

Brief to The Estates General on the French Language

The English-speaking Community of Quebec
March 2, 2001

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Introduction:

In 1982, following its long tradition of creating organizations and institutions to meet its needs and fulfill its aspirations, the English-speaking community created Alliance Quebec to respond to the dramatic changes in Quebec's society.

Alliance Quebec is a non-profit, volunteer-based, community organization committed to the preservation and enhancement of the English-speaking communities and its institutions in Quebec. Alliance Quebec serves as voice on public policy for the English-speaking communities. To that end, we strive for acceptance of an open and multicultural society; a commitment to a united Canada; a participative and integrated approach toward community retention and development; and proactive and entrepreneurial management.

More than one million English-speaking people live in the province of Quebec. Although chiefly centred in Montreal, a significant proportion live in English-speaking communities outside the greater Montreal region. Approximately 85% of Quebec's English-speaking population live within the territory of Alliance Quebec's eleven (11) Chapters and Provincial Youth Commission, notably in the West Island, East Island, Montreal Region, Laval/North Shore, South Shore, La Mauricie, Saguenay/Lac St. Jean, Val d'Or, Rouyn - Noranda, Lower Laurentians and Upper Laurentians. (See Appendix A)

Since its inception, Alliance Quebec has been a strong advocate for the English-speaking community, we represent, as we have experienced, and continue to experience, dramatic social and political change within the larger Quebec society and hence within our own community. As the majority French-speaking community has moved to assert and promote its language and unique cultural identity, the English-speaking community has also had to define and assert its place within this society. As individuals, and as a group, we have been called upon to answer some of the most profound questions we can ask of ourselves with respect to our community's role in Quebec, our loyalties towards Quebec and Canada, our responsibilities to, and expectations of, our fellow Quebecers and about the role of the various levels of government and their responsibilities to our communities.

We have struggled to answer these questions in a context in which certain provincial laws and policies have threatened

and undermined the confidence of our community and its future in Quebec.

Over the years the English-speaking community has built an impressive array of institutions - hospitals, social service agencies, schools, libraries and universities, which not only serve our community but contribute to the larger Quebec and Canadian society. Although many of these institutions are now part of the public or para-public sector in Quebec, the community continues to feel a strong sense of connection and commitment rooted in the history of private initiative and community cooperation which built and maintained these institutions. The community also recognizes that these institutions remain essential to its ability to care for its individual members and to define and promote its unique identity.

For more than two centuries, the English-speaking community of Quebec has been an integral element of the province's social, political, cultural and economic history and development. Although a minority, our community is more than just significant; it is part of the identity, substance and character of Quebec. Quebec has long been defined by its two important linguistic communities. However, the English-speaking community's numbers have been in relative decline since 1971 and there has been an absolute decline in mother-tongue English since 1976. The community has not been able to replenish itself, either through migration of English-speaking Canadians from outside the province, or from the influx of immigrants.

The significant exodus of our youth has had a devastating effect on the community. The *Task Force Report on Job Opportunities for English-speaking Youth* in 1992, had this to say concerning the exodus:

The most worrisome aspect of the trend is that it is most prevalent among young people. According to research on current trends and attitudes, Quebec will continue to suffer a major loss of young English-speaking Quebecers over the next decade. Over 60% of young English-speaking Quebecers expect to leave Quebec within five years and almost three-quarters within ten years. This is not the result of poor ability in French: two-thirds of young people with high French competency plan to leave.

Alliance Quebec's challenge is to create a different reality and begin to fashion a different future for English-speaking youth in order to ensure that dire predictions like this are not fulfilled. We are striving to convince young people that there are opportunities here to make their future within the Quebec society that their parents and grandparents helped build. However, in order to do so we need help from the government of Quebec and the French-speaking community.

Despite the ever-increasing challenges to their continued existence and future development, there exists significant pockets of English-speaking people throughout Quebec. Regional issues that face many, if not most, of these communities are common everywhere: decreasing populations, concern about a reduced presence of English, a lack of available services in their own language, a low youth retention rate and doubts about the long-term viability of their respective English-speaking communities.

The long-term viability of any community has always been tied to economic opportunity and access to employment. A recent study on Access to Employment in the Quebec Public Service, authored by the *Commission des Droits de la Personne et de la Jeunesse du Quebec*, noted that all minorities, whether ethnic, racial, cultural or linguistic, remain grossly underrepresented in the Quebec public service. The English-speaking community represents only 0.76% of the Quebec public service and despite the myth "they do not apply for those jobs", the report clearly showed that less than five (5) English-speaking Quebecers are hired for every one hundred (100) who apply.

The English-speaking community has made great efforts to adapt to the "French reality" of Quebec. The percentage of English-speaking Quebecers province-wide, who are functionally bilingual, has increased from 42.3% in 1976 to 65% according to the 1996 Canada Census. They have chosen to prepare their children for the job market in Quebec by

enrolling them in French immersion programs. Therefore, over 80% of young-English speaking Quebecers are functionally bilingual. Indeed, as of 1996, 17% of students (close to 20,000), eligible for English language schooling have enrolled in French schools. Moreover, the English school system has developed immersion programs that allow students leaving the system to feel comfortable in both of Canada's official languages.

Significant challenges face English-speaking Quebecers despite guarantees under the law to ensure access to English language health & social services. The English-speaking community had been waiting since 1994, for the Access Plans on Health & Social Services in English to be updated and approved by the government. Those plans were updated in 1999, after Alliance Quebec went to court to force the government to live up to its responsibilities and ensure access to English language health and social services for our community. We must now work with our community partners in the various regions of Quebec, to ensure that the plans that were accepted by the government are properly implemented, and right to services in English is respected, as guaranteed by the law.

In education, the community finds itself approaching a crisis situation as the restrictions of eligibility to English schools erode the English educational system, especially outside the greater Montreal region, and the government refuses to address the problems. Enrolment in English schools has dropped from 250,000 students in 1971 to approximately 110,000. Today English language school boards struggle to justify holding on to buildings that are half-filled. In fact, the Education Minister recently ruled the English Montreal School Board had to hand over the Francesca Cabrini or Emily Carr School to the Conseil Scholaire de Montreal. It should also be noted talks with government about relaxing restrictions on schooling in English have not resulted in any change. Although the *Chamber's* report on Education was received in 1992 with general acclaim in both linguistic communities, it has done little to change the situation.

Despite a temporary respite, our inability to increase access to English schools is strangling the English system because less enrolment means smaller budgets, and smaller budgets equal reduced services. Reduced services mean a net loss to the community in educational opportunities and training programs. It also means we will start to lose buildings (schools) which were a significant part of our communities. Thus our institutions and parts of our heritage have and will continue to disappear if this loss of potential growth is not reversed.

