



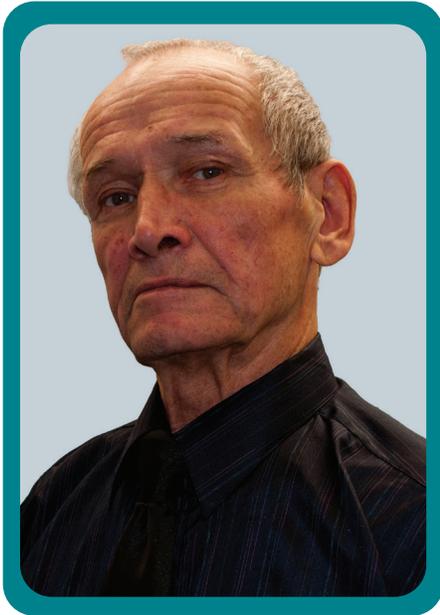
Inuttitut UKâlalluta, ilinniatitsiluta, InosiKalluta!

January 2021 - 2026

Presented By:
Department of Language,
Culture and Tourism

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Message from the Minister of Language, Culture & Tourism

It is with great honour that I present this Language Strategy to our Government and our Beneficiaries. It is through the work of previous speakers, reports, conferences and attendees at the Language Summit November 2019 that provided the feedback, information and ideas to the Division of Culture to develop a very rich and detailed strategy.

Our language is so important to who we are, our identity as Inuit. As a department we have prioritized language to ensure its preservation, revitalization and protection. We started by changing the name of our department from **Culture, Recreation and Tourism** to **Language, Culture and Tourism**. Our staff are committed to seeing our language not only survive but thrive.

I am excited about the work we have been doing to date and very optimistic about what we can accomplish through a focused and strategic plan. While the plan sets out a goal, objectives and initiatives we will maintain flexibility to ensure that we are able to adapt to unforeseen changes. Through the following pages you will see some of the big changes we will be implementing to ensure the survival of our language and this commitment is not only from our Department but from our whole Government.

Thank you

A handwritten signature in black ink, appearing to read 'Jim Lyall', written in a cursive style.

Jim Lyall
Minister, Department of Language, Culture and Tourism

Acknowledgements

We would like to thank our Beneficiaries for the input they have provided over the years and the feedback they provided during the 2019 Language Summit. Your contributions and passion for our language has motivated and inspired us to continue to work hard to preserve, protect and promote Inuttitut. We are a very passionate team and we work hard for our Beneficiaries. We would like to voice our respect for those who have come before us for all they have done for our language to ensure it has survived. While our language is currently in crisis, this can be attributed to things such as the traumatic experience of residential schooling and colonization. We will continue to strive to support healing and one way to do this is to use our language more and to create safe places for people to practice and learn.

To all our colleagues within the Nunatsiavut Government and Federal Government, we appreciate your support and commitment to the work that we do. To our partners and all organizations and institutions we have been involved with in regards to language, we appreciate your knowledge and willingness to share best practices and lessons learned.

We are looking forward to the next five years of this strategic plan and building on what has already been put in place as our foundation by those before us.

Nakummek!

