



2021-2022

ANNUAL REPORT





ABOUT US

Réseau Santé en français au Nunavut (RÉSEFAN) is a non-profit organization dedicated to the health of Francophones in Nunavut. It accomplishes its mission by promoting health and well-being and supports access to health services adapted to the language and cultural diversity of Nunavut's Francophone population.

RÉSEFAN is considered an expert in health care accessibility in its language through the implementation of innovative solutions. It is also a community leader through its dynamic partnerships and initiatives that promote health and well-being for Francophones in Nunavut.

The year 2019 marked the RÉSEFAN's 15th anniversary. The RÉSEFAN was created in 2004 as part of the establishment of French-language health networks in Francophone and Acadian minority communities outside Quebec, and was incorporated in 2009.

The RÉSEFAN is one of 16 regional, provincial and territorial French-language health networks that are bringing together partners interested in improving access to French-language healthcare services in all provinces and territories where French is not the majority language.

The RÉSEFAN receives most of its funding from Health Canada through the *Société Santé en français* (SSF). This funding is provided through the Canadian government's *Action Plan for Official Languages – 2018-2023: Investing in Our Future*.

The SSF and the 16 French-language health networks all participate in the [Healthbound 18-23: Toward Access](#) programming, with a view to building up capacity within communities and healthcare systems across Canada. This programming enables the SSF, the 16 French-language health networks and their partners to support and share the expertise and practices they have developed over the years.



* This initiative is funded by Health Canada through the Société Santé en français as part of the Action Plan for Official Languages 2018-2023 : Investing in Our Future.

The opinions expressed herein or in the referenced documents or information do not necessarily reflect those of Health Canada.

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A MESSAGE FROM THE PRESIDENT

In a couple of ways, the year 2021-2022 was a landmark for the RÉSEFAN and for the implementation of this fourth year of the *Healthbound 2018-2023: Toward Access* program. First, the team implemented a record number of projects on behalf of the organization, including 3 mandates and 9 projects. Second, as you will see in the Financial Statements at the back of the Annual Report, RÉSEFAN recorded the highest ever income stream since its inception, across all budget envelopes. The President and Board of Directors were very pleased with these results. This obviously required a significant time commitment by all involved, but seeing the community impacts and the consequences of our actions, our activities and our projects has made us proud of our involvement and provided us with a sense of accomplishment.

CNFS REGIONAL PARTNER FOR NUNAVUT: A NEW MANDATE BASED ON RECOGNIZED EXPERTISE

RÉSEFAN has been providing the Welcoming and professional integration service (SAIP), a Northern internship program in health and social services, since 2015. By the end of 2021-2022, a total of 67 health and social services trainees and medical residents had come to Nunavut through SAIP. On the strength of this expertise in organizing internships in cooperation with post-secondary training institutions, RÉSEFAN completed its first year as a [*Consortium national de formation en santé \(CNFS\) regional partner for Nunavut.*](#) The CNFS regional partners operate in provinces or territories where no college or university offers French-language health care programs.

This new mandate, along with organizing internships, enables us to provide health and social services professionals with continuing education opportunities developed by French-language colleges and universities across the country and to promote the various

CNFS components' health care programs to Francophone and Francophile high school students. Together, the SAIP and the CNFS regional partner mandate in Nunavut square the circle that makes French-language health and social services training in Nunavut such an attractive, rich and vibrant proposition. We welcome this mandate with pleasure, as it is a perfect fit for RÉSEFAN.

ADOPTING POLICIES TO REINFORCE OUR GOVERNANCE

The year was also marked by two important RÉSEFAN governance projects. The organization adopted a *Workplace Harassment, Discrimination and Violence Policy* through a project led by the Nunavut Law Society and funded by the federal Department of Justice. The Board of Directors also worked on the RÉSEFAN reserve file and developed a *Risk Management Policy*. These two policies not only reinforce our governance, but also enable us to consolidate our organization to ensure it remains efficient and effective over time.

Lastly, our Executive Director announced his resignation, to take effect in July of 2022. As a result, we have set up an *ad hoc* Selection Committee to hire a new Executive Director. I would like to acknowledge Jérémie's contribution over the past three years. He is an inspiring individual who has made our involvement as administrators both stimulating and positive. Although his departure is a sad occasion, we are very happy to have had him in our ranks these past few years. Thank you and good luck, my dear!

I also want to thank my fellow Directors for their significant contributions. Thanks also to the RÉSEFAN team, Marie-France and Denis, as well as our partners. Together, we are creating a space that makes a difference so that every member of our community can take full advantage of the available French-language health care services!



Christelle Sessua

President

A MESSAGE FROM THE EXECUTIVE DIRECTOR



Despite a few pandemic-related containment episodes in our community, we were gradually able to resume in-person activities this year, a salve for the social fabric of the community that has been greatly affected by the pandemic. One of the things I observed during the year in relation to our income stream and the specificities of our financing is that RÉSEFAN is implementing not 11 projects, but actually 3 mandates and 9 projects.

This is not a question of semantics. Our mandates are levers designed to affect *community development*, namely the process involving voluntary cooperation, mutual aid and social connectedness within the Franco-Nunavummiuq community and local health and social services institutions to promote health and an improved access to health care services adapted to our language and our diversity. Our projects, on the other hand, represent specific and time-sensitive measures designed to result in very specific outcomes. Together, our mandates and projects contributed this year to the implementation of our 2018-2023 Strategic Plan, to our credibility with our partners and to grounding our organization in the Francophone community.

INTERSECTORAL ACTION TO INFLUENCE HEALTH AND WELL-BEING

Intersectoral action also enabled us to reinforce our effectiveness and produce tangible results to influence the health and well-being of the members of our community. Good examples of this include the [*Capacity building for a healthy welcoming of Francophone immigrants projects*](#), which involve the AFN, Carrefour Nunavut, the CSFN, the [*Nunavut early childhood health*](#), which involves the AFN and the CPE Les Petits Nanooks, and the Café de Paris language training sessions that are held in partnership with Carrefour Nunavut. Intersectoral action is the result of the RÉSEFAN's mature partnerships. It requires a collaborative approach to leadership and flexibility, which I have been delighted to witness this year.