Almost ten years ago, Alliance Quebec formed *Youth Employment Service* (YES) to help stem the tide of the exodus of our youth and seek out and make known economic opportunities and access to employment. Other efforts on behalf of English-speaking youth include the YMCA's Job Generation, the Minority Apprenticeship Program (MAP) and other programs such as EPOC (Education Placement Opportunity and Communication) and Pro Montreal. However, English-speaking youth have not been the targets of any of the government's employment programs, until an effort to hire minorities was announced for the summer of 1999. Only about 5 per cent of the jobs then created went to English-speaking youth. In fact, it would appear our community is invisible to government agencies like *Emploi-Québec*.

The student associations at English CEGEP's and Universities in Montreal have informed us *Emploi-Québec* agencies almost never participate in Career Day activities. Government resources, programs and services fail to reach English-speaking youth. The proportion of unemployed or under-employed youth of our minority community is much greater than it is among French-speaking youth in similar situations.

Only 217 of the 4,218 students hired in the Quebec Civil Service on a specific initiative for hiring youth in the Summer of '99, through an internship program sponsored by the *Conseil du trésor* and the *Ministère de l'industrie et du Commerce*, were English-speaking, amounting to 0.051%. These figures are entirely consistent with the figures for adults noted in the December 1998 report of the *Commission des droits de la personne et des droits de la jeunesse* on

Les programmes d'accès à l'égalité au Québec, Bilan et perspectives. The report states on page 39; *Enfin, le sort de deux autres groupes faisant l'objet de préoccupations mais n'ayant pas été désignés spécifiquement comme cibles de programmes, soit les autochtones et les Anglophones, est encore plus critique : le nombre des autochtones parmi les effectifs réguliers est en effet passé de 265 à 277 (de 1992 à 1996), une chute de 14,3%, celui des anglophones, de 465 à 411, soit une réduction de 11,6%.*

There is strong sentiment in the English-speaking community that *Emploi-Québec* is openly biased against those of origin other than French. Even language-training programs, so vitally important to English-speaking Quebecers, are not available to members of our community. Generally only Quebecers whose mother tongue is French have access to this training. One can easily see why the English-speaking community would feel excluded.

As we examine all these facts, we must ask ourselves why the Commission was formed to examine the linguistic situation of only one particular language group. The role of this Commission should be to assess the place and needs of all language groups in Quebec and come forward with a fair report that also balances the needs of non-francophone Quebecers.

This brings us to another matter at hand. Since, the Commission began public hearings, the PQ Government has introduced Bill 170, *An act to reform the municipal territorial organization of the metropolitan regions of Montreal, Quebec and Outaouais* and Bill 171, a bill to amend the Charter of the French Language so that a municipality or institution will only be granted bilingual status if more than 50% of the residents are mother tongue English-speaking. Naturally, Bills 170 and 171 are cause for great concern for Quebec's English-speaking communities and indeed all Quebecers. By imposing these laws, the PQ government will ultimately eliminate bilingual services along with the cities and institutions that provide them. But, of particular concern, is the fact that the PQ government would introduce language legislation before the Estates General has had a chance to conclude its consultation process or even produce a report on its findings.

Despite this fact, we are here with the expectation that the commissioners will actually listen to all groups, including our own, and assess the present and future situation of both the French and English-speaking communities in Quebec and ultimately make recommendations based on the all the presentations that are made.

As the Commission examines the present situation and the future of the French language in Quebec, it must be stressed that Quebec is also home to more than one million English-speaking people. The Commission must ensure that their needs are met as well. The members of the English-speaking community, we represent, want to ensure that their basic fundamental rights are also maintained and respected. Throughout the years, as demonstrated in our introduction, we have seen a gradual erosion of these rights. English-speaking Quebecers want to feel a sense of comfort and belonging in the province they choose to call home.

The Quebec government's report card with regard to maintaining and respecting the basic fundamental rights of the English-speaking community must be improved. The very fact that the Commission would distribute its consultation document only in French, as well as the Commission's insistence that English briefs be accompanied by translated versions, adds an unnecessary burden, and prohibitive cost, to the participation of the representative organizations of Quebec's English-speaking community. This only serves to further alienate a large percentage of the population who will be directly affected by the Commission's recommendations.

What the English-speaking community requires in the Quebec of 2001 is assurance that our institutions and communities are protected. Since the early 1970's over 250,000 English-speaking people have left the province. These were primarily young and educated people who would have contributed to Quebec's tax base as well as to the vibrancy

and dynamism of Quebec society.

For the purposes of this brief, Alliance Quebec will focus on some of the issues of primary concern to Quebec's English-speaking communities, notably:

Employment Equity & Youth Development

- Make Quebec a location of choice for English-speaking people particularly so those born in Quebec remain here
- Find jobs for our youth, including providing them opportunities in the public sector where we are drastically under-represented.
- Ensure that corporations and businesses are not saddled with unnecessary laws that make it more difficult for English-speaking people working and owning these enterprises to do business.

Access to English Language Health & Social Services

- Ensure that health care services are provided in English in all regions of Quebec as laid out in Law 142 and complimented by the regional access plans

English-Speaking Community Institutions

- Protect our English-speaking schools and other bilingual institutions such as hospitals and municipalities from forced mergers, closure and loss of bilingual status

Access to English language Education

- Expand access to English-school

General Concerns of the English-speaking Community

- Ensure that services are provided in English throughout the different government departments, at all levels of government.
- Lower the threshold for bilingual status of institutions to ensure the minority does not have to be the majority to have equal rights within an institution.
- Ensure that the definition of the English-speaking community is not limited to those who have English as their mother tongue but rather includes everyone who chooses to identify themselves as part of the community.
- Ensure that the government accepts that Quebec's English-speaking community has a right to grow in Quebec.
- Opposition of the notion of French as the "common language" of Quebec but respect for the fact that French is the majority language of Quebec.

Our goal is to achieve these and other objectives with full respect for the needs of the French-speaking community of Quebec as well as other communities living here. We have no wish to diminish people's rights to use their language but nor do we wish to be unreasonably restricted in the use of our language.

It is for this reason we are pleased to present our brief outlining the general issues of concern on the present situation and the future of the English Language and the English-Speaking community in Quebec before the Commission

studying the status of the French language in Quebec.

Issues of concern on the present situation and the future of the English Language and the English-speaking community in Quebec

The consultation document on the present situation of the French language in Quebec confirms that the French-speaking community is indeed thriving in Quebec. More Quebecers (94%) speak French than ever before and the percentage of people living in Quebec with French as their mother tongue has now reached 82%. The English-speaking community of Quebec, which has been part of the growth and history of Quebec, now feels threatened in its ability to protect our numbers and our place in Quebec society. We ask the commission to acknowledge the needs we face in order to grow and flourish in the 21st century.