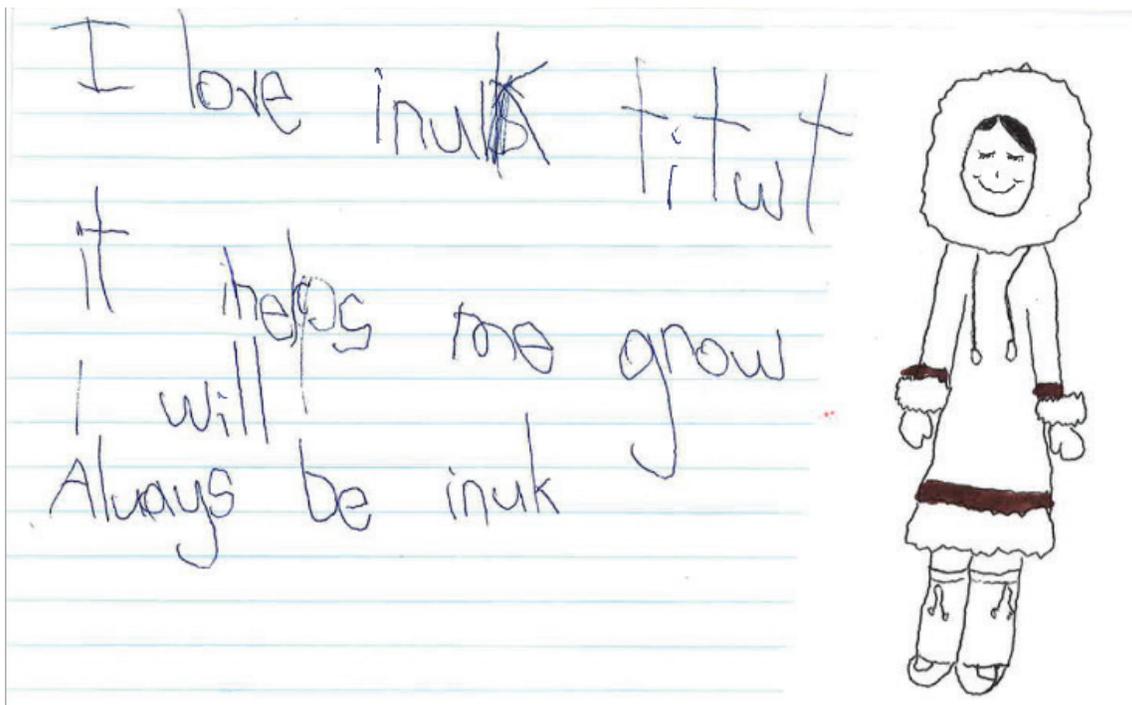


Executive Summary

Inuttitut is a significant piece of our core identity as Inuit. It is something that connects Inuit today with their past and is something that ignites a passion for the future. Throughout the years of the Nunatsiavut Government and the Labrador Inuit Association, the priority of Language has been in the forefront for Inuit. Because of this significant work, this 2021-2026 Inuttitut UKâlalluta, ilinniatisiluta, InosiKalluta! Nunatsiavut Language Strategy was possible. This work is driven and compiled by and for Nunatsiavut Inuit.

This strategy sets forth the vision, mission and values that, combined with the three strategic pillars that were identified at the 2019 Language Summit, provide a framework for prioritizing projects and investments into Language that align with the years of work and input gathered from Nunatsiavut Government and its Beneficiaries. This strategy is a key piece in reigniting a spark in Beneficiaries and within our division that will allow us to progress the state of Inuttitut within Nunatsiavut and beyond.

Based on a five year plan, we will set forth to complete these goals for the preservation, promotion and protection of Nunatsiavut Inuttitut. By working closely with communities, other departments within the Nunatsiavut Government, and other Inuit regions that hold many good practices, we are very hopeful to be able to progress our language to meet our goal. "By 2026, there will be an increase in Nunatsiavut Beneficiaries confidently conversing in basic, intermediate and/or expert levels of Inuttitut. They will have an increased sense of comfort and confidence when speaking Inuttitut within homes, social circles, gatherings and public events. Once these five years are complete in 2026, then we will use what we have learned to hold another Language Summit to plan the next five years of the strategy to fully revive our language.



Organizational Order

The origin of the Department of Language, Culture and Tourism dates back to the creation of the Torngâsok Cultural Centre (Torngâsok) under the Labrador Inuit Association (LIA) in 1978. Torngâsok was created to “promote, protect, preserve and advance the culture, language and heritage of the Labrador Inuit”. When the Nunatsiavut Government formed, Torngâsok became the Department of Culture, Tourism and Recreation. In the Fall of 2019 through the acceptance of the revised Organization Order the Department changed its name to Language, Culture and Tourism to show the Nunatsiavut Government’s commitment to language. Today the mandate of the department is outlined in the Nunatsiavut Government Organization Order (an Inuit law amended in 2019).