THE CONCLUSION OF TWO SANTÉ EN FRANÇAIS PROJECTS FOR 2018-2023

Our *Telemedicine in Mental Health* project and *Interpretation and Coaching* pilot project both ended in September, signaling the end of the Santé en français projects funded by Health Canada for the five-year period covered by the *Action Plan for Official Languages 2018-23: Investing in our future*. These two projects enabled us to reinforce sustainable access to French-language health and social services for the population. Although the RÉSEFAN wasn't able to position itself for the second phase of the Santé en français projects for 2021-2023, I can only hope that Health Canada's criteria for 2023-2028 will allow the Franco-Nunavummiq community to benefit from project funds to support its development so that everyone can take full advantage of the available French-language health care services.

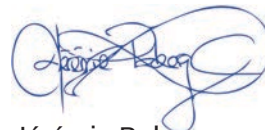
OBSERVE, MAINTAIN, CONSOLIDATE AND DEVELOP

When I became RÉSEFAN Executive Director, I had a clear understanding of the situation I was getting myself into, of the leadership I wanted to demonstrate and of the expertise I could bring to implementing our Strategic Plan. I wanted to put my 8 years of experience in health and social services and in knowledge mobilization to use in helping the Franco-Nunavummiq community and the organization. With great humility and much pragmatism, I observed, I maintained, I consolidated and then I developed our projects and measures in order to make progress and produce positive results for our partners and

the community. Believe me, it's a job that has brought me a great deal of pleasure. I am now handing over the reins of an organization that is in good health and well positioned to continue its development.

In exchange for my work of the past three plus years, you have given me the richest and most significant community development experience of my professional career. I am therefore extremely grateful to you and I feel privileged for the trust you have placed in me and for the work we have done together throughout my term. I am leaving with a sense of accomplishment, although I'm sure this is not goodbye!

In closing, I would like to thank the Board of Directors for their trust and their compliance with my administrative guidance, and for sharing and enriching them and the vision of French-language health care services in Nunavut. I would also like to thank my two RÉSEFAN colleagues, Marie-France and Denis, as well as our partners. I leave you with these words that reflect the spirit in which I am bringing my term to an end: "Living in a minority situation means being an ambassador for one's language and identity on a daily basis!" Thank you! Thank you! Thank you!



Jérémie Roberge
Executive Director

BOARD OF DIRECTORS



Christelle Sessua
President



Omanola Djalogue
Vice-President



Collins Tagnigou
Treasurer



Alexandra Ross
Secretary



Dorine Dounla
Administrator

TEAM MEMBERS



Jérémie Roberge
Executive Director
(as of May 2019 to
July 2022)



Marie-France Talbot
Project Coordinator
(as of August 2019)



Denis Géliveau
Finance Manager
(as of 2013)

RÉSEAU SANTÉ EN FRANÇAIS AU NUNAVUT

(NUNAVUT FRENCH-LANGUAGE HEALTH NETWORK)

« Engage with our partners, implement innovative solutions, support accessibility! »

VISION

RÉSEFAN is a recognized leader that is engaged in the community. Therefore, it is a partner of choice for the development and implementation of structuring initiatives in healthcare, both at the territorial and national levels.

VALUES

- » **RESPECT:**
through consultation, listening and inclusion.
- » **LEADERSHIP:**
through innovation and vitality.
- » **EQUALITY:**
for all Nunavummiut.

OUR MANDATES

- » Networking
- » Coordination of the Nunavut Early Childhood Health project
- » Consortium national de formation en santé (CNFS) regional partner for Nunavut

OUR PROJECTS

- » Telemedicine in mental health
- » Interpretation and support – pilot project
- » 2021-2022 Health and social services scholarship and recognition program in support of skill development and active offer of French-language services
- » Welcoming and professional integration service (SAIP), Internships 2021-2022
- » 2022 Medical research internships in support of primary health care knowledge development in rural, minority and remote areas
- » 2021-2022 Café de Paris: an adapted language training to support the active offer of French-language services by health and social services professionals in Iqaluit
- » Strengthening Capacities for a Healthy Welcoming of Francophone Immigrants
- » Franco Doc
- » Franco Santé

NETWORKING

Networking is the heart of Société Santé en français actions. Five kinds of partners are essentials to health systems transformation: policy makers, health practitioners, health managers, academic institutions and communities. We support the implementation of our programming, services and projects by engaging with our partners.



30 requests for support and guidance

from the community, health and social services professionals, students, the media and the research community

50 partnerships and support services

in five different areas

Participation in key community proceedings and events:

- City of Iqaluit general registration
- Iqaluit Open House as part of the Welcoming Francophone Communities initiative
- Francophone Entrepreneurs Gala
- Economic Forum
- Issue tables 975 and 979

Initiation of four knowledge mobilization initiatives and support for sharing 11 other knowledge mobilization events

- Issue table involving Franco-Nunavummiut organizations and the Department of Culture and Heritage Official Languages Division (new for 2021-2022)
- Member of the Iqaluit Welcoming Francophone community advisory committee, led by Carrefour Nunavut
- Francourse 2022 partners

COMMUNICATION

INVOLVEMENT AND OUTREACH



- 521 Facebook page subscribers @resefan, a 17% increase
- 223 posts on our projects and activities
- 1054 “Likes”
- 118 instances of publication sharing

ALL NUNAVUT FRANCOPHONES ARE MEMBERS OF THE RÉSEFAN

- Our mailing list includes 60 members

WEBSITE VISITS RESEFAN.CA

- A total of 3,714 users, including 3,699 new users
- 2,344 users in Canada, mainly from Montréal, Toronto, City of Québec, Iqaluit, Ottawa and Gatineau.



Register on our website

DIRECTORY OF HEALTH AND SOCIAL SERVICES PROFESSIONALS

All Francophone and Francophile health and social services professionals can register voluntarily and at no charge to have their information included in the Directory in order to advertise their ability and willingness to actively offer French-language healthcare services to the Nunavut Francophone community, in either the public or the private sector. Partners working in the promotion and wellness sector can also register.