This section of the brief will focus on the five main themes identified in the introduction:

- Employment Equity and Youth Development
- Access to English Language Health & Social Services
- English Speaking Community Institutions
- Access to English Language Schools
- General concerns of the English-speaking community

Employment Equity and Youth Development:

As referred to in the section on the origin of language policies in Quebec, in the Commission's consultation document, the historical perception of economic inequality between the English-speaking and French-speaking communities in Quebec played a significant role in the creation, adoption and implementation of language legislation in Quebec. Until the Quiet Revolution, members of Quebec's French-speaking majority tended to earn less than members of the English-speaking community and were often unable to obtain higher-paying executive jobs. However, we would note that this difficulty to obtain executive jobs also applied to many within the English-speaking community, such as those of Irish, Jewish, Italian or black origins.

In the 1960s, provincial legislation and a new modern outlook within the French-speaking community of Quebec began the rapid process of ending inequalities. But where the legislation of the Quiet Revolution helped end old inequalities, the next generation of legislation helped create new ones. The objective of the Charter of the French Language was to use the powers of the Quebec government to foster the advancement, individual and collective, of French-speaking Quebecers. However, this objective led to the departure of hundreds of thousands of English-speaking people from Quebec and left many of those who remained with the feeling that they were not welcome in Quebec government positions or the para-public sector. A recent survey of the attitudes and experiences of English-speaking Quebecers, conducted by the Missisquoi Institute, reveals that this sentiment is still prevalent today. In fact, a full 70% of the respondents felt that that members of the English-speaking communities did not have equal access to jobs with the government of Quebec. While such legislation produced positive results for the French-speaking community, it is clear it was detrimental to the growth and development of the English-speaking community. As a result of this legislation, today, Quebec's English-speaking youth face a number of challenges, notably:

- Significant lack of employment opportunities in the para-public sector and in rural regions of Quebec.
- The perception that people with English-speaking names have more difficulty in getting a job.
- The perception that bilingualism is not valued as a job skill.
- Perception that they will be unable to work in Quebec in their own language.
- For those that still require it, lack of opportunity to acquire French proficiency as a job skill following

university or CEGEP.

- Lack of available English language technical and vocational training.
- Inability to take Bar School and other professional courses in English
- Unfair French testing practices set by the Office de la Française for professionals.

These are but some of the factors that contribute to the mass exodus of our youth and are cause of great concern to the English-speaking community as a whole.

Employment Equity - An Overview

An important part of the Quiet Revolution consisted of building up the muscles of the state, by the formation of a much larger and more activist public service, through the creation of crown corporations to operate in the forestry industry, mining, steel, asbestos and, of course, most important, hydro-electricity. *La Société générale de financement* was created as an investment arm. The state created the single largest pool of capital in the country by channeling the pension funds of the province and various industries into the *Caisse de dépôt et placement*. As compared to other jurisdictions in North America the percentage of people working in the public service is higher making it even more necessary for young English-speaking people to feel that they have opportunities in this sector to convince them to remain in Quebec.

In 1996, only 0.76 percent of those employed by the Quebec civil service were from the English-speaking community even though English-speakers made up about 14.25 percent of the population of Quebec.

Until recently there was almost no effort to recruit English-speaking people into the Quebec civil service. Job postings were rarely sent to English community newspapers or job banks catering to the English-speaking community. As a result of our community making up such a tiny percentage of civil servants, the customary recruitment of friends and relatives to fill new positions only exacerbated the problem.

Even when English-speaking people applied for positions the results were poor. As can be seen in the recent report given by the *Commission des droits de la personne et des droits de la jeunesse, Les programmes d'accès à l'égalité au Québec: Bilan et perspectives*. (Décembre 1998. - See table p. 46): *Emplois réguliers dans la fonction publique québécoise, 1996: ANGLOPHONES: 411 SUR 53,806 = 0.76 POUR CENT.*

In their document titled *Les programmes d'accès à l'égalité au Québec: Bilan et perspectives*, the *Commission des droits de la personne et des droits de la jeunesse* states: "Pourtant, quand on examine les pourcentages de candidatures jugées aptes parmi les dossiers présentés, principalement chez les "communautés culturelles" et les anglophones, on constate que les candidatures retenues ne constituent qu'une infime proportion des dossiers soumis (entre 4,2 et 4,9% pour les "communautés culturelles" de 1994 à 1996, et entre 2.8 et 4,9% pour les anglophones au même moment). Que se passe-t-il à cette étape: problème d'information de recrutement de candidatures, d'accréditation de diplômes, biais de sélection? Une chose est claire: l'intérêt pour les postes est nettement plus grand que l'embauche, mais on ne connaît pas les causes de la disproportion entre les deux. Ces questions mériteraient examen." It should be noted that the study, recommended by the commission, as to why so few English-speaking Quebecers are employed in the Quebec public service, has never been carried out.

English-speaking youth have not been the beneficiaries of Quebec government employment programs until a major program to hire minority youth in the Quebec civil service was announced, with fanfare, during the summer of 1999.

But even then, of the 4,218 students hired, only 217 were English-speaking, a mere 5 percent.

While we certainly acknowledge the government for taking this long-overdue first-step, we must reiterate that a lot more needs to be done to end the great inequity of English-speaking people in the public service. There is also much work to be done to ensure English-speaking Quebecers are provided with adequate learning and training opportunities to enable their growth and development in Quebec. To that end, it is imperative that the Commission consider assessing and addressing the needs of the English-speaking community with respect to: access to French language training as a job skill, access to English language vocational and technical training in all regions of the province, employment equity in the public and private sectors and finally proper career and guidance counseling.

In an effort to address some of these concerns, Alliance Quebec presented a brief before the Committee studying Law 143. This bill addresses the under-representation of women, visible minorities and aboriginals in the entire public sector, including Hydro-Québec, the Sureté du Québec, hospitals, schools, municipalities and the civil service. It is important to note that Law 143 does not recognize English-speaking people as an under-represented group. This must be remedied in order for the Government of Quebec to demonstrate its commitment to deal fairly with all its citizens.

It should also be stressed that including members of the English-speaking community, as a target group, in any+ employment equity legislation would render the civil service more representative of the community it serves. Ignoring English-speaking Quebecers in equity legislation exacerbates their under-representation in the civil service. This is also unhealthy for society as a whole as it causes tens of thousands of people to feel excluded. Most young people within the English-speaking community are relatively fluent in French and, with sufficient time to develop on-the-job vocabulary, could fill any entry-level job in the civil service. However, most of them may be reluctant to apply because of the perception that they have no chance of being hired - the feeling that the odds are stacked against them.

