



Office of the Commissioner of
**INDIGENOUS
LANGUAGES**

**Annual
Report**

**2024
2025**



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A Message from the Commissioner

On behalf of myself as well as Directors Joan Greyeyes, Robert Watt and Georgina Liberty, I'm honoured to share the 2024-2025 Annual Report of the Office of the Commissioner of Indigenous Languages (the Commission). Our work is guided by a shared commitment to ensuring that Indigenous languages and the worldviews, traditional and scientific knowledges, and teachings carried within them remain strong, living, and celebrated across generations.

Indigenous Peoples are at the heart of everything we do. As a convener, the Commission continues to host language gatherings across the country to listen directly and to better understand the needs and hopes of communities working to reclaim and revitalize their languages.

This past year, the Commission has stepped further onto the global stage, amplifying Indigenous voices at national and international events and preparing to host WAVES 2025, its first Global Indigenous Languages Summit, from August 11-14, 2025. This gathering will take place on the ancestral and unceded territory of the Anishinaabe Algonquin Peoples, in what is now known as Ottawa, and will honour Indigenous-led approaches to language revitalization and innovation across the world.

We have continued to advance key initiatives, including research into the adequacy of funding for Indigenous languages and the broader health and vitality of our languages. Another meaningful step forward has been the continued development of the Fluency and Language Immersion Teaching Training initiative. An effort to support long-term, sustainable fluency through immersion-based pathways that reflect the unique realities of Indigenous Peoples from across the country.

As we look to the year ahead, we remain rooted in our responsibility to hold the federal government accountable to its obligations under the *Indigenous Languages Act*, while continuing to support and push for its full and meaningful implementation. We will continue to walk alongside Indigenous Peoples in their efforts to reclaim, revitalize, maintain, and strengthen their languages today, and for the future.

Stsmélqen, Dr. Ronald E. Ignace
Commissioner and Chief Executive Officer



About the Commission

As set out in the *Indigenous Languages Act* (the *Act*), this Annual Report outlines the Commission's progress and activities on the use and vitality of Indigenous languages in Canada; voices and needs of Indigenous groups, communities, peoples, and language-specialized entities; adequacy of federal funding for Indigenous language initiatives; and the implementation of the *Act* itself.

Mission

The Commission promotes and champions all Indigenous languages in Canada and supports Indigenous Peoples in the reclamation, revitalization, strengthening and maintenance of their languages so that no language is left behind.

Vision

All Indigenous languages in Canada are safe, vibrant and thriving.

Mandate

The Commission is an independent body created under the *Act* with a mandate to:

- Promote and increase awareness and understanding of Indigenous languages;
- Support the efforts of Indigenous Peoples;
- Support innovative projects;
- Facilitate resolutions of language disputes and review language complaints; and
- Undertake research and/or studies related to funding and use of Indigenous languages.

Achievements for the Year

In the 2024-2025 fiscal year, the Commission established strong relationships in support of Indigenous languages, across Canada and globally, to continue its implementation of the Truth and Reconciliation Commission's (TRC) *Calls to Action* and the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). In fulfilling its mandate, the Commission focussed its activities on research, communications, and engagement with Indigenous Peoples and its relationships locally, regionally, nationally, and internationally. The Commission's objective was to understand the progress made and the challenges being faced by those leading revitalization efforts.

Preparation and planning for the first Global Indigenous Languages Summit, WAVES 2025, hosted by the Commission has also been a significant activity for this past year. Projects and research will be highlighted and celebrated during the Summit, to be held August 11-14, 2025, in Ottawa. The Summit aims to create a global momentum in support of Indigenous languages and is being designed to reflect the diversity and longevity of language advocacy work taking place worldwide. The Summit will provide a platform for language experts, practitioners, advocates, champions, Elders, youth, and supporters from around the world to gather and discuss the state of Indigenous languages, in addition to envisioning new paths towards the revitalization, preservation, and protection of Indigenous languages worldwide.



2024-2025 Business Plan Objectives

A key focus for the Commission, as outlined in its 2024-2025 Business Plan, is building, fostering, and maintaining strong relationships and partnerships, locally, regionally, nationally, and internationally, to inform the work of the Commission in support of Indigenous Peoples’ efforts to reclaim, revitalize, maintain, and strengthen their languages.