Over 30 professionals and contact persons are currently listed!

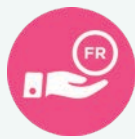
AVAILABLE ONLINE

Répertoire des professionnels de la santé et des services sociaux francophones et francophiles

Healthbound 18-23: Toward Access

Programming

The Société Santé en français, the French-language health networks and their partners are working together to achieve the five programming goals set out in [*Healthbound 18-23: Toward Access*](#):



Accessible, adapted and actively offered French-language health services and programs in Canada.



Mobilized, equipped and valorized human resources offering French-language health services.



Health establishments, programs, and policies demonstrate the capacity to offer quality and safe French-language health services in accordance with language of service standardslinguistique.



Systematic collection of the language variable by provinces and territories, thereby providing access to evidence-based planning and decision-making



Francophone and Acadian minority communities become engaged and equipped to take charge of their health and well-being in French.

The following pages will introduce the reader to our mandates, including our brand-new mandate as CNFS regional partner for Nunavut and the nine projects implemented by the RÉSEFAN. The colour-coordinated titles identify the goals that are referenced in these projects.

NATIONALLY AND HERE AT HOME: SETTLING INTO OUR ENVIRONMENT AND ADDRESSING OUR REALITY

The projects being implemented by the RÉSEFAN are based on the report entitled [*Implementation of the Official Languages Act: Priorities of the Francophone Community of Nunavut regarding French Services*](#), published in March 2015 by the Government of Nunavut Department of Culture and Heritage and the [*If You Cannot Communicate with Your Patient, Your Patient is not Safe*](#) report produced by the Office of the Languages Commissioner of Nunavut in October 2015. Both of these reports mentioned the importance of providing healthcare and social services to individuals in their mother tongue in order to reduce the risk to patient safety. The RÉSEFAN's projects are designed to address the various recommendations from these reports together with the health care system and our community partners in order to improve access to French-language healthcare services for the Nunavut Francophone community by continuously emphasizing the issue of official languages equity for all Nunavummiut.

Through its networking model, the RÉSEFAN's mandates and projects also address:

- Developing public and private sector telemedicine services in the area of mental health;
- Supporting the creation of an interpretation and support system for the health care system, mainly in Iqaluit;
- Promoting early childhood health, mainly for children to the age of 6 and during the prenatal and postnatal stages;
- Building partnership capacity in the settlement, education and health and social services sectors to foster a healthy welcome for Francophone immigrants;
- Promoting the active offer of French-language services and recognizing health and social services professionals; and
- Attracting and recruiting future health and social services professionals through internships in partnership with post-secondary education institutions.

Taken as a whole, these mandates and projects endeavour to establish positive working relationships with our public sector, private sector and community partners so that the members of the Franco-Nunavummiut community can fully maintain their health in their mother tongue.





MANDATE EARLY CHILDHOOD HEALTH

MANDATE GOAL:

The RÉSEFAN is coordinating the *Early Childhood Health project* in Nunavut. In doing so, it supports the proponents, programs and promotional initiatives in the area of early childhood health and helps address the needs and assists with reducing health inequalities in official language minority communities.

MANDATE OBJECTIVES:

To plan culturally and linguistically relevant comprehensive interventions and health promotion programs to improve the health and development of newborns to 6-year-olds and their families.

To improve access to early childhood healthcare promotion programs in order to reduce inequalities in early childhood healthcare in these communities.

PROJECT DURATION:

5 years (phase 1: September 2019 to March 2022; phase 2: April 2022 to March 2024)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- [*Community Services Plan for Francophone Early Childhood Health in Nunavut*](#)
- Community events targeting children and parents will be introduced to enhance support for healthy child development.
- Capacity-building activities will be developed to assist community practitioners in improving their knowledge and the skills required for planning and implementing prenatal and early childhood development activities.

PARTNERS AND CONTRIBUTORS:

- Department of Education, Early Childhood Resources Division
- Francophone organization issue tables (nos. 979 and 975), with the support of the Association des francophones du Nunavut
- Community partners that are promoting projects: the Centre de la petite enfance Les Petits Nanooks, the Regroupement des parents francophones du Nunavut (RPFN) and the Association des francophones du Nunavut (AFN)
- Réseau TNO Santé (Northwest Territories)
- Partenariat communauté en santé (Yukon)

ACHIEVEMENTS:

- Worked across the territory with the Réseau TNO Santé des Territoires du Nord-Ouest and the Partenariat communauté en santé du Yukon to promote early childhood webinars and organized a meeting to introduce West-North projects in February 2022.
- Organized a meeting of the Selection Committee in charge of choosing multi-year projects receiving community funds in 2022-2024.
- Produced three short videos during the pandemic lockdown to support the benefits of exercise in children, with the participation of the AFN.
- Followed up with promoters on project rollouts.
- Implemented three project surveys on the 2019-2022 benefits.
- Registered the Early Childhood Health project with issue tables 975 and 979.
- Planned two multi-year projects financed through community funds for 2022-2024:
 - Capacity building with the Regroupement des parents francophones du Nunavut (RPFN)

and activities programming for parents and their children to age 6 for 2022-2024

- Mini-Sila 2022-2024 (outdoor programming at Les Petits Nanooks, the Centre de la petite enfance daycare)

SUCCESS STORIES:

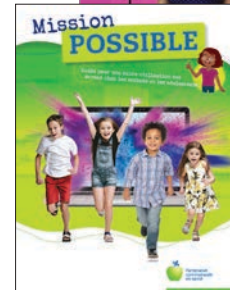
- Worked with the RPFN and AFN to host a nutrition-themed conference with Madonna Achkar, nutritionist and regional outpatient dietitian with the Government of Nunavut Department of Health on November 28, 2021.
- Organized the 2022 Nunavut Early Childhood Health Forum on February 26, 2022, with 18 participants.
 - Gave two presentations on the RPFN and Les Petits Nanooks Centre de la petite enfance projects.
 - Organized two themed conferences:
 - Childhood Trauma and Resilient Factors with Daniel Afram, trauma



counselor and director of the Umingmak Centre

- Toddlers' Sense of Personal Skills with Dr. Isabelle Fournier, neuropsychologist and psychotherapist
- Following an unforeseen pandemic-related event, the RÉSEFAN planned a project to adapt two early childhood magazines developed by its Yukon Community Health Partner:

- [At the Heart of Children's Emotions](#)
- [Mission Possible – A Guide to Healthy Screen Use in Children and Teens](#)





MANDATE CNFS REGIONAL PARTNER FOR NUNAVUT

MANDATE GOAL:

The regional partners of the Consortium national de formation en santé (CNFS) operate in provinces or territories where no college or university offers French-language health training programs.