True, the bilingual institutions identified under section 29.1 of the Charter of the French Language hire enough people from the English-speaking community so that the percentages of the public sector groups identified in the bill, when added together, reflect a higher percentage than the overall 0.76 percent. But when those institutions are removed, the numbers are abysmally low. The fact that all institutions are lumped together in one bill, and that some are hiring English-speaking people in higher numbers, does not eliminate the need for equity programs within other institutions such as Hydro Québec or the Sureté de Québec. Indeed there is often a problem even within section 29.1 institutions. Many are hiring fewer people from the English-speaking community than might be expected. In fact, a study conducted by Alliance Quebec's West Island Chapter found that some cities in the West Island, with over 75 percent English-speaking residents, have fewer than 20 percent of their employees coming from the English-speaking community.

Recommendations:

It is clear that a lack of employment opportunity and a lack of available resources to ensure youth development has created a sense of exclusion among English-speaking Quebecers and contributed to the exodus of our youth.

If our community is to thrive and flourish in Quebec, it is imperative that the Commission recommend the Government of Quebec commit itself to instituting measures to ensure employment equity and youth development for the English-speaking community.

To that end we would recommend the Commission focus on addressing and correcting the following issues of concern:

1. The needs and concerns of English-speaking Quebecers should be identified and addressed in any legislation

which will have an impact on employment equity and youth development.

2. In an effort to ensure the Quebec civil service is more representative of the community it serves, and that English-speaking Quebecers have access to employment opportunities at all levels of government, every effort should be made to recruit civil service employees from the English-speaking community. Such an effort could be done by posting positions and information in English-language newspapers, universities and employment centres targeted at English-speaking people. In addition, recruitment material should be made available in English as well as French to make English-speaking people feel that they are welcome. We obviously have no objection to requiring good knowledge of French for positions in the civil service but recruiting materials should be as welcoming as possible and publishing English versions of them is an important symbol. Moreover, we would recommend that a number of people be hired to do recruitment from the targeted communities.
3. The Quebec government should make every effort to provide French language training as a job skill for English-speaking Quebecers throughout the province. Whether or not people learn sufficient French in their formal education to come to the job market, they should be allowed the opportunity to perfect that job skill, with full government assistance. More French-language training needs to be implemented in English institutions at the high school, CEGEP and university levels. Free French language training through Human Resources Development is urgently required and specific areas of the province can be targeted immediately. Furthermore, with respect to all government positions, The knowledge of French that applicants are required to have should not exceed the requirements of the position in question and the process should allow for the development of job specific vocabulary. Often, English-speaking people are bilingual but lack specific French vocabulary relating to the work force. Applicants should receive a probationary period to master this vocabulary.
4. Every effort should be made to provide English language technical and vocational training throughout the province. The government should re-examine technical and vocational training programs which have been seriously hindered due to budget cuts. The courses offered through this system should be re-examined and restored to full capacity in rural regions. These courses should be offered across regional and linguistic barriers.
5. Financial support should be given to those organizations formed by the English-speaking community geared toward keeping our young people in this province and finding them employment.
6. The job testing for professionals should be administered and the necessity for it determined by the respective professional order concerned such as the College of Physicians or the Bar of Quebec not by the OLF.
7. All decisions about language requirements for positions in the private sector should be decided by the private corporation involved not by government. It is absurd within the international economy we live in for government to second-guess private business on matters of requirements for positions that government knows nothing about.
8. Efforts should be made to ensure that Canadian students from other provinces can come here and be educated in our university system at affordable rates and have the opportunity to stay here thereafter and contribute to the English-speaking community and Quebec society. It is absurd that students coming here from some other countries have lower tuition than students from other Canadian provinces.

Access to English Language Health and Social Services:

The English-speaking community has long campaigned for continued and enhanced access to health and social services in English across Quebec. In December 1986, three years of sustained campaigning for legislative guarantees to English services culminated in the adoption of Bill 142 - a law which guarantees access to health and social services in English for all English-speaking Quebecers. Bill 120, however, stipulates, "each regional board, in collaboration with institutions, must develop a program of access to health and social services in the English language for the

English-speaking population of its area ... [and that] ... the program must be approved by the Government and revised every three years." Despite this guarantee, the present government stalled the adoption of access plans for more than three years - plans which had been prepared by Regional Boards. In fact, the government referred these access plans to the *Office de la langue française*, an agency that should have no role in examining documents related to health care. In the end, the plans were only adopted after Alliance Quebec initiated legal proceedings to force the government to do so.

We must recognize the fact that our community had to initiate legal proceedings to ensure access to these vital and essential services. This is symptomatic of a bigger problem: *It doesn't matter what type of equipment is used, how highly trained a health-care professional is or even how health care is funded if there is a complete breakdown in communication from the onset.*

Language Testing and Training for Health Professionals:

The present system requires that health-care professionals, whose first language is English, pass rigid and difficult French language tests before they can obtain their medical licenses and pursue their chosen professions. This has contributed to the exodus of highly trained health-care professionals who choose to leave the province taking their knowledge, experience and expertise elsewhere. Indeed we are aware of many individuals who have left the province after failing the French test or who have been prohibited from practicing medicine despite our shortage of family physicians.

English-speaking health-care professionals must undergo language testing - testing, which is often more difficult than some of the tests required to earn degrees in, say, nursing. This system makes it more difficult for English-language health care professionals to practice medicine than their French-speaking counterparts.

It is imperative that the commission considers recommending the revision of language-testing requirements to ensure an equitable system and guarantee that all Quebecers have access to the same essential, and in some instances vital, services. While we agree that French-language testing is necessary, we must emphasize that no coherent French language training is implemented. It is also our belief that English-language testing should be required where a significant proportion of the population served is English-speaking. To that end, we would suggest that the language testing requirements be re-evaluated and that the committee give serious consideration to requiring testing of other languages, including English, for health care professionals who serve a clientele in regions where the language need arises.

We would also request that the committee consider instituting measures that would ensure that all health care professionals are provided with on-the-job language training. This will render our health care system more effective and efficient.

Language of Work for Health Care Professionals:

The Charter of the French Language states that workers have a right to work in French. This only serves to create conflict and confusion between health care professionals and their patients. In fact, there are instances where medical professionals have refused to speak to a patient in their language. This was made abundantly clear when the Canadian Union of Public Employees challenged the Montreal Chinese Hospital's determination to provide services in languages other than French, notably in Chinese, to its patients. The Quebec Superior Court, in a judgement rendered in November 1999, upheld the right of the Montreal Chinese Hospital to require that nurses have knowledge of a Chinese

language. This historic decision affirmed that minority language communities have a fundamental right to receive health and social services in their language.

Given the enormous magnitude of having to bring such a matter before the courts, we would suggest that the commission consider recommending the Quebec government institute measures which would ensure that the right of a patient to receive health care services in his or her language, supersedes the right of a worker to work in French.