According to the Organization Order, the functions of the Department include:

- a) Establishing and administering the cultural and linguistic affairs of the Inuit and the Nunatsiavut Government, including policies, programs and services for the preservation, use and development of Inuktitut;
- b) Ensuring the supply of translation services for the public in relation to Nunatsiavut Government programs and services;
- c) Overseeing and managing the Illusuak Cultural Centre;
- d) Establishing and administering policies, programs and services to ensure that the Nunatsiavut Government meets its responsibilities to preserve, protect and manage the historic resources of Nunatsiavut; and
- e) Administering Nunatsiavut Government policies, programs and services in relation to tourism.



Department of Language, Culture and Tourism

The Department of Language, Culture and Tourism (LCT) includes a division of tourism, a division of culture and Archaeology. We have staff in Nain, Hopedale, Makkovik, Postville and Happy Valley-Goose Bay. The department has a staff of 17, both permanent full-time, and project staff including the Deputy Minister and Minister with an 82% beneficiary employment rate. The Department is governed by the Organizational Order, the Labrador Inuit Constitution and the Labrador Inuit Land Claims Agreement, whereby they all have provisions in relation to our language.

The division of culture is where the responsibility of language currently falls. This division has staff based out of Nain, Hopedale and Makkovik with a team of 11 working towards the promotion and preservation of language and culture within Nunatsiavut. The division of culture works to ensure that culture and language are intertwined. We know that language is better learned on the land, through traditional practices and traditional learning. Below is the current organizational chart for the department.