MANDATE OBJECTIVES:

To support the training (postsecondary health training, recruitment, retention and language training) provided to health and social services professionals to improve their ability to serve official language minority communities.

To support the implementation of innovative projects and internships to improve access to health care services for official language minority communities.

PROJECT DURATION:

1 year (April 2021-March 2022 –
Funded on an annual basis)

**INITIATIVES AND BENEFITS FOR
OUR COMMUNITY:**

- Promoting the CNFS French-language health training programs and recruitment of future students
- Developing occasional collaborations and projects with CNFS members
- Promoting the French-language health care continuing education sessions offered by CNFS members

- Partnering with CNFS member organizations to facilitate internship placement agreements with Nunavut health care facilities
- Assisting Nunavut students who are enrolled in CNFS health care programs in order to encourage them to return to their regions

PARTNERS AND CONTRIBUTORS:

- CNFS National Secretariat
- Association des collèges et universités de la francophonie canadienne (ACUFC)
- La Cité CNFS component
- University of Ottawa CNFS component
- Yukon CNFS Partners – Association franco-yukonnaise (AFY)
- Newfoundland and Labrador CNFS partners – Fédération des francophones de Terre-Neuve-et-Labrador (FFTNL)
- Northwest Territories CNFS Partners – Collège Nordique

ACHIEVEMENTS:

- Developed promotional materials for this new mandate, including a specific page on our website (<https://resefan.ca/cnfs/>).
- Introduced CNFS programs to Grade 11 and 12 students at École des Trois-Soleils.
- Promoted continuing education sessions (Professional Excellence Program conferences, mini medical school, etc.).
- Planned and conducted internships in health and social services with CNFS components (see SAIP, pages 22-23).

SUCCESS STORIES:

- Organized the first dental hygiene internship with La Cité CNFS.



CONSORTIUM NATIONAL
DE FORMATION EN SANTÉ

Partenaire régional au Nunavut
Réseau Santé en français au
Nunavut (RÉSEFAN)

- Reported on Franco-Nunavummiut community and Nunavut realities for other CNFS members and partners and for the CNFS-SN.
- Hosted an introductory evening presentation of the French-language health and social services programs available at La Cité and the University of Ottawa for Nunavut parents.

RESEFAN
RÉSEAU DE SANTÉ EN FRANÇAIS AU NUNAVUT

CONSORTIUM NATIONAL
DE FORMATION EN SANTÉ

ÉTUDIER EN SANTÉ :

➤ EN FRANÇAIS
➤ EN LIGNE

**LE RESEFAN, PARTENAIRE
RÉGIONAL DU CNFS**

RESEFAN.CA/CNFS/



TELEMEDICINE IN MENTAL HEALTH PROJECT

PROJECT INTENTION:

For Francophones to be provided with access to mental health services in their language.

PROJECT OBJECTIVE:

To promote access to public and private mental health services for Nunavut Francophones, including youth.

PROJECT DURATION:

3 years (April 2018-September 2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Access to mental health services using telemedicine or videoconferencing through the public healthcare system.
- Access to psychotherapy and counselling services using videoconferencing through the private sector.
- Dissemination of available services after implementation.
- Mental health issues training offered for the community and healthcare professionals.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, Mental Health Division
- Familio Saguenay Inc.
- Montreal Therapy Centre
- Embrace Life Council

ACHIEVEMENTS:

- Worked on an ongoing basis with the Department of Health Mental Health Division to identify a service provider and implement public mental health and counselling services.

- Implemented a system to access psychological and psychosocial consultation services via private videoconference with [Familio Saguenay Inc.](#) and the [Montreal Therapy Centre](#).
- Worked with Embrace Life Council on the French translation of *A Guide to Apps for Nunavummiut* and hosted the *Online Safety – What Parents Should Know* webinar on April 14, 2021, with five participants (available on our website, under the tab [Ressources – Vidéos et webinaires](#)).
- Produced and distributed the [Telemedecine in Mental Health Project Evaluation Report](#) in both English and French (available on our website, under the tab [Ressources - Documents et Rapports](#)).
- Produced the final project report for the Société Santé en français and Health Canada.

SUCCESS STORIES:

- Introduced psychological and psychosocial consultation services via private videoconference with [Familio Saguenay Inc.](#) and the [Montreal Therapy Centre](#) on June 16, 2021, with 15 participants (available on our website, under the tab [Ressources – Vidéos et webinaires](#)) and rolled out the promotional campaign to partners and the community.
- Discussed the issue of service availability on ICI Grand Nord (June 2, 2021) and ONfr – TFO (July 29, 2021).
- Between June 16 and November 30, six French-speaking people benefited from the new private services.





INTERPRETATION AND SUPPORT PILOT PROJECT

PROJECT INTENTION:

For the RÉSEFAN to support the implementation of a French-language interpretation system at Qikiqtani General Hospital, either through an interpreter or via telemedicine or by telephone.

For the RÉSEFAN to work to set up a French-language support system, using both telephone and email, for making appointments, following up on medical records or travelling for medical purposes.

PROJECT OBJECTIVE:

To increase the provision of French-language healthcare services to the Nunavut Francophone community.