Health Care Institutions:

A community defines itself by its institutions. The English-speaking community is no different. There exists a sentiment that the network of institutions historically affiliated with the English-speaking community is gradually being eroded as new forms of service delivery evolve. Our community is attached to, and identifies with, its institutions. This is clear from its financial contributions over time and the thousands of hours of volunteer service every year.

Over the last few years, the English-speaking community has had to adjust to major changes in the organization and delivery of services in Montreal. The health and social services legislation of 1991 narrowed the mandate of Ville Marie Social Services Centre and many staff were consequently transferred into the CLSC network, which the community has not traditionally used. The Boards of Directors of some institutions were merged. In 1993, five hospitals - the Montreal Children's, Royal Victoria, Montreal General, Montreal Neurological and the Montreal Chest - announced that they intended to merge in the form of the McGill University Hospital Centre. We have also seen the mandates of both Jeffrey Hale in Quebec City and the Holland Centre revised. These changes were confusing and unsettling for many in the community.

To add to the confusion, our community saw four hospitals close, the Lachine General, Reddy Memorial, Queen Elizabeth and Catherine Booth. These institutions were deeply rooted in the English-speaking community and enjoyed the special designation under s. 29.1 of the Charter of the French Language because of the proportion of their English-speaking clientele.

Despite the varied changes that we have experienced throughout the years, our community continues to have the same health and social services needs. Given that we have seen a gradual erosion of health and social services to our community and that we have seen the *Office de la langue française* attempt to further reduce service to our community through such actions as removing bilingual signs from the Brome Missisquoi Perkins Hospital and, as stated before, encouraging the Canadian Union of Public Employees to challenge the Montreal Chinese Hospital's determination to provide services in languages other than French, notably in Chinese to its patients, we firmly believe that granting bilingual status to only those institutions where more than 50% of their clientele is non-francophone only serves to further reduce health and social services to our community. Reducing our numbers in this manner will have a devastating effect on our communities and will only serve to further reduce, if not completely eliminate, essential health and social services for members of the English-speaking communities who reside in effected regions. With this in mind, we would respectfully request that the commission give serious consideration to recommending a revision of s. 29.1 to reduce the present threshold from 50% non-francophone clientele to 10% non-francophone clientele. To do so would serve to eliminate a communication obstacle to providing efficient and effective health and social services and would reaffirm the contention that a patient's right to receive health and social services in his or her own language is indeed a fundamental right.

Meeting the Needs of an Aging Population: Homecare and the CLSC's:

It is increasingly apparent that the population of seniors in Quebec is growing at a remarkable rate. Between 1961 and 1991 the population rate of seniors (65+) in Quebec has grown from 5.8% to 10.9% and will continue to grow at an astounding rate until the year 2031 when seniors will make up 20% of the population. As the population ages we face the challenge of ensuring that seniors obtain health and social services adapted to their specific needs.

In 1996 Alliance Quebec launched a study which found that English-speaking seniors, particularly those living outside the Montreal region, can face special difficulties in participating fully in community life and obtaining services adapted to their needs. This is due to a number of factors:

- The English-speaking population as a whole is aging;
- Community support has weakened as their numbers have dwindled;
- Many English-speaking seniors don't speak French and services in English have become increasingly scarce in rural regions of Quebec;
- There is a lack of a critical mass of English-speaking Quebecers in some regions to warrant the organization of services specific to their needs;
- Children leave the province and are unable to take care of their parents and with them the informal structures normally present in most families and communities;
- In some regions, few public long-term care facilities are equipped to offer services in English.

Contrary to popular perception, the majority of seniors do not reside in retirement homes nor have they lost their independence. Most live at home and have long-standing roots in their communities. Yet, seniors, English-speaking and French-speaking have special needs. Many live below the poverty line, consume a level of health services that is greater than that of the population as a whole, and face a sense of isolation which can stem from not enjoying the social contact in the workplace.

According to a report published by the government of Quebec, solitude and isolation are two factors considered to have the greatest impact on the quality of life seniors enjoy. For English-speaking Quebecers who reside in outlying areas of Quebec, these factors have an even greater impact. In rural areas where English-speaking seniors live, community support has weakened, many have children who have moved out of province, and very few, if any, resources exist in English. As such, feelings of solitude and isolation can have a tremendous impact on their well-being.

It has been reported that additional funding to the health care system will be diverted to the CLSC's. This being the case, we would request that the commission give serious consideration to requesting the Quebec government ensure that these funds take into account the increasing need to guarantee that English-language home care is made available to our aging population, notably in the rural and remote regions of the province.

Health Care Coordinators for the English-Speaking Community:

The Canada Quebec Entente provides funding to ensure that the Provincial Government has the funds to provide English-Language Health Care Coordinators, through the Regie Regionales, for the English-speaking community. These Health-Care Coordinators serve as a necessary link between members of the community throughout the province and the institutions that serve them. They also monitor delivery of the Access Plans and ensure English-speaking Quebecers have access to English-language health and social services as determined by the Access Plans.

In recent years, we have seen this position reduced, filled by a unilingual francophone and, in some instances, completely eliminated. This is cause for great concern to our community. The diminishing role of the English Language Health Care Coordinators could seriously endanger coordination of English-language services and ultimately reduce, if not completely eliminate, English language health and social services to members of our community, particularly for those who avail themselves of these services in remote and rural regions of the province. We recommend that the commission seriously consider recommending that the Government of Quebec make use of all funds at its disposal to ensure that all Quebecers have access to proper health and social services.

Recommendations:

We must stress, once more, that communication is fundamental to proper diagnosis and treatment of the patient. Consequently, it is our contention that no matter how fine and efficient a health care system is it will be less effective if it cannot communicate effectively with the patient. Given that a recent preliminary report on the omnibus survey of the attitudes and experiences of the English-speaking communities found that access to English-language health and social services, was rated as the issue of primary importance for Quebec's English-speaking communities it is imperative that the needs and concerns of the English-speaking communities be taken into consideration as the commission examines the status and future of the French language. It is also worth noting that concern about access to English-language health and social services has created a situation whereby 72% of the members of the English-speaking community who responded to the Institute's survey noted other family members would be used as a resource in case of illness. Only 12% noted they would use public health/social service institutions.

It is imperative that the needs and concerns of the English-speaking communities be taken into consideration as the commission examines the status and future of the French language. We urge the Commission to take into consideration the impact of any recommendation on access to English language health and social services. As such Alliance Quebec is pleased to make the following recommendations.

