional school infrastructures.

Courses of Action

- Support for more detailed and systematic research to fully understand the changing situation
- Equitable treatment of the evolving situation in the English-language sector of education in Montreal and in the regions
- Support the costs of French Second Language training in the early years for children and for adults as a job skill
- Support for pertinent research to understand extent of problem of little education and unemployment in sub-class of Anglophones
- Support for traditional and non-traditional infrastructures to support adequate vocational training for Anglophones in all regions of Quebec

- Programs that are designed to help the minority school system to train students for the real, local job markets and encouragement of industry to take a role in industrial training
- Development of innovative access to schooling and distance delivery services with community components to include school boards, health and social service affairs organizations and community groups
- Establishment of tools to serve pedagogical and community services needs to create an environment that facilitates sharing of information, technologies and personnel

HEALTH AND SOCIAL SERVICES

Diagnosis

Access to health and social services in one's own language (in this case English) is recognized by Health Canada as clear determinant to one's health. While budget cuts, hospital closures, amalgamations are a reality for health care across Canada, a snapshot of the situation for English-speaking Quebecers, sadly, points to the politicization of access to health and social services in Quebec as a factor in the challenges Quebec Anglophones face.

For example, access plans were developed in the early '90's with the English-speaking communities to allow access to services in English either from a French institution or from an English institution in another region. At the outset, before the implementation of these plans, they were sent to the Office de la langue française to make sure that they respected the law or the Charter of the French language. Over time, in the highly charged political arena in Quebec, there have been attempts to radically change or even abolish these plans, because, as has been stated—they allow too much English in the system.

Also, the institutional network which has been historically linked to the English-speaking community has come under many direct and indirect pressures which have clearly hindered the network to provide services to Anglophones, and which threaten the central role played by the organizations in the network.

The demographic characteristics and vitality of Quebec's English-speaking communities vary tremendously across the regions. For example, demographic data suggests that five administrative regions have "very low" demographic vitality. Although the particular mix of demographic indicators may vary, Anglophones in these regions are low in both numbers and proportion of the total population. As a result, they cannot command high consideration in the planning of service programs and policies. The lack of demographic weight is exacerbated in some regions by high unemployment, a high ageing rate, a low rate of bilingualism and a low caregiver-to-senior ratio among Anglophones. In four other administrative regions, however, the English-speaking communities undoubtedly have high demographic vitality, are highly visible with relatively low unemployment and low ageing rates.

The demographics clearly show the marked variations in the circumstances of Quebec's English-speaking communities and also the vulnerability because of ageing populations and, in some cases, the out-migration of youth and loss of caregivers, unemployment and a relatively low rate of bilingualism.

Even though, delivery of health and social services is a provincial responsibility, the Official Languages Act mandates the federal government to act on behalf of official language minority communities. An unequivocal desire to support the English-minority communities in Quebec has been demonstrated by Health Canada through the creation of the Consultative Committee for English-Speaking Minority Communities.

Proposed Objective

- Full implementation of a five-year Global Intervention Plan which will promote the demographic vitality of English-speaking communities and improved access to health and social services in English.

Courses of Action

- The Global Intervention Plan identifies five levers to orient measures that directly support efforts by both communities and the health and social services system to improve access to English-language service:
 1. networking and cooperation within English-speaking communities to mobilize institutional and community capacity in order to meet needs
 2. strategic information to build a knowledge-based approach for mobilizing resources and identifying needs
 3. technology to extend provision of services to distant, dispersed or rural English-speaking communities
 4. service delivery models to develop new services adapted to regional and community realities
 5. training and human resource development to promote language training and professional development, recruitment of English-language personnel and their retention in all regions

COMMUNITY DEVELOPMENT

Diagnosis

English-language minority communities in Quebec are drastically changing. Demographic indicators, employment statistics, the state of our educational and health and social services infrastructure and institutions are unequivocal signs of this change.

The effect of the recent mergers in Quebec has also had an effect on our communities as the institutional strength of the Anglophone minority community has been sharply eroded by the recent municipal mergers.