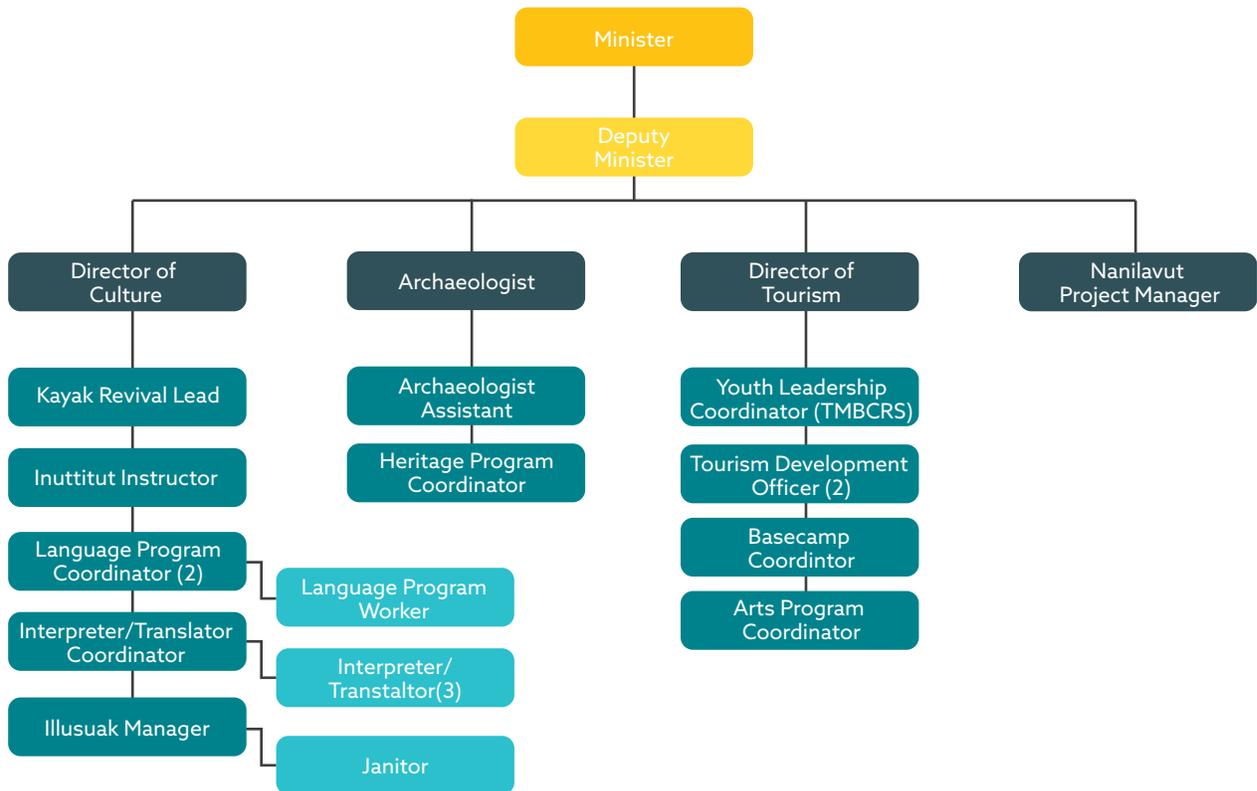


Figure 1: LCT Org Chart

Language Strategy Development

For our language to be revitalized and strong within Nunatsiavut, a 5 year Language Strategy has been developed by and for the benefit of Nunatsiavut Inuit.

Our vision is to have a Language Strategy that focuses on building and strengthening Nunatsiavut Inuttitut. We will do this by creating conditions that support and encourage the use of Inuttitut language within homes, schools, and communities. We will support his by ensuring access to rich, relevant language resources for all ages and levels.

The Nunatsiavut Language Strategy is a document that has been worked on by many Language staff throughout the years. Through various hard working teams, starting with the Labrador Inuit Association and now Nunatsiavut Government staff working hard towards language preservation through a number of Language Conferences and Language Strategies, we were able to develop this Nunatsiavut Language Strategy. By reviewing and linking in previous work while also researching new language revitalisation strategies we are able to present this strong strategy in language preservation and revitalization.

The most current Language Summit (Summit) was held in Nain in November 2019. Sixty (60) participants, including youth, community members, elders, linguists and language staff from Nunatsiavut gathered to discuss important topics pertaining to language and the development of a Language Strategy. The Summit was organized around 5 topic areas:

1. Elders;
2. Youth;
3. Language, Culture and Lifestyle;
4. Learning and Education: and
5. Policy and Legislation.



For the Elder and Youth topics a panel was created and key questions were discussed, these wholesome conversations brought a lot of recommendations forward. A review of the questionnaires were completed and the top three answers for each questions have been used to help frame this strategy. For the other three topic areas a presentation was made and it was open for discussion and after each session a questionnaire was provided to gain more specific feedback to help in the development of the strategy.

While many of the recommendations put forward are under our department, there were also recommendations around education. Education is not under the Department of Language, Culture & Tourism, so discussion have taken place with that division and will continue to do so. The Division of Education and the school board are supportive and willing to help in any way they can. As noted the strategy is not only developed from this Summit it has also been developed from previous work that has been done to date such as:

- Asijuttailillugit UKausivut Language Strategy Refresh June 2015
- A Sociolinguistic survey of language behaviors and attitudes in Nain Nunatsiavut 2009
- Sivuppialautta- Lets move forward Inuttit Language Conference 2008
- Status of the Inuktitut Languages in Labrador & Language Revitalization Strategies 2005
- Recommendations stemming from Language Conference held in Nain March 29-31 2001

Research compiled:

- Research on Maori Language Strategies
- Best Practice Mission to Iqaluit Nunavut
- Mohawk language revitalization techniques

We will now take you through the strategy and the goals for the next five years starting with the founding provisions.

Atelihai

Do you want to learn Inuktitut?
Join the Master Apprentice Inuktitut Program

"The program being offered to our beneficiaries has great intangible value. You're offering our Inuit the ability to connect to their Culture and strengthen one's own identity. The overall goal of the program I'm taking away is that we need to speak Inuktitut more everywhere. To take the traditional knowledge gained from this program and share it in our communities- to make it a part of our daily living. I cannot thank the Nunatsiavut Government enough for the opportunity to participate in this program. Especially the department of Language, Culture and Tourism and my Master for the past 6 months. The commitment for the betterment of our people really shows through this program and you all should feel proud of the work you've done to strengthen our language. I have to share with you that this is the most fulfilling experience I have ever had, culturally and spiritually."

- Gillian Edmunds, Postville.