1. **The Provincial Government should monitor the delivery of English-language health and social services to determine if the Health and Social Services Access Plans are being properly implemented across Quebec.**
2. **Revisit language testing for health care professionals and institute a testing formula whereby health care professionals receive language testing which reflects the population they serve. In addition, all testing should be administered through the College of Physicians or the health care institution itself.**
3. **Provide Government supported on-the-job language training for all health care professionals.**
4. **The Charter of the French language should be amended to ensure that:**
 - a. **The right of a patient to receive health and social services in his or her language should supercede language politics and the right of the worker to work in French.**
 - b. **To better meet the needs of the English-speaking community, Institutions that serve a population where more than 10% of their clientele is non francophone should be designated as bilingual.**
5. **Provide Health Care Coordinators for the English-speaking community as per the Canada Quebec Entente. English-language Health Care Coordinators play a vital role in ensuring the English-speaking community has proper access to English-language health and social services and serve as liaison between the community and the institutions which exist to serve them.**
6. **Provide adequate funding to ensure that CLSC's are better equipped to meet the increasing demands of serving an elder English-speaking population through services provided through homecare**

Access to English Language Education:

Historically, as a society, Quebec has evolved through the perspective of two linguistic communities, English-speaking

and French-speaking Quebecers. Each community has a unique culture and tradition, which are communicated and transmitted to its youth through its own educational institutions. The sustenance and vitality of these institutions are therefore crucial for the survival of respective communities. The English-speaking community accepts the need for measures conducive to development and protection of the French language in Quebec. But all legislative measures should not violate fundamental human and democratic rights of individuals whose valuable contribution to the development of Quebec has been acknowledged in the preamble of CFL.

Alliance Quebec views schools as fundamental tools for the vitality and development of the English-speaking community in Quebec. It is through our schools that we educate our youth and transmit the history and traditions of our community while, at the same time, encouraging them to seek opportunities for their future in this province. It should be pointed out, with a degree of pride, that our schools, recognizing the importance of French as the language of Quebec's majority linguistic community, even before Bill 101 was enacted in 1977, initiated new programs and learning strategies to make English-speaking children and young people fluently bilingual and bicultural in order for them to meet the challenges of Quebec's evolving society. By doing so, our schools demonstrated the will of the English-speaking community to be part and parcel of the emerging movement towards asserting the importance of the French language not only in Quebec but also throughout the country by exporting the idea and the know-how of the French Immersion Program, the popularity of which is indisputable.

Currently, all English language school boards encourage and provide intensive French Immersion programs in their schools. In some schools, at certain levels, as much as 100% of instruction is in French and given mostly by French-speaking educators. One has simply to visit school board offices and schools to find out the extent of use of French in communication among the officials and the employees. These are the realities that must be focused-on and accepted as tangible efforts on the part of the English-speaking community as active participants in measures towards the development of French language. Our community poses no threat to the status of French language. Albeit, the English-speaking community does feel threatened and unduly mistreated as a minority in Quebec.

Our schools are instruments of cultural sustenance and development. Access to them by English-speaking children is central to the integrity and vitality of our school system and the future of our community. The Task Force on English Education in 1992 reported that student enrolment in English schools declined by 57%, from 250,000 to 108,00. In 1999, approximately 103,987 were enrolled in English schools. According to statistics 90% of Quebec public school students attend French language schools. Among them, according to the statistics provided by the Ministry of Education, currently 17,313 students with certificates of eligibility are attending French schools, and of all the applications for eligibility to attend English language schools only 122 were rejected on various grounds.

These facts and figures ought to give you ample justification for the need to reexamine and reevaluate restrictive provisions of Chapter VIII of the Charter of the French Language, specifically in view of:

1. The principles of *fairness and openness* as articulated in the preamble of the Charter of the French Language, that *whereas the National Assembly intends to pursue this objective (to see the quality and influence of the French language assured) in a spirit of fairness and open-mindedness, respectful of the institutions of the English-speaking community in Quebec. Further assuring that intentions are in keeping with a new perception of worth of national cultures in all parts of the earth, and of the obligation of every person to contribute in its special way to the international community.*
2. The decision of the Supreme Court of Canada, in 1984, upholding the decision of the Quebec Court of Appeal that Chapter VIII of Bill 101 and two regulations adopted pursuant to the provisions of Chapter VIII to be of no force or effect in so far as they are inconsistent with that part of s.23 of the Canadian Charter of Rights and Freedoms which is in force in Quebec. It was also stated that Chapter VIII of Bill 101 has the effect of denying

or abolishing these rights, and this is not authorized by s.1 of the Charter; also, that *the Court cannot accept the argument that the denial of certain individual rights can be justified as a consequence of the limitation of collective rights: the Quebec clause must therefore give way.* AHas it is the QUESTION needs to answered openly and factually.

3. The Quebec government as a signatory of the *Convention on the Rights of the Child* has an obligation to abide by the provision of Article 30, which states that in those states *in which ethnic, religious or linguistic minorities or persons of indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practice his or her own religion, or to use his or her own language.*

In view of these realities, it behooves the Government of Quebec, to fulfill its constitutional obligation as specified in Section 59(2) of the Constitution of Canada and to allow its English-speaking minority to benefit from the provision of s.23.1 (a), which states:

Citizens of Canada whose first language learned and still understood is that of English or French linguistic minority population of the province in which they reside ... have the right to have their children receive primary and secondary school instruction in that language in that province.

It is unconscionable to think that the Quebec government would deny its linguistic minority community rights which are granted the linguistic minority communities in other provinces, as provided for by the Constitution of Canada.

Ethnic Groups and Refugees

The progress of immigrant children in Quebec who have participated in French language training is encouraging. Of students who entered kindergarten (at age 5) in 1990 and participated in the training, 70.6 per cent are at the same level as their non-immigrant counterparts five years later; 26 per cent are behind one year, while 3.4 per cent are behind two years. On the other hand, immigrant children entering the school system during the primary years (6-11 years of age) and who also participated in the language programs did not fare as well; five years later, 1995, 37 per cent were keeping up; 40.2 per cent were behind one year, and 22.8 per cent lagged behind two years.

Students arriving during secondary school years who required measures to assist them in acquiring the language of instruction had even more difficulty: after five years in the system, over 95 per cent had fallen behind.

These statistics are not at all encouraging. Failure to do well in the language of instruction has considerable negative consequence on content courses as well. Besides, English-speaking students not having the same facilities for the development of their mother tongue as their counterpart in English language schools are doubly penalized- insufficient skills in both official languages of Canada.

Alliance Quebec recommends that the ministry of education should take necessary measures and provide necessary financial resources needed to improve learning of both languages - French and English - for the English-speaking students who are forced to attend French language schools.

On the subject of education, Alliance Quebec strongly urges the Commission on the Estates General on the status and the future of the French language and the government of Quebec to examine and evaluate factual justification and the impact of the provisions contained in Chapter VIII of the Charter of the French Language on the English-speaking children and their community.