PROJECT DURATION:

3 years (April 2018-September 2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Implementation of a support system, in particular the hiring of an interpreter for Qikiqtani General Hospital.
- Implementation of a telemedicine or telephone interpretation pilot project for Qikiqtani General Hospital.
- Implementation of a telephone and email pilot project to support French-language appointments, medical follow-ups or travel for medical purposes.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, through Qikiqtani General Hospital
- Accueil francophone (Thunder Bay)
- Can Talk

ACHIEVEMENTS:

- Worked with Qikiqtani General Hospital management to roll out the project.
- Promoted the Department's French-language interpretation and translation services to the community.
- Produced and distributed the [Evaluation report on the Interpretation and support project](#) in both English and French (available on our website, under the tab [Ressources - Documents et Rapports](#)).
- Produced the final project report for the Société Santé en français and Health Canada.



SUCCESS STORIES:

- Produced the report [Business case for promoting an offer of quality health service in the clients' mother tongue in Nunavut](#) in both English and French, in order to share best practices in interpretation, navigation and support for health and social services.
- Hosted a community webinar entitled *Discussion sur l'interprétation en santé* (discussion of the use of interpretation in health services) with Ms. Christine Bérubé, French-language interpreter and project accreditation officer with the Government of Nunavut Health Department and Ms. Angèle Brunelle, Executive Director of Accueil francophone of Thunder Bay on May 13, 2021, with 13 participants (available on our website, under the tab [Ressources - Vidéos et webinaires](#)).





PROJECT SCHOLARSHIP AND RECOGNITION PROGRAM IN HEALTH AND SOCIAL SERVICES (2021-2022): IN SUPPORT OF SKILL DEVELOPMENT AND THE ACTIVE OFFER OF FRENCH-LANGUAGE SERVICES

PROJECT INTENTION:

The RÉSEFAN is implementing a professional development, language training and recognition scholarship program to ensure that health and social services professionals are made aware of the importance of actively offering French-language services and that they are equipped and motivated to do so, while being confident in their abilities.

PROJECT OBJECTIVE:

To promote access to bilingual health and social services professionals for the Nunavut Francophone community.

PROJECT DURATION:

1 year (April 2021-March 2022 – Funded on an annual basis)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Awarding of a recognition scholarship to the winner of the Cœur de Lys prize.
- Awarding of a professional development scholarship and a language training scholarship to Francophone or Francophile health and social services human resources professionals.
- Recognition of recipients.

PARTNERS AND CONTRIBUTORS:

- Health and social services professionals
- Association des francophones du Nunavut

ACHIEVEMENTS:

- Implemented the Scholarship and recognition program.
- Implemented the sustainability plan for the *Human Resources Commitment to Health*

and Social Services project (completed in March 2020).

- Created an *ad hoc* selection committee to select scholarship recipients and manage the Cœur de Lys award nomination.
- Awarded scholarships and managed a communication and promotion campaign.

SUCCESS STORIES:

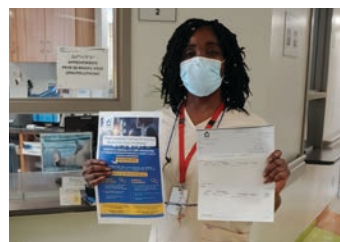
- The Cœur de Lys prize, along with the Recognition scholarship, was awarded to Dr. Hassan Khanafer, a family doctor working out of the Qikiqtani General Hospital and the medical clinic.
- The Professional Development scholarship was awarded to Charles Lagacé, who works as a chiropractor at the Iqaluit Chiropractic Clinic.
- The Language Training scholarship was awarded to Jalane Manderson, who works as a nurse at the Iqaluit Medical Clinic.
- A new Emerging Health and Social Services Professionals scholarship was awarded to Anchaleena Mandal, a medicine applicant at the Queen's University School of Medicine.



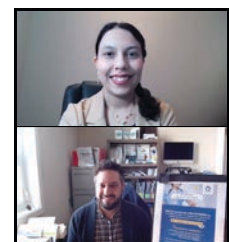
Dr Hassan Khanafer,
family doctor



Charles Lagacé,
chiropractor



Jalane Manderson,
nurse



Anchaleena Mandal,
medicine applicant



WELCOMING AND PROFESSIONAL INTEGRATION SERVICE, INTERNSHIPS 2021-2022 PROJECT



PROJECT INTENTION:

For the RÉSEFAN to support and facilitate the completion of health and social services internships involving post-secondary educational institutions, placement sites and the community, so that after graduation, students choose to live and pursue a career in Nunavut, thereby increasing access to French-language services.

PROJECT OBJECTIVES:

To provide health and wellness services to the Francophone community.

To foster a positive Northern experience for trainees in a stable environment and to facilitate their integration into our multicultural environment and their relationships with professionals.

To contribute to attracting and recruiting health and social services human resources in Nunavut.

PROJECT DURATION:

1 year (April 2021-March 2022 – Funding on an annual basis)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Welcoming trainees to placement sites (e.g., Qikiqtani General Hospital, École des Trois-Soleils and pharmacies) and into the community (accommodation).
- Access to French-language services during internships.
- Diversification of partners and internship areas.

PARTNERS AND CONTRIBUTORS:

Iqaluit

- Qikiqtani General Hospital
- Northmart Pharmacy
- Inukpak Outfitting
- AFN
- Iqaluit Dental Clinic
- Families that hosted trainees

Post-secondary educational institutions

- Université de Montréal
- Université de Sherbrooke
- La Cité
- University of Ottawa
- Université Laval
- Cégep de Rivière-du-Loup
- Université du Québec en Outaouais

ACHIEVEMENTS:

- Supported the transportation, welcoming and integration of 16 interns in 2021-2022, despite the difficulties associated with the public health restrictions.
- Maintained relationships with postsecondary institutions despite the COVID-19 pandemic.