- ✓ Program offered September to March, annually.
- ✓ One on One teaching.
- ✓ Program encourages learner to advance their own Inuktitut speaking skills.
- ✓ Offered in 5 of the Inuit communities in Nunatsiavut (Nain, Hopedale, Makkovik, Postville & Rigolet).

NUNATSIAVUT
Ukavutitijit, Inuktitutitijit Nuppusutitijit
Language, Culture and Tourism

For more information or to sign up for the program please contact:
Shirley Jararuse, Language Program Coordinator,
Tel: (709) 922-2052 and
Email: shirley.jararuse@nunatsiavut.com

Founding Provisions

The Founding Provisions of the Labrador Inuit Constitution strongly guide the work of the Culture Division in the area of language. While we follow all the provisions to the best of our ability, the following Founding Provisions are the key provisions that specifically relate to language:

Part 1.1 The Labrador Inuit Constitution

- 1.1.1 This document, including the Preamble and Schedules, and every amendment to this document, the Preamble or a Schedule, is the Labrador Inuit Constitution.

The Labrador Inuit Constitution Reflects the Will of the Inuit

- 1.1.2 The will of the Inuit of Labrador as expressed in the Labrador Inuit Constitution is the supreme authority of all Labrador Inuit political, social, cultural and economic institutions established by or under the authority of the Labrador Inuit Constitution.

Founding Principles of the Labrador Inuit Constitution

- 1.1.3 The Labrador Inuit Constitution and Labrador Inuit political, social, cultural and economic institutions under the Labrador Inuit Constitution are founded on the following principles:

- a) the existence of the Inuit of Labrador as a distinct people whose identity is based on ties of kinship, a shared language, common customs, traditions, observances, practices and beliefs, a special relationship to and control over our ancestral territory, a common history, and our own political, social, cultural and economic institutions;
- b) the need to protect and advance Labrador Inuit aboriginal and treaty rights, including rights to language, culture, land and resources, and rights of self-government;
- c) recognition that the ancestral language of the Inuit of Labrador is Inuttut, that it is the rights of every Labrador Inuk to use Inuttut in personal and community life and in official transactions and business and that every Labrador Inuk has a responsibility to teach Inuttut and Inuit culture and customs to Inuit children and provide them with guidance and a sense of belonging within Labrador Inuit culture and society; and
- d) the requirements that laws and policies of Labrador Inuit political, social, cultural and economic institutions must be expressed in plain language that can be easily understood by all Inuit of Labrador and are to be published in English and Inuttut.

The organizational order, the Founding Provisions within the Constitution, the Constitution, and the Land Claims Agreement all provide direction to the Department on its work in many areas but it certainly has provisions in relation to language that guide our work. All of these documents are foundational in the development of the strategy which we will now get into more detail.

Language Strategy

In this section we will focus on the three key pillars that this strategy has been developed on: transmission, revitalisation and engagement. We will walk through the key goals, objectives and initiatives for each. The development of these as noted earlier are coming from previous conferences, reports, research and the most recent Language Summit. Our vision and mission comes from previous work done by our Beneficiaries. We wanted to keep them as they are still pertinent today.

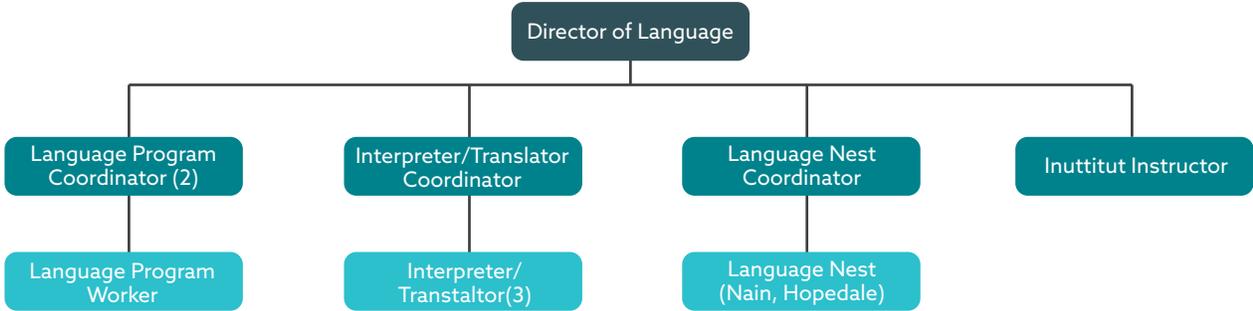


While we are working hard internally as a Government on language, we are also continue our efforts at other tables with Inuit Tapiriit Kanatami (ITK) working towards several key components of Inuttitut Language within Inuit Nunangat.