Alliance Quebec urges the Commission to seriously consider the following recommendations:

1. **That the National Assembly of Quebec, act in accordance with the obligations as specified in Section**

59(2) of the Constitution of Canada and enact legislation authorizing the Government of Canada to repeal Section 59(1) of the Constitution considering the same National Assembly, in accordance with the provision of the preamble of the Charter of the French Language, is committed to the principle and spirit of fairness and open-mindedness.

- 2. That the government of Quebec, considering the decisions of the Supreme Court of Canada in cases involving the minority education language rights take measures to align provisions of Chapter VIII of the Charter of the French Language in accordance with those decisions of the Supreme Court.**
- 3. That section 73.5 a child whose father or mother was residing in Quebec on 26 August 1977 and had received elementary instruction in English outside Quebec, provided that that instruction constitutes the major part of the elementary instruction he or she received outside Quebec be amended to read:
A child whose father or mother is residing in Quebec and had received elementary instruction in English outside Quebec.**
- 4. That the regulation in respect to temporary stay be amended to allow children of Canadian citizens coming from elsewhere to stay in Quebec temporarily to receive English language instruction provided elsewhere the children were receiving English language instruction**

We must emphasize that these recommendations ought to be considered in light of the reply of the Quebec Minister of Education to the Sixth Consultation of UNESCO Member States on Implementation of the Recommendation Against Discrimination In Education. The following excerpts from the report are quite specific and relevant:

Section 10 of the Quebec Charter of Human Rights and Freedoms provides that

*Every person has a right to full and equal recognition and exercise of his or her human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, religion, political convictions, **language**, ethnic or national origin.*

General Concerns of the English-speaking Communities:

Quebec's English-speaking people have a right to be doubtful about this government's intentions in reviewing the status and the future of the French language and in contemplating changes to the Charter of the French language. The "linguistic peace" often referred to by Members of the Parti Quebecois was bought at the price of limits to some of our most cherished rights, including freedom of expression and the freedom to choose where to send our children to school. Since the province's first language laws were adopted some 30 years ago, hundreds of thousands of our community's best and brightest have left the province, robbing us of almost an entire generation of young, educated, dynamic people.

Since the inception of this language legislation, English-speaking Quebecers who chose to remain in the province have stoically endured an aggressive legislative and administrative program to ensure the growth and enhancement of the French language, including the introduction of a language law complaint system based on secretive confidentiality, the electronic publication of language-rule contraventions, and a seemingly arbitrary standard for application of language rules.

Protection of municipal institutions and acquired rights

Among the greatest of concerns to Quebec's English-speaking population at this time, is the enormous impact the provincial government's municipal reform plan on the Island of Montreal will have on our communities. By passing Bill 170, the government of Quebec immediately reduced the number of municipalities with official bilingual status on

the Island of Montreal from 14 to 9.

In Quebec, a municipality is prohibited by law from providing certain services in English or requiring English competence from its employees on a general basis unless recognized as having bilingual status under section 29.1 of the Charter of the French language. Such status was only conferred on a municipality that had a majority of non-francophones in 1977. By eliminating many of these municipalities and transferring powers away from municipalities to a mega-city, Bill 170 will ultimately serve to take powers away from our bilingual institutions and reduce if not completely eliminate bilingual services to Quebec's linguistic minority community.

The 15 municipalities with bilingual status in the Montreal area are to be merged into a "French City" (*article 1, an act to reform the municipal territorial organization of the regions on Montreal, Quebec and the Outaouais*). To name simply a few services, tax services and the municipal court would be run by the mega-city and there would be no more bilingual services automatically provided. The right of bilingual municipalities to automatically require English as a job skill will not apply to any employee hired by the central city. As an example, the borough of Hampstead, Cote St. Luc and Montreal West currently has 21 elected officials, all of whom are English-speaking (18 councillors and three mayors). In the mega city it will have 2 of 71 Montreal councillors meaning that representation at the elected level from the predominantly English-speaking community will be significantly reduced.

Raising the bar for bilingual status

Bill 171 amends the Charter of the French Language and defines for the purpose of official bilingual status of a borough or municipality, the threshold of a minimum of 50 per cent Mother tongue English speakers. Prior to this amendment the law set the threshold at 50 per cent users of a language other than French. In many jurisdictions around the world, the threshold for minority language usage is significantly lower than Quebec's. Finland, as an example, allows for bilingual status for institutions at a level of 8 per cent minority language use. Twenty years ago, this threshold was reduced from 10 per cent usage because the country's second largest city, Turku, was in danger of dropping below the minority language population threshold. There is also a gray zone where if a community drops below 8 percent it stays bilingual until it reaches 6 per cent . Bilingual services are also based on a minimum population number that is currently set at 3,000 people.

To cite an example closer to home, in Ontario, there are currently 16 administrative regions with guaranteed bilingual services based on 10 per cent minority language usage Quebec is the only free and democratic jurisdiction that prohibits under penalty of law, the offering of services in a language other than the language of the majority linguistic community.

Alliance Quebec is calling on the government of Quebec to amend the Charter of the French Language to accord bilingual status to institutions or municipalities with 10 per cent English-speaking residents and that institutions with less than 10 per cent minority language usage be accorded bilingual status if a resolution expressing their desire to be so recognize is passed by their Council.

The English communities' right to grow and flourish

Members of Quebec's English -speaking minority are not "colonialists", nor are they "assimilationists" and our community should not be viewed as an entity that threatens the future of French speaking Quebec. Members of Quebec's English-speaking minority work hard with and within public institutions to correct imbalances in job-equity and access to health and social services. These initiatives must be publicly applauded and supported and any

repudiation of these initiatives as "war machines against the French Language" or the beginnings of "rampant bilingualism" must be condemned.

Where legislative exigencies exist (IE bill 86), the government of Quebec must vigorously promote the full and equal protection of individuals and businesses and their right to self-expression under the law. For the Premier of Quebec to suggest that commercial enterprises that put up English commercial signs completely within the statutes of the law are threatening linguistic balance is unacceptable.

Only by accepting freely and publicly the English-speaking community's right to grow and flourish can true equality be achieved. Only by accepting English as the common and public language of an integral sector of Quebec society and not a "disfiguring mark" can meaningful linguistic protection be assured, for both French and English speakers.

Given these factors, we strongly urge the Commission to recommend to the provincial government to

- Ensure that any discussion of changes to the province's linguistic legislation are in the context of positive support measures. The English-speaking people of Quebec will not allow more coercive measures for the protection of another language and culture to rob us of the future of ours.
- Make English-language services available at all levels of government and protect English-speaking municipal institutions.
- Reduce the threshold for bilingual status of institutions to ensure the minority does not have to be the majority to have equal rights within an institution. Ensure that the definition of the English-speaking community is not limited to those who have English as their mother tongue but rather includes everyone who chooses to identify themselves as part of the community.
- Accept that the English-speaking community has a right to grow in Quebec

General Concerns of the English-speaking Communities:

The English-speaking community is an integral and essential part of Quebec society. Members of our community have participated fully in all aspects of societal endeavour in this province, including the drafting of legislative protection for the unique situation of the French language in North America and its definition under the rule of law and universal human rights.