SUCCESS STORIES:

- Developed two SAIP infographics:
 - Information for educational institutions
 - Information for students



- Produced and distributed the video *La culture inuite, une introduction* (introduction to Inuit culture) to support the welcoming of trainees (available on our website, under the tab *Stages et emplois – Ressources pour faciliter l'intégration: <https://resefan.ca/ressources-pour-faciliter-lintegration/>*).
- Completed the first Université de Sherbrooke physiotherapy internship at the Qikiqtani General Hospital Rehabilitation Department.
- Completed the first La Cité dental hygiene internship at the Iqaluit Dental Clinic.
- Organized the knowledge mobilization conference *Les facteurs de l'évaluation de l'expression faciale de douleur vécue chez autrui* (evaluation factors of the facial expression of pain experienced in others) with Danielle Samson, psychology student at the Université du Québec en Outaouais on November 20, 2021, with two participants (available on our website, under the tab *Stages et emplois – Cohorte SAIP 2021-2022: <https://resefan.ca/cohorte-saip-2021-2022/>*).





PROJECT 2022 MEDICAL RESEARCH INTERNSHIPS IN SUPPORT OF PRIMARY HEALTH CARE KNOWLEDGE DEVELOPMENT IN RURAL, MINORITY AND REMOTE AREAS

PROJECT INTENTION:

The RÉSEFAN supports and facilitates the implementation of two medical research internships involving placement sites and the community in order to develop new knowledge on primary health care in Nunavut.

PROJECT OBJECTIVES:

To increase knowledge and collect data on the issues, the organization or the access pertaining to healthcare services, especially in the area of primary care.

To award two medical research scholarships and develop knowledge in rural, minority and remote areas.

To contribute to attracting and recruiting health and social services human resources to Nunavut.

PROJECT DURATION:

1 year (April 2021-March 2022 –
Funded on an annual basis)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Welcoming of trainees to placement sites and into the community.
- Knowledge development and data collection on the issues, organization or access pertaining to healthcare services in rural, minority and remote areas.
- Access to French-language services during internships.
- Diversification of partners and internship areas.

PARTNERS AND CONTRIBUTORS:

- University of Ottawa Faculty of Medicine Office of Francophone Affairs
- Government of Nunavut Department of Health, Medical Affairs Division
- Dr. Patrick Foucault, physician at Qikiqtani General Hospital and Territorial Director of medical education

ACHIEVEMENTS:

- Took part in selecting themes for research projects submitted by the supervisor. Supported two projects: Improving the Family and Caregiver Experience at Aakuluk Clinic: evaluation research and Evaluation of the Iqaluit Learners Website.
- Served on the Student Selection Committee. Worked with two scholarship trainees from the University of Ottawa Faculty of Medicine: Christine Paquette Cannalunga and Juliette Thibaudeau.
- Provided orientation, early on in the internships, on the placement sites, the Franco-Nunavummiut community and the work carried out by the RÉSEFAN, and provided support during and toward the end of the internships.
- Provided on-site reception during a visit to the Qikiqtani General Hospital and organized information gathering.
- Took part in the University of Ottawa Faculty of Medicine Research Day on September 24, 2021. (The videos of the two intern presentations are available on our website under the tab *Stages et emplois – Cohorte SAIP 2021-2022*: <https://resefan.ca/cohorte-saip-2021-2022/>)





PROJECT CAFÉ DE PARIS: ADAPTED LANGUAGE TRAINING TO SUPPORT THE ACTIVE OFFER OF FRENCH-LANGUAGE SERVICES BY HEALTH AND SOCIAL SERVICES PROFESSIONALS IN IQALUIT

PROJECT GOAL:

The RÉSEFAN supports and works with Human Resources staff to ensure they are equipped and made aware of the importance of actively offering services in the French language, as well as motivated and confident in their ability to do so.

PROJECT OBJECTIVES:

To promote access to bilingual health and social services professionals for the Franco-Nunavummiut community.

To provide adapted and flexible language training to bilingual and Francophile health and social services professionals who wish to improve their French.

PROJECT DURATION:

1 year (April 2021-March 2022 – Can be renewed on an annual basis)

ACHIEVEMENTS:

- Organized nine sessions from September to December 2021 and seven more from January to March 2022.
- Planned and promoted Café de Paris language training sessions.
- Took part in *Café de Paris* practice groups, led by the Société Santé en français and bringing together the nine provinces and territories that have introduced the Café de Paris model.
- Produced a project Annual Statement, supported by participant evaluation surveys.

SUCCESS STORIES:

- Established a partnership agreement with Carrefour Nunavut to provide language training and ensure the project's execution and sustainability.

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Language training for professionals, offered as *Café de Paris* sessions, and useful tools for translating common medical terms.
- The active offer of French-language services is considered important by health and social services professionals.

PARTNERS AND CONTRIBUTORS:

- Government of Nunavut Department of Health, through the Qikiqtani General Hospital
- Carrefour Nunavut
- Health and social services professionals





STRENGTHENING CAPACITIES FOR A HEALTHY WELCOMING OF FRANCOPHONE IMMIGRANTS PROJECT

PROJECT INTENTION:

The RÉSEFAN develops alliances and partnerships that bring together the health and settlement sectors in order to foster a healthy welcome for Francophone immigrants to Nunavut.

PROJECT OBJECTIVES:

To strengthen the ability of professionals working in the settlement sector to provide support to French-speaking immigrants on healthcare issues.

To strengthen our community's ability to meet the healthcare needs of Francophone immigrants, including in the area of mental health.

To increase knowledge of the issues faced by Francophone immigrants and the solutions that could improve their health status.

PROJECT DURATION:

5 years (November 2020-March 2025)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Partners provide flexible and coordinated settlement and community services to foster a healthy welcome for Francophone immigrants to Nunavut, including:
 - The creation or strengthening of working relationships between the settlement and health sectors;
 - The production, updating and improvement of tools used by professionals in the settlement sector and in the community;

- Health and mental health training sessions and workshops that have been adapted to the needs of professionals in the settlement sector and in the community.

- Access to data through participation in the *Étude multiprovinciale/territoriale sur l'état de santé des immigrants francophones dans l'Ouest et les régions éloignées, particulièrement en ce qui a trait à la santé mentale (entre autres : traumatismes, impacts relationnels, abus de substance, suicide), les maladies chroniques et les déterminants de la santé*. This research project includes Nunavut, the Northwest Territories, the Yukon, Alberta, Saskatchewan and Newfoundland and Labrador.