Proactive and responsive communication strategies have enabled the Commission to focus on greater awareness and understanding of Indigenous languages. The outreach strategies have highlighted the importance of Indigenous languages, not only to Indigenous Peoples, but also to Canadians and supporters worldwide. The Commission has:

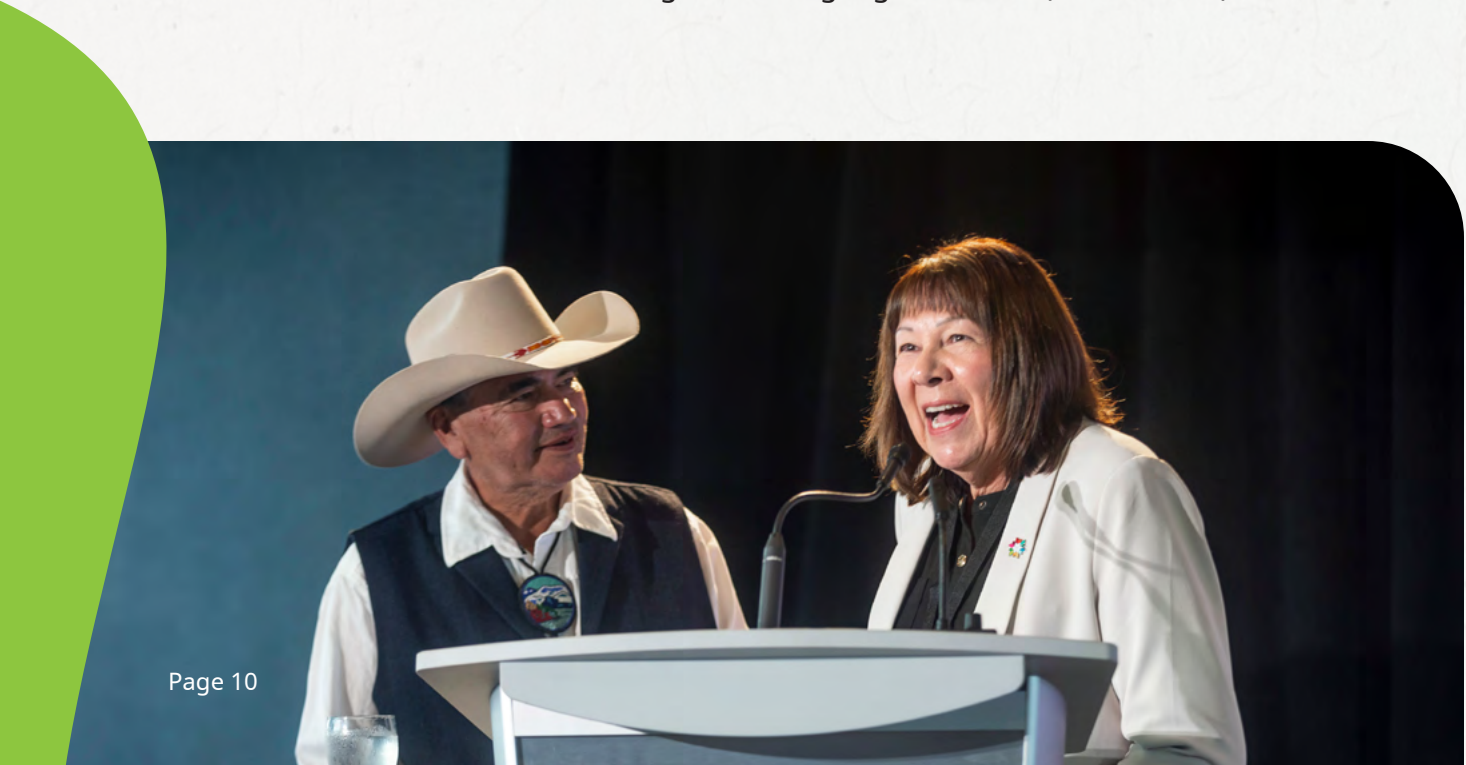
- Expanded its use of social media and other communication channels;
- Developed a Youth Engagement Action Plan to expand the Commission’s engagement with youth to ensure young people become and remain strong supporters of language revitalization;
- Continued its engagement with Indigenous Peoples across Canada through language gatherings, presentations, keynotes, and conferences;
- Advanced objectives of the International Decade of Indigenous Languages (the Decade) through international engagements and events;
- Participated in international events to share the work of the Commission; and
- Planned for its first Global Indigenous Languages Summit (WAVES 2025).