1. Inuit Crown Partnership: is a bilateral mechanism for advancing work on shared priority areas between Inuit and the federal government. This table meets three times a year and is chaired by President Natan Obed, of the Inuit Tapiriit Kanatami, and the Honourable Carolyn Bennett, Minister of Crown-Indigenous Relations. The Department of LCT sits on the Indigenous Languages table.
2. Atausiq Inuktut Titiraisiq (AIT): The standardized writing system improves the ability to share Inuktut resources and provides opportunities to create further resources, thus strengthening the use of Inuktut across Inuit regions.

While developing the strategy and reviewing the Department of LCT current structure it was identified that language needs to be its own Division with its own Director. The importance of language to Inuit needs to be reflected in our department structure. Due to the importance and priority of language and the number of staff the Director of Culture has been more focused on language. While language and culture are intertwined heavily it is important for each area to have focused efforts.

The visual below is an example of how the Division of Language would be structured. Over the next year, the department of LCT will continue to iron out the details to finalize this restructure. The Department of LCT has been in discussion with the department of Health and Social Development on the idea of transferring the two Language Nests (Nain and Hopedale) under the department of LCT. As both departments agree on the correlation of the Language Nests and language programming, it makes sense to move this programming to our department. LCT and DHSD will continue to work together in the flowing year to make this happen.



While the department has the oversight of Language, a huge component of language falls under the Department of Education and Economic Development and that is the oversight of language within Newfoundland and Labrador School District. To ensure that work is complimentary and connected, an internal working group will be set up to have regular calls and meetings to stay informed and to be sure we are working the best way we can to strengthen language within the school, as a Government.

Goal

While many strategies have numerous goals we have decided to focus on one overarching goal that would have three pillars. Those three pillars are then broken down into 3 goals with key objectives, initiatives and a proposed completion date. Our Goal is as follows:

By 2026, there will be an increase in Nunatsiavut beneficiaries confidently conversing in basic, intermediate and/or expert levels of Inuttitut. They will have an increased sense of comfort and confidence when speaking Inuttitut within homes, social circles, gatherings and public events.

Pillars

From reviewing the research, previous conference reports and listening to the feedback during the Language Summit 2019 we have developed three significant pillars that will focus our work as we move forward. The three pillars are: transmission; revitalisation; and engagement. Below are the definitions that we use to ensure we are focused and clear on the direction we are taking under each.



Figure 2: Pillars

Within the 3 pillars we have identify key factors that will aid in the fulfilment of those pillars. While some of these pieces can be focused on within the Department there will need to be collaboration with various other groups and Departments such and the Department of Education and Economic Development and the NL School Board District, Department of Health and Social Development and many more.

During the Language Summit 2019 we obtained a lot of feedback on ways to help aid in the transmission of our language. They included, safe environments so that people feel comfortable trying to speak the language, on the land programs was a key activity that was strongly advocated. It is well known that people traditionally learned the language on the land. We will also work towards providing support to recruiting and training Inuttitut teachers.

Having an understanding of the past history of why we have lost our language and the importance for our people to understand why it may be difficult for people to speak the language and pass it on was also discussed during the Summit. While we develop programs, resources and policies around language it was felt that there is still a lot of healing that needs to happen. In our work to revitalise language through language policies, strategies, programs and better communications with community, we will continue to support those that do speak. We will encourage speakers to speak more in their communities as it is those individuals that can bring back the language, but we need to understand that they may also need to heal.