PARTNERS AND CONTRIBUTORS:

- Carrefour Nunavut
- Commission scolaire francophone du Nunavut (CSFN)
- Association des francophones du Nunavut (AFN)
- Embrace Life Council
- Government of Nunavut Department of Health, Mental Health Division
- Réseau santé albertain

ACHIEVEMENTS:

- Identified and met requirements, and provided training and tools for key project partners.
- Developed the infographic [Current Situation – For a Healthy Welcoming of Francophone Immigrants to Nunavut](https://resefan.ca/projet/accueil-en-sante-des-immigrants-francophones/) in both English and French (available on our website, under the tab *Projets – Accueil en santé des personnes immigrantes francophones*: <https://resefan.ca/projet/accueil-en-sante-des-immigrants-francophones/>).

- Developed the document *Immigration in Nunavut: For a Healthy Welcoming of Francophone Immigrants* in both English and French (available on our website, under the tab *Projets – Accueil en santé des personnes immigrantes francophones*: <https://resefan.ca/projet/accueil-en-sante-des-immigrants-francophones/>).
- Took part in the stages of the multi-jurisdictional study.
- Assisted three students from Haiti enrolled in the Master’s program in sociology at the University of Ottawa Faculty of Social Sciences School of Sociological and Anthropological Studies as part of a knowledge mobilization course to develop a tool for use in Francophone immigration to Nunavut and the identification of evidence.
- Organized two training sessions:
 - *Mental Health First Aid* (MHFA) online training offered by the Mental Health Commission of Canada on February 17 and March 22, 2022 – 12 participants
 - *Intervening in immigration and ethnocultural diversity* online training offered by the CIUSSS de l’Est-de-l’Île-de-Montréal SHERPA University Institute in February and March 2022 – three participants

Immigration in Nunavut: For a Healthy Welcoming of Francophone Immigrants
Update on situation and statistical data

For the past 10 years, Nunavut has seen its Francophone immigrant community grow significantly. Very often, our territory is a second Canadian location members of this community choose to live in. Yet, there is only very little evidence available on this new demographic reality and on the state of health of Francophone immigrants in remote regions. This status update aims to highlight some of the contextual elements and some data related to the immigration of Francophones in our territory.

Breakdown of Francophone immigration in Nunavut¹

According to Statistics Canada’s data, in 10 years, the general population of Nunavut has grown by 16,240 inhabitants, going from 15,340 in 2006 to 35,580 in 2016 which represents an increase of 84%. In this demographic migration into Nunavut, the Franco-Nunavummiut and immigrant communities have evolved significantly. Between 2006 and 2016, the number of people with French as a first official language spoken (FOLS) increased from 365 to 620, for a total increase of 255 people, or 69.9%.

Additionally, Nunavut’s immigrant population doubled from 2006 to 2016, from 440 to 920. With the exception of immigrants from Cameroon, the majority of Nunavut’s immigrants hail from countries where English is used more commonly than French. There are 1.5 times more immigrants with French as a first official language spoken, which is an increase from 20 people in 2006 to 50 people in 2016. In 2016, of the 620 people in Nunavut with French as a FOLS, Francophone immigrants represent 8.1% of the population.

Thus, as with Nunavut’s population as a whole, the number of residents with French as a FOLS and the number of immigrants living in the territory are on the rise. Also, immigration plays a key role in ensuring the demographic growth of the Francophone, as it does for the growth of all of Canada, and to contribute to the vitality of the Francophone communities in a minority setting.

For a Healthy Welcoming of Francophone Immigrants to Nunavut
Current Situation

Statistics on immigration¹

2006: 19,340 inhabitants of Nunavut, 1.9% FOLS (0.1% of the total population)
2016: 35,580 inhabitants of Nunavut, 6.9% FOLS (1.7% of the total population)

2006: 440 immigrants in Nunavut, 20 have French as their FOLS
2016: 920 immigrants in Nunavut, 50 have French as their FOLS

2006: 365 FOLS (4.5% of the total immigrant population)
2016: 620 FOLS (8.1% of the total immigrant population)

Place of birth of immigrants in Nunavut in 2016

COUNTRY	NUMBER	%	RANK
Philippines	185	20.1	1
United Kingdom	80	8.7	2
United States	65	7.1	3
India	35	3.8	4
Pakistan	30	3.3	5
Bangladesh	25	2.7	7
Nigeria	25	2.7	7
Ethiopia	20	2.2	9
Cameroon	20	2.2	9
China	20	2.2	9
Jamaica	20	2.2	9
Germany	20	2.2	9

In 10 years, Nunavut’s immigrant population has doubled. In 2006, 5.5% of the Francophone population was immigrant versus 6.1% in 2016.

The immigrants from Cameroon are the most important Francophone immigrant population in Nunavut (8.1% of immigrants in 2016).



FRANCO DOC PROJECT

PROJECT INTENTION:

For the RÉSEFAN to contribute to the development of French-language medical resources in Francophone minority communities across Canada.

PROJECT OBJECTIVES:

To identify and rally Francophone and Francophile medical students, prepare and equip them for experience-based activities in the community, and recruit them for placement in official language minority communities to enable them to provide safe and effective healthcare services in the French language.

PROJECT DURATION:

3 years (April 2018-June 2021)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Opportunity to welcome medical students who understand the realities of official language minority communities.
- Promotion of RÉSEFAN's *Welcoming and professional integration service* within Canadian faculties of medicine.

PARTNERS AND CONTRIBUTORS:

- Association of Faculties of Medicine in Canada
- Société Santé en français
- University of Ottawa Faculty of Medicine Francophone Affairs

ACHIEVEMENTS:

- Purchased educational materials and resources for the Qikiqtani General Hospital Medical Library, the Iqaluit (Public) Health Centre and the Iqaluit Municipal Library.





FRANCO SANTÉ PROJECT

PROJECT INTENTION:

The RÉSEFAN contributes to developing the skills of future health and social services professionals who attend English-language postsecondary institutions to enable them to interact with Francophone patients and, in particular, to make them aware of the importance of actively offering health care services in the patients' preferred language.