Proposed Objective

- Development of creative strategies to support English minority community in Quebec within the complex situation of federal-provincial relations.
- Build the capacity of each English-language minority community throughout Quebec to remain strong and vital
- Development of strategies by all levels of government and communities to ensure long-term development and enhancement of these communities

Suggested courses of Action

- Establishment of community and multi-purpose service centers for community access points in outlying communities
- Proportionally-indexed financial support to be allocated to each Official-language minority community
- Integrated approach to funding by the Government of Canada which directs resources to a particular community or sector when circumstances do not allow for the funding of specific projects
- Establishment of advisory committees to advise Ministers of key departments directly involved in the support of official language minority communities in Canada
- Development and implementation of creative and strategic measures develop knowledge-based community governance for the support and enhancement of strong, vibrant communities in partnership with the English-speaking communities

HERITAGE

Diagnosis

In the English-language communities of Quebec there is a definite decline in organizations and institutions. There is a lack of knowledge of heritage community and a lack of concertation within the community. The work and support for English heritage in Quebec is overwhelmingly volunteer-based in spite of the fact that one of the greatest opportunities for the community and its development is heritage tourism.

Proposed objectives

- Encourage the collection of information on the heritage community; what resources are available, how and where, what are the local/regional priorities, needs and opportunities.
- Encourage communication between government and the heritage community, and within the heritage community to foster coordinated action.
- Strengthen official language support program's commitment to the community by developing community-friendly funding application processes and reporting requirements; place greater emphasis and importance on in-kind contributions.
- Awareness-raising of the potential of heritage tourism leading to renewal of pride in local community, greater opportunities and youth retention.

Suggested courses of action

- Initiate a needs assessment survey of the heritage community.
- Establish a communications mechanism and process between government and the Quebec Anglophone Heritage Network (QAHN) so that QAHN can relay information to the heritage community through mechanisms already implemented.
- Establish clear, concise funding application forms with minimum paperwork
- Develop funding opportunity specifically aimed at heritage tourism.

COMMUNICATIONS AND MEDIA

Diagnosis:

Presently there is a clear need for content/programming development to enhance and increase quality and quantity of content. English language media in Quebec must be strengthened and vitalized. Current readership and listening/viewing levels and reach of community media must be evaluated. A marketing plan must be developed to improve flow of information to community and those wishing to reach the community with relevant messages. Community radio networks' ability must be improved to meet and dialogue through use of technology and train personal in adaptation to digital methods of broadcasting. With limited financial resources, community radio faces the challenge of maintaining pace with ongoing technological development. Training is an ongoing issue. Community radio in more isolated regions have limited access to technological expertise. There is a need to represent and serve English community radio and the linguistic and culturally diverse communities that they serve, through the actions of an umbrella group.

Federal government funding agencies do not acknowledge or recognize community radio. There is a lack of continuity in funding policy.

Proposed Objectives

- To improve both the quality and quantity of information that flows back and forth between Government and the community in its own language.
- Increase the ability to deliver important news via proper training and education of media.
- Establish a central clearing house for paid and unpaid information.
- Compile data on media habits of official language community and disseminate that data

Courses of Action

- Creation of an action plan to increase flow of information using all medias
- Creation of minority media monitoring bureau
- Creation of a central ad placement/booking service for Community radio such as is currently in place for community papers. Include new media as option.
- Educate and train media personnel and recruit youth to sector.
- Provide networking opportunities and support in regions to develop cross-benefiting relationships among different media.
- Provide ongoing education to all community media and deliver technical expertise.
- Establish a stronger central media house that can capitalize on efficiencies by synchronizing activities of all community media serving official language communities.

ARTS AND CULTURE

Diagnosis

The needs and circumstances of the artists/cultural industries involved with the English-speaking minority in Quebec were summarily examined in the spring of 2001.