Our last key pillar is that of engagement, through our work and this strategy we will work towards increasing the number of beneficiaries that participate in our programs and support and encourage beneficiaries that speak the language to use it more in their everyday lives. We will work within the Government on the development of a civil service language program to aid in the preservation and revitalisation of our language. The three pillars are the foundation of our strategy and these will root us as we move forward in our work. The below table identifies under each pillar the top three areas of work that were highlighted during the 2019 Language Summit.



Engagement

- Increasing number of beneficiaries participating in programming and services.
- Increasing speaking language at work, home, etc.
- Increasing community engagement in self-sufficient support.

Transmission

- Promoting an environment within communities to support self learning at home.
- Transmitting language through ways such as immersion on the land programs, classroom, online learning, resources, music, radio, Master Apprentice Programs etc.
- Train and recruit Inuttitut teachers within Nunatsiavut.

Revitalisation

- Creating and implementing Language policies within the Nunatsiavut Government.
- Creating and actively working on Language Strategy.
- Communicate with communities and provide direction in language revitalisation.

Figure 3: Focus Areas

Strategic Work Plan

The following tables identify within the three pillars our goals, objectives, initiatives and the years that we aim to accomplish them by. They have been developed with the clear understanding that we will have to partner and work with various departments, agencies and groups. We cannot do this alone and the importance of our beneficiaries that have the language will be instrumental in protecting, promoting and revitalizing our language. We cannot do this alone. We want to take this opportunity to thank everyone that has participated in previous language summits and your continued work to keep our language alive.

	Goal	Objective	Initiatives	Completion Year
Transmission	Increase number of Inuttitut teachers within the region	↑ Inuttitut Teachers	Work with the Department of Education to develop an Inuttitut teacher's program.	Year 5
			Train Inuttitut teachers for community and adult learning	Year 5
	Increase community engagement in self-learning activities	↑ Community Engagement	Develop self-learning activities and evaluate community's engagement through various mediums.	Year 2
			Develop and implement on the land language programming plan for all ages.	Year 2
			Promote family and peer learning and Inuttitut support groups	Year 3
	Increase number of Inuttitut speakers through first language learning with babies and children	↑ New Speakers	LCT to take over the 2 Language Nests, Nain and Hopedale and review possibilities of increasing to other communities.	Year 1
			Provide Inuttitut resource for families to practice Inuttitut at home with babies and children	Year 1
			Provide Inuttitut classes and Inuttitut material to parents	Year 1

Goal	Objective	Initiatives	Completion Year
Create a supportive environment for learning Inuttitut.	+ Learning Environment	Ensure all programs are in a safe, encouraging environment.	Year 1
		Develop tools and tips for speakers on how to pass on the language in a positive, encouraging way.	Year 3
		Promote positive Inuttitut interactions within homes and communities through positive community and social media campaigns	Year 2
Increase comfort and confidence in various levels of speakers;	↑ Confidence	Provide more opportunities for people to speak	Year 1
Increase immersion programs	↑ Programs	Build upon the Master apprentice program to include full families, longer time periods and additional Masters, and Apprentices.	Year 1
		Create Immersion centres in each community (where possible) for people to have a space to be immersed in Inuttitut with Elders	Year 4
		Elder mentoring program aiming to pair fluent speaking elder with non-fluent speaker to form language and cultural connections.	Year 3

Revitalisation

Engagement	Goal	Objective	Initiatives	Completion Year
	Increase number of Beneficiaries participating in programming and training.	↑ Participation	Increase the amount and types communication mediums used to get information out to beneficiaries.	Year 2
			Complete evaluations on programs by participants to improve them.	Year 1
	Increase speaking our language at work, home, etc.	↑ Inuttitut usage	Work within NG to create a civil service Inuttitut training program with Human Resources and Finance;	Year 4
			Develop resources for people at home to use as well as online learning opportunities.	Year 2
			Create a Language recognition award where community members are recognized for language use.	Year 2
	Increase communications with Beneficiaries through various avenues in Inuttitut.	↑ Communications	Research various ways to get more audio Inuttitut in the homes (books, music, etc.).	Year 2
			Engage with Elders through elder social events to gather their input and share our department news.	Year 1