Research continues to be a significant priority for the Commission. There are several research projects in progress, including:

- Projects to ascertain the state of Indigenous languages across Canada;
- Community Language Planning Project;
- Métis Languages Vitality Research;
- Environmental scan and research backgrounder contextualizing the issue of fluency and Indigenous language immersion teacher education;
- Exploration of language revitalization initiatives as well as the progress and challenges being experienced on the ground; and
- Understanding the adequacy, access to, and sustainability of language funding.

As the scope of activities increase in the implementation of the Commission’s mandate, it is important to continuously share our role of as well as status as an independent entity. This past year, the Commission consistently engaged with Indigenous groups, communities, academics, and advocates to build relationships and promote its mandate. Strengthening its relationships with federal Ministers, Members of Parliament, provincial and territorial partners, and key stakeholders has also been a significant component of promoting our mandate.



Establishing the Dispute Resolution Services

Beginning in 2023, the Commission conducted several engagement sessions, both national and regional in scope, to engage Indigenous communities on issues relating to reclaiming, revitalizing, maintaining, and strengthening Indigenous languages. From these sessions, the Commission gleaned numerous insights into the design and operation of the dispute resolution services. These meta concepts were subsequently tested and further developed by a national advisory committee, which included members from various language groups.

The information from the national and regional engagement sessions, combined with the guidance and recommendations from the national advisory committee, informed and guided the development of the principles, goals, and outcomes that shape the Commission’s unique Indigenous-led dispute resolution services.

Innovation

An important component of the Commission’s mandate is to publicize its support for innovative projects which utilize new technologies in Indigenous language education and revitalization.

To that effect, the Commission awarded funding to two projects this past year, which use innovative methods to revitalize and strengthen Indigenous languages in their respective regions. The first project is the Na-Cho Nyäk Dun Holopresence Language Revitalization initiative, in partnership with Na-Cho Nyäk Dun First Nation and Carleton University, which uses hologram technology to preserve the Dän k’í language. The second project is the Uqausiqput Tusaalugu initiative, in partnership with the Qikiqtani Inuit Association, Northwest Territories Linguistic Education Society, Nunavut Bilingual Education Society, and Inhabit Media. The project aims to develop and share Inuktitut and Gwich’in audio recordings, along with corresponding literature to create a portable and accessible learning environment. Additional information on the Commission’s mandate to support innovative projects can be found on the Commission’s [website](#).



“Not everyone is able to hear spoken Inuktitut at home. We know that oral language exposure is foundational for language acquisition. Increasing the opportunities for our children to be exposed to rich, oral language is critical to the survival of the Inuit language. The Yoto Project will allow Inuit children to listen to rich, oral language in Inuktitut in the comfort of their home. I believe this oral language initiative could help strengthen our language in Nunavut.”

Louise Flaherty, Co-Founder, Inhabit Media

Research and Studies

Research studies and initiatives led by the Commission are intended to support, among other things, its annual reporting obligations with regards to the use and vitality of Indigenous languages, as well as the adequacy of funding provided by the Government of Canada for Indigenous languages.

State and Health of Indigenous Languages Across Canada

The collaborative development of a statistical report on the vitality, acquisition and use of Indigenous languages in Canada, using 2021 Census data, for language families and their languages.

This is the third year of research conducted under the Commission's focussed efforts related to data activities on the state of Indigenous languages across Canada. Collaborative research with Statistics Canada, primarily with the Center of Indigenous Statistics and Partnerships, had two objectives:

- The continued analysis of the vitality, acquisition, and use of Indigenous languages across Canada, grouped by language families, using 2021 Census data; and
- The start of content consultation for the 2027 Indigenous Peoples Survey (IPS), and possibly the 2031 Census, within the context of the Decade.