Professional Anglophone artistic communities in Quebec are very different according to the region in which they live: the Montreal region and the other regions of Quebec. The former is well developed and the latter tends to be diffuse and does not have the critical mass to sustain professional organizations. While the Anglophone communities are working hard to maintain their cultural life, there is a definite need for more professional development or networking opportunities and need for greater access to work which is created and developed in Montreal and from other parts of the country. More help is needed to support artists and artistic organizations to create, produce and present their works in all regions of Quebec. Additional targeted measures must include information sessions for support, professional development initiatives and touring activities for the

performing arts. There is an important rate of “burn-out” that is happening in Quebec. There is a low rate of large-scale organizations in this activity.

Proposed Objective

- Development of organized and strong cultural organizations, institutions and activities to support English-language culture throughout Quebec

Courses of Action

- Support for outreach activities; whereas the artistic and cultural industries are relatively well-supported on the island of Montreal, the reality for isolated Anglophone communities is that there is no access to English arts and culture other than through touring
- Support the need for training, apprenticeship and mentoring opportunities
- Support for increased marketing opportunities in all sectors and venues, especially in dance, music and theater;
- Access to funding for translation into English;
- Support for networking and administrative infrastructure

YOUTH AND LEADERSHIP

Diagnosis

In a recent presentation to English-speaking youth of Quebec, Sharon McCully, Editor of the Sherbrooke Record presented some staggering statistics about youth: 1/3 of homeless people are youth and unemployment is highest in the 15-24 year old bracket. Issues that face youth in the Montreal region are dramatically different from those faced by rural youth. In Montreal, there are a many services offered, however in the rural regions, basic services aren't even being provided in English. There is a marked lack of jobs, activities and support for many rural English-speaking communities.

In a recent study by the CRIC, it was stated that 54% of young Anglophones felt confident in their community's future while 70% of young Francophones felt confident in their community's future.

There is still a marked and permanent exodus of youth from the English-language community out of Quebec.

Proposed Objective

- Consider the youth of the English-speaking community a priority target group in developing youth resources for encouragement to stay in Quebec and also the provision of opportunities for full and productive lives in their home communities

- Recognition of the large difference between urban and rural English-speaking youth and policy development to fit specific needs and realities.
- Recognition of the great difficulties facing visible and cultural minorities who are part of the English-speaking community and implementation of suitable strategies to meet their needs and challenges

Suggested Courses of Action

- Development of an Official languages leadership program
- Development of internships for students of all ages in their home communities
- Development of mentoring programs for youth
- Exchange programs to be implemented within the province of Quebec between young Anglophones and Francophones
- Effective French Second Language training to equip Anglophone youth to lead full and productive lives within their respective communities in Quebec

JUSTICE

Diagnosis

Access to justice is within provincial jurisdiction, however, the Official Languages Act mandates the federal government to act on behalf of official language minority communities. Access to justice in English has not been fully studied by the community or the Government of Canada as of yet. However, preliminary anecdotal evidence tends to point to appropriate access to justice in English in the Montreal region and limited to non-existent access in other parts of Quebec.

Proposed Objectives

- Unqualified commitment of the Government of Canada, in partnership with the English-speaking communities throughout Quebec, to fully investigate the situation concerning access to justice in English throughout Quebec and the development of adequate means to support access to justice in English throughout Quebec.
- More focused and determined will by Justice Canada to work with the English minority in Quebec to fulfill the Government of Canada's obligation under the Official Languages Act

Suggested courses of action

- Needs assessment of access to justice in English which was undertaken last year extended to include outlying regions.

- Creation and implementation of an action plan based on findings of the needs assessment
- Closer collaboration by PAJLO and Justice Canada with the English-speaking minority in Quebec
- Creation of a Ministerial Consultative Committee for English-speaking Minority Communities

BUSINESS AND EMPLOYMENT

Diagnosis

There is disproportionate under-representation of Anglophones employed in the Federal and Provincial Public Services and recent statistics point to fewer Anglophones working in the health and social services sector and the education sector.

A study commissioned by the Quebec Farmers' Association in 1999 showed that nearly one-fifth (17.3%) of the total English-speaking workforce in 1996 was employed in the manufacturing sector. Significant numbers were found in Retail Trade (11%), Business Services (9.3%). At this time employment in Health and Social Services represented 8.6% and Educational Services 8.4%.

