BRIDGING THE DISCONNECT: FRANCOPHONE COMMUNITIES

3 BIG IDEAS

- French-speaking individuals are not a single, uniform group; they are unique linguistically and culturally
- The ability to access services/resources in French varies across Canada
- French-speaking informants play a vital role in creating equitable, inclusive spaces

2 WAYS TO PUT THIS INTO PRACTICE

- Avoid making generalizations about French-speaking individuals, workplaces, and communities; be open and curious to cultural differences and intersectional factors (e.g., immigrant, neurodivergent, chronic illness)
- Verify concepts/ideas are translated accurately and are culturally relevant

1 NEXT STEP

What differences exist between how you support English-language and French-language individuals, workplaces, or communities? Is this equitable?

Identify one shift you can make in your own context including how you will measure the impact of this change.

ADDITIONAL RESOURCES

A Shared Future: A Closer Look at Our Official Language Minority Communities

Diversité Archives - OrientAction (French Only)

Guide to Recruiting Skilled French-Speaking and Bilingual International Workers

Inclusion en milieu de travail dan les communautés francophones

OCCOQ Publications (French Only)

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