It is in this context and in the spirit of open dialogue and cooperation that Alliance Quebec chose to present our concerns to this commission, despite changes made to the Charter of the French Language by the Parti Quebecois government before this august body has completed their mandate and presented recommendations.

Alliance Quebec chose to participate in this initiative because we continue to believe that the vast majority of Quebecers, regardless of mother tongue, believe in the continued, strong existence of a vital and vigorous English-speaking community in this province.

Recommendations:

Employment Equity & Youth Development:

1. The needs and concerns of English-speaking Quebecers should be identified and addressed in any legislation which will have an impact on employment equity and youth development.

2. In an effort to ensure the Quebec civil service is more representative of the community it serves, and that English-speaking Quebecers have access to employment opportunities at all levels of government, every effort should be made to recruit civil service employees from the English-speaking community. Such an effort could be done by posting positions and information in English-language newspapers, universities and employment centres targeted at English-speaking people. In addition, recruitment material should be made available in English as well as French to make English-speaking people feel that they are welcome. We obviously have no objection to requiring good knowledge of French for positions in the civil service but recruiting materials should be as welcoming as possible and publishing English versions of them is an important symbol. Moreover, we would recommend that a number of people be hired to do recruitment from the targeted communities.
3. The Quebec government should make every effort to provide French language training as a job skill for English-speaking Quebecers throughout the province. Whether or not people learn sufficient French in their formal education to come to the job market, they should be allowed the opportunity to perfect that job skill, with full government assistance. More French-language training needs to be implemented in English institutions at the high school, CEGEP and university levels. Free French language training through Human Resources Development is urgently required and specific areas of the province can be targeted immediately.
4. Furthermore, with respect to all government positions, The knowledge of French that applicants are required to have should not exceed the requirements of the position in question and the process should allow for the development of job specific vocabulary. Often, English-speaking people are bilingual but lack specific French vocabulary relating to the work force. Applicants should receive a probationary period to master this vocabulary.
5. Every effort should be made to provide English language technical and vocational training throughout the province. The government should re-examine technical and vocational training programs which have been seriously hindered due to budget cuts. The courses offered through this system should be re-examined and restored to full capacity in rural regions. These courses should be offered across regional and linguistic barriers.
6. Financial support should be given to those organizations formed by the English-speaking community geared toward keeping our young people in this province and finding them employment.
7. The job testing for professionals should be administered and the necessity for it determined by the respective professional order concerned such as the College of Physicians or the Bar of Quebec not by the OLF.
8. All decisions about language requirements for positions in the private sector should be decided by the private corporation involved not by government. It is absurd within the international economy we live in for government to second-guess private business on matters of requirements for positions that government knows nothing about.
9. Efforts should be made to ensure that Canadian students from other provinces can come here and be educated in our university system at affordable rates and have the opportunity to stay here thereafter and contribute to the English-speaking community and Quebec society. It is absurd that students coming here from some other countries have lower tuition than students from other Canadian provinces

Access to English Language Health and social services

1. The Provincial Government should monitor the delivery of English-language health and social services to determine if the Health and Social Services Access Plans are being properly implemented across Quebec.
2. Revisit language testing for health care professionals and institute a testing formula whereby health care professionals receive language testing which reflects the population they serve. In addition, all testing should be administered through the College of Physicians or the health care institution itself.

3. Provide Government supported on-the-job language training for all health care professionals.
4. The Charter of the French language should be amended to ensure that:
 - a) The right of a patient to receive health and social services in his or her language should supercede language politics and the right of the worker to work in French.
 - b) To better meet the needs of the English-speaking community, Institutions that serve a population where more than 10% of their clientele is non francophone should be designated as bilingual.
5. Provide Health Care Coordinators for the English-speaking community as per the Canada Quebec Entente. English-language Health Care Coordinators play a vital role in ensuring the English-speaking community has proper access to English-language health and social services and serve as liaison between the community and the institutions which exist to serve them.
6. Provide adequate funding to ensure that CLSC's are better equipped to meet the increasing demands of serving an elder English-speaking population through services provided through homecare

Access to English Language Education

1. That the National Assembly of Quebec, act in accordance with the obligations as specified in Section 59(2) of the Constitution of Canada and enact a legislation authorizing the Government of Canada to repeal Section 59(1) of the Constitution considering the same National Assembly, in accordance with the provision of the preamble of the Charter of the French Language, is committed to the principle and spirit of fairness and open-mindedness.
2. That considering the decisions of the Supreme Court of Canada in cases involving the minority education language rights take measures to align provisions of Chapter VIII of the Charter of the French Language in accordance with those decisions of the Supreme Court.
3. That section 73.5 a child whose father or mother was residing in Quebec on 26 August 1977 and had received elementary instruction in English outside Quebec, provided that that instruction constitutes the major part of the elementary instruction he or she received outside Quebec be amended to read:
A child whose father or mother is residing in Quebec and had received elementary instruction in English outside Quebec.
4. That the regulation in respect to temporary stay be amended to allow children of Canadian citizens coming from elsewhere to stay in Quebec temporarily to receive English language instruction provided elsewhere the children were receiving English language instruction.
5. We must emphasize that these recommendations ought to be considered in light of the reply of the Quebec Minister of Education to the Sixth Consultation of UNESCO Member States on Implementation of the Recommendation Against Discrimination In Education. The following excerpts from the report are quite specific and relevant:
6. Section 10 of the Quebec Charter of Human Rights and Freedoms provides that `Every person has a right to full and equal recognition and exercise of his or her human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, religion, political convictions, language, ethnic or national origin.
7. Alliance Quebec recommends that the ministry of education should take necessary measures and provide necessary financial resources needed to improve learning of both languages - French and English - for the English-speaking students who are forced to attend French language schools.

General Issues of Concern:

1. Ensure that any discussion of changes to the province's linguistic legislation are in the context of positive support measures. The English-speaking people of Quebec will not allow more coercive measures for the protection of another language and culture to rob us of the future of ours.
2. Make English-language services available at all levels of government and protect English-speaking municipal institutions.
3. Reduce the threshold for bilingual status of institutions to ensure the minority does not have to be the majority to have equal rights within an institution. Ensure that the definition of the English-speaking community is not limited to those who have English as their mother tongue but rather includes everyone who chooses to identify themselves as part of the community.

Accept that the English-speaking community has a right to grow in Quebec.

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• 1980 Sherbrooke Street West Suite 830 •
• Montreal, Quebec H3H 1E8 •
• Phone: (514) 932-3292 • FAX: (514) 932-3917 •

[Webmaster](#)
alliance
quebec