Natural resource sectors (farming, fishing and forestry) offer limited potential.

The 1996 Census points to severe unemployment of Anglophones in some regions of Quebec and recent analysis of demographic data has uncovered a sub-class of under-educated and unemployed Anglophones.

The Missiquoi-Crop Attitudinal Study conducted in 2000 demonstrates alarming figures that Anglophones in Quebec are not aware of local resources offering career services (61%) nor are they aware of governmental resources which help start a business (81%).

Employment is a significant reason for Anglophones both the youth and adult population to remain in their home community and in Quebec. Thus the employment of lack thereof is critical to the vitality of English-speaking communities throughout Quebec. Much work needs to be done to understand the shifts in employment of Anglophones over recent years, their apparent lack of knowledge of the support infrastructure that is available concerning employment and their under-representation in the public service.

Proposed Objectives

- Extensive and pertinent research to understand the employment situation of Anglophones in Quebec

- Development of strategies and programs to improve improve and stabilize employment prospects for Anglophones throughout Quebec both in the public and private sectors

Suggested courses of action

- Detailed study and analysis of where Anglophones are presently employed, what skills they possess and what they will require to exploit the potential employment niches.
- Targeted investment and training in certain sectors, federal public service positions, small business development
- Widespread and effective teaching of French-second language as a job skill
- Development of educational opportunities with the appropriate resources
- Development of tourism resources
- Capitalization on the bilingual potential of Anglophones
- Development of strategies for recruitment and retention of Anglophones in the regions

CONCLUSION

Certain community leaders have remarked that much of the material available about the English-speaking minority of Quebec is based on a focus and assessment of the past and very little pursues the tack of laying out a course for the future.

The English-speaking population of Quebec has had to make huge adjustments to the profound changes to Quebec society over the last thirty years. The confluence of social, economic and political change has left the English-speaking community in a “reactive mode”. Efforts to keep schools open and health services available have forced community development issues aside. Political representation has diminished to a handful of English-language politicians and outside of the education and health sectors, it is rare to see an English-language representative appointed to a board or commission. Hemmed in by the restrictions of provincial language laws, and affronted by the title “any other language”, the English community has felt misunderstood and stereotyped as a component of modern Quebec society. The Government of Canada’s pre-occupation with the French-language component of official languages has left the English-speaking community of Quebec in search of an identity. Oblivious in a North America dominated by the English language, abandoned by the need to ensure the vitality of the French-language in an officially bilingual Canada, the English-speaking community of Quebec has been struggling with its place in the modern Quebec and Canadian context.

The measures taken by the Quebec Community Groups Network, through its mission to contribute to the development and enhancement of the vitality of the English-language minority communities of Quebec, will rally English Quebecers to take charge of their

future, be proactive and propose change must be supported by the Government of Canada.

Support for English-speaking minority communities of Quebec by the Government of Canada must be based on equity and a clear and realistic understanding of the English-speaking minority communities throughout Quebec.

The Government of Canada does not seem to be willing, generally, to support English-speaking minority community of Quebec in a province where the political situation often affects the vitality of communities in a negative fashion. In spite of the complexity of jurisdictional issues, there should be no less support for English Quebecers and their communities than for minority communities outside Quebec.

There are communities across Quebec that are struggling and, in fact, their future is not guaranteed. It is the Canadian government's legal and moral obligations to develop, in partnership with English-speaking community, creative ways to directly support the development and enhancement of communities.

There is a need to go beyond traditional thinking and measures. Using the buy-in of the English-language community and their vision and leadership, regionally based strategies must be developed to address the real needs of this community.

English-speaking Quebecers are the best ambassadors for Canadian unity. Our deep understanding of our unique and rich culture in Quebec and Canada is a solid bridge to linguistic duality in Canada, as accommodation for differences and linguistic duality are part of our daily lives. The English-speaking community of Quebec is convinced that the Government of Canada will greatly contribute to the rich social fabric of our country by recognizing the particular needs of the different communities across the province and ensuring equity of policy development and resource allocation for the development and enhancement of Quebec's English-speaking communities while protecting and promoting the French language.

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