PROJECT OBJECTIVES:

To identify Francophone and Francophile students enrolled in healthcare and social services programs in targeted English-language postsecondary education institutions.

Equipped Francophone and Francophile students to offer French-language services to minority Francophone and Acadian communities.

PROJECT DURATION:

3 years (April 2020-March 2023)

INITIATIVES AND BENEFITS FOR OUR COMMUNITY:

- Increased the visibility of the Franco-Nunavummiut community and the RÉSEFAN's *Welcoming and professional integration service* with respect to various health and social services programs in English-language postsecondary institutions, primarily in Quebec.
- Introduction of Nunavut's environment, partners and health care system.
- Awareness of the active offer of French-language services.
- Opportunity to welcome future trainees who understand the realities of official language minority communities.

PARTNERS AND CONTRIBUTORS:

- Réseau Santé – Nova Scotia (resource network)
- Newfoundland and Labrador Réseau Santé en français (resource network)

ACHIEVEMENTS:

- Liaised with training institutions to organize conferences on accessing health care services in the patients' preferred language.
- Mailed promotional and educational materials kits to training institutions.
- Developed a promotional video aimed at reaching the health and social services programs of English-language postsecondary institutions, primarily in Quebec.
- Met with two medical students from English-language postsecondary institutions.
- Offered to take part in French-language activities for health care students (Café de Paris, simulated patient language skills, Canada-wide French-language health activities, etc.).
- Took part in simulated patient language skills training.



FINANCIAL STATEMENTS

2021-2022 SUMMARY

Statement of Financial Position | March 31, 2022

Assets	2022		2021		Liabilities		2022		2021		Net Assets	
Cash on hand	\$62,680	\$81,243	Accounts payable	\$39,484	\$30,345	Unrestricted	\$7,291	\$53,206				
Accounts receivable - Harmonized sales tax receivable	\$3,253	\$2,859	Income received in advance	\$1,727	-	Reserve fund	\$53,250	-				
Contribution receivable	\$25,601	-	Deferred contribution	-	\$6,643							
Prepaid expenses	\$6,928	\$2,897										
Security deposit	\$3,290	\$3,195										
Total assets	\$101,752	\$90,194	Total liabilities	\$41,211	\$36,988	Total liabilities and net assets	\$101,752	\$90,194				

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

As at March 31, 2022

Revenue	2022		2021		Operating expenses		2022		2021	
Grants and contributions	\$422,642	\$379,860	Wages, benefits and contracts – permanent employees	\$153,687	\$156,093	Excess (deficiency) of revenue over expenses	\$7,335	\$1,071		
Subletting	\$20,810	\$21,688	Other consultants	\$74,676	\$75,154	Net assets, beginning of year	\$53,206	\$52,135		
Other	\$10,328	\$4,856	Travel and accommodation	\$49,126	\$9,856	Net assets, end of year	\$60,541	\$53,206		
			Material and office supplies	\$49,298	\$51,651					
			Rent, public services and telecommunications	\$43,693	\$44,345					
			Administrative expenses	\$35,048	\$20,809					
			Scholarships and sponsorships	\$15,000	\$24,000					
			Insurance	\$2,897	\$2,664					
			Professional fees	\$23,020	\$20,761					
Total revenue	\$453,780	\$406,404	Total expenses	\$446,445	\$405,333					

ACKNOWLEDGMENTS

PARTNERS

The RÉSEFAN would like to acknowledge the work of our Francophone partners and thank them for their contributions to our projects and activities, namely the Association des francophones du Nunavut, Carrefour Nunavut, the Centre de la petite enfance Petits Nanooks, École des Trois-Soleils, the Commission scolaire francophone du Nunavut et the Théâtre Uiviit.

The RÉSEFAN also wishes to acknowledge the contribution of our government partners in Nunavut and our private sector partners that contribute to our programming and our projects, namely the Department of Health, through the Qikiqtani General Hospital and the Mental Health and Medical Affairs Divisions, the Department of Culture and Heritage, the Department of Education, Familio Saguenay Inc., the Montreal Therapy Centre and Hugo Lambert et Cie.

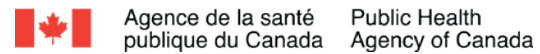
FUNDING AGENCIES

The RÉSEFAN would also like to thank its major donors for their financial participation:

Main source of funding: Health Canada, through the Société Santé en français



The *Nunavut Early Childhood Health* mandate is funded by the Public Health Agency of Canada through the Société Santé en français as part of the Early Childhood Health program.



The *CNFS Regional Partner for Nunavut* mandate is made possible through a financial contribution from Health Canada.



The *Welcoming and professional integration service* program is funded by the following::

- Government of Nunavut Department of Culture and Heritage, through the French-language grants program
- Government of Quebec Secrétariat aux relations canadiennes of Quebec, under the financial assistance programs for Canadian Francophone communities
- Consortium national de formation en santé (CNFS)



The *Strengthening Capacities for a Healthy Welcoming of Francophone Immigrants* project is funded by Immigration, Refugees and Citizenship Canada, through the Société Santé en français, as part of the Settlement program.



The 2021-2022 *Health and social services scholarship and recognition program in support of skill development and the active offer of French-language services*, the 2022 *Medical research internships in support of primary health care knowledge development in rural, minority and remote areas* and the 2021-2022 *Café de Paris: adapted language training to support the active offer of French-language services by health and social services professionals in Iqaluit* projects are supported by the Government of Nunavut Department of Culture and Heritage, through its French-language services program.



The Franco Doc project is supported through the Association of Faculties of Medicine in Canada, in partnership with the Société Santé en français, the Consortium national de formation en santé and Médecins francophones du Canada.



The Franco Santé project is supported by Health Canada, through the Société Santé en français.



* The opinions expressed herein or in the referenced documents or information do not necessarily reflect those of Health Canada, the Public Health Agency of Canada, Immigration, Refugees and Citizenship Canada, the Government of Nunavut and other donor agencies.



www.resefan.ca

P.O. Box 1516
Iqaluit, Nunavut X0A 0H0

1-867-222-2107

info@resefan.ca