



May 2019

Report to CAUT Council

The *Francophones' Committee* was very active and worked on many files in 2018–2019. This year, the Committee welcomed four new members, from Saskatchewan, Newfoundland and Labrador, Prince Edward Island and Nova Scotia. This reflects our commitment to ensuring diversity and for including the different voices of Francophones outside Quebec who are part of the CAUT.

The following is a summary of the major initiatives carried out (non-exhaustive list):

Survey of the priorities of the Francophones who attended the Third Francophones' Conference, which addressed the theme of austerity.

Survey of the CAUT's member associations that did not participate in the Third Francophones' Conference.

Joint working session with the CAUT's Librarians' and Archivists' Committee. Review of issues of common interest for both committees:

- Research in French
- The physical resources of libraries at universities offering courses and programs in French
- Governance issues for librarians working in French
- Wage gaps between librarians.

Drafting of a policy statement on the wage gap between librarians working in English and those working in French. At the request of the Francophones' Committee, these documents were translated into English and shared with the members of the CAUT Librarians' and Archivists' Committee.

Drafting of a policy statement on bibliographic resources and academic support of libraries for programs in French at post-secondary institutions.

Drafting of a joint discussion paper for the Librarians' and Archivists' Committee and the Francophones' Committee, with a number of questions and elements for consideration.

Meeting of the Chair of the Francophones' Committee and members of the working sub-committee of the CAUT Librarians' and Archivists' Committee, in order to continue working on the policy statements and issues of common interest.

Creation of a list of potential Francophone speakers for CAUT Council Meetings.

At the request of the Executive Director, the *Francophones' Committee* prepared an initial provisional list of potential Francophone speakers who could be invited to CAUT Council Meetings. During the Council Meeting, the Chair of the Committee invited the delegates of member associations to submit the names of Francophone and Francophile experts on subjects of interest to CAUT (equity, union business, collective bargaining, governance, academic freedom, etc.).

CAUT dinner for Francophones and Francophiles

The Francophones' Committee recommended to the CAUT's Executive that it offer networking opportunities for Francophones in CAUT. Thus, the first lunch was held in November 2018, attended by Francophones and Francophiles from throughout the country. The event provided an opportunity to discuss matters of common interest for Francophone members, and to prepare a draft motion condemning the decision by Ontario's Conservative government to cancel the plan for a French-language university in Ontario without consulting the Franco-Ontarian community.

Round table to mark the 50th anniversary of the *Official Languages Act* in 2019

The Francophones' Committee recommended to the CAUT's Executive Committee that it hold a round table in honour of the 50th anniversary of the *Official Languages Act*, in 2019. The Committee submitted to CAUT's Executive Director a list of potential panelists for the round table. The objective is to produce a portrait of the current situation and the challenges to come, and to foster a discussion around the issues raised by the *Official Languages Act* in relation to post-secondary education in Canada.

Joint working session between the CAUT's Francophones' Committee and Equity Committee, in March 2019

At the request of the *Francophones' Committee*, a joint working session was held with the Equity Committee. To prepare for this working session, a number of documents were reviewed by members of the Francophones' Committee (non-exhaustive list):

- *Universal Declaration of Human Rights*. United Nations (UN), 1948.
- *Canadian Charter of Rights and Freedoms*.
- *Quebec's Charter of Human Rights and Freedoms*.
- *Ontario's Human Rights Code*.
- *New Brunswick's Human Rights Act*.
- Comparative analysis of language and/or bilingualism requirements in different collective agreements of bilingual universities and universities offering programs in French (table prepared by CAUT's Collective Bargaining Officer, Mona Chevalier).
- Review of 11 collective agreements of Francophone post-secondary institutions concerning the "*Discrimination*" clause (work done by the Chair of the *Francophones' Committee*).

Discussions with the Equity Committee were productive. Work will continue to be carried out by the two Co-Chairs of the Equity Committee (Pat Armstrong and Momin Rahman) and the Chair of the Francophones' Committee (Blanca Navarro Pardiñas).

Participation in the Executive Committee's Working Group on Governance

The Chair of the *Francophones' Committee* was a member of the *Working Group on Governance*, established by the CAUT *Executive Committee*, as the Francophone representative to the Executive. During the year, the Working Group studied governance issues that affect Anglophone, Francophone and bilingual institutions alike.

Collaboration with the Fédération des associations de professeures et professeurs du Québec (FQPPU)

At the request of the Executive Director, the Chair of the Francophones' Committee attended all of the 2018-2019 meetings of the FQPPU Council in Montreal, and reported on them to the Executive Committee, in a spirit of collaboration and good understanding between the CAUT and the Quebec Federation.

Follow-up on recommendations from a focus group of CAUT's Francophone Member Associations

Following up on the report, the *Francophones' Committee* is recommending that the CAUT Executive Committee conduct a research study on the status of French-language programs in Canada in order to observe the changes that have occurred in French programs offered over the past 10 years.

Preparation for the CAUT's 4th Francophones' Conference, to be held in 2021

The *Francophones' Committee* is already working on the organization of the next Francophones' Conference in order to determine how the conference will be run and what themes it will cover. Further thought and attention will be given to this in the coming months.

Acknowledgements:

As Chair of the *CAUT Francophones' Committee*, I would like to thank the members of the Committee for their exemplary commitment throughout 2018–2019:

- George Akhras (Canadian Military Colleges Faculty Association)
- Jacob Atangana-Abé (Association des professeurs de l'Université de Saint-Boniface)
- Amélie Hien (Laurentian University Faculty Association)
- Kamel Khiari (Association des professeurs, professeures et bibliothécaires de l'Université Sainte-Anne)
- Marc Lamoureux (Saint Mary's University Faculty Union)
- Carlo Lavoie (University of Prince Edward Island Faculty Association)
- Andi Céline Martin (University of Regina Faculty Association)
- Nathalie Pender (Memorial University of Newfoundland Faculty Association)
- Lynnda Proulx (La Cité collégiale / Ontario Public Service Employees Union)
- Chantal Sundaram (Professional Officer for the Francophones' Committee from May to August 2018)
- Valérie Dufour (Professional Officer for the Francophones' Committee since September 2018)

Report presented by

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