The project led to a series of reports titled Indigenous Language Families in Canada using the 2021 Census, providing an overview of the vitality, acquisition, and use of Indigenous languages belonging to their respective language family. All reports are available on the Commission's [website](#).



Adequacy of Funding

*Indigenous Languages Reclamation, Revitalization, and Maintenance in Canada:
A Systems Perspective*

This report analyzes Canada's Indigenous languages revitalization initiatives through the lens of systems thinking. By examining the system's purpose, elements, and interconnections, the report identifies structural strengths and vulnerabilities that affect the overall coherence, performance, and sustainability of Indigenous language revitalization efforts in Canada. The analysis reveals that Indigenous Languages Reclamation, Revitalization, and Maintenance System (the "System") remains fragmented, under-resourced, and poorly aligned.

Key System challenges include:

- Significant gaps in funding, which remain a barrier in advancing revitalization efforts;
- The absence of coordinated national governance frameworks to align efforts across languages, jurisdictions, and institutions;
- A lack of structured, evidence-based guidance and supports for communities; and
- Weak performance measurement and accountability structures, including assessment of progress or funding adequacy.

Despite these challenges, the Commission is uniquely positioned to catalyze improvements in the System's structure and performance. While it cannot enforce change, it can:

- Lead the co-development of a national data and performance framework, grounded in Indigenous knowledge systems and informed by community realities;
- Foster collaboration and coherence across governments, institutions, and communities through convening and facilitation; and
- Promote and disseminate innovative and evidence-based practices, tools, and methodologies that strengthen revitalization at the local and regional levels.



Living Michif: Histories, Perspectives, and Conversations

This research project will document histories, knowledge, and perspectives of mother-tongue Michif language speakers and other Michif language varieties across the Homeland of the Métis. This research focuses on the oral histories of the mother-tongue speakers and represents speech communities of differing varieties of Michif.

The Michif language is at a critical stage, where younger generations no longer experience Michif as a first language and mother-tongue speakers are entering their grandparent and great-grandparent generation. This research aims to yield valuable data and language documentation, which will have value for future generations. It is critical that the next generations are provided with all the opportunities to advance the Michif language to its fullest potential.



Michif Language Documentation Project (MLDP)

In language revitalization, resources can often refer to language speakers in accompaniment to legacy materials with written text, audio, or video. These physical and digital materials often provide a speech community with a “back-up” solution, should they lose all remaining fluent and proficient speakers prior to their ability to create generations of new language speakers. This research will provide documentation of:

- Efforts to preserve and describe language (e.g. audio recordings, written transcriptions, and other physical, digital, or technological means), which creates comprehensive records of languages’ linguistic and cultural features; and
- Legacy materials including audio recordings, videos, dictionaries, transcriptions, and any other digital and physical materials created in the past to document spoken and written language.

Supporting Reclamation, Revitalization, Maintenance and Strengthening Efforts of Indigenous Peoples

A significant strategic priority for the Commission is to explore, develop and make available resources, guides, and tools to support communities, Indigenous organizations, Indigenous language practitioners, and others in their language revitalization efforts.

Community Language Planning Project

This past year, the Commission began a wide search of Indigenous Language plans and tools currently available in Canada, including plans that were publicly available, complete, and ready for review. A series of meetings took place to negotiate criteria and select communities, taking into consideration the following factors:

- Rural, remote, and urban realities;
- Number of proficient language speakers;
- Geographic distribution; and
- Stage in the language planning process.

From this process, three Indigenous community partners were identified, and a co-designed research process was established to define the scope of work, deliverables, and clear timelines for the project.

“Community based language planning can be understood as a process where members from one language group gather and systematically plan for their language revival or continuation.”

Dr. Onowa McIvor



Fluency and Language Immersion Teacher Education Initiative

An urgent area of focus for the Commission is responding to the critical state of many Indigenous languages, as well as the rapidly declining number of fluent and proficient speakers. By developing a Roadmap, this initiative aims to highlight the conditions needed to better access fluency and immersion teacher education interventions and resources. As a part of this work, the Commission completed an environmental scan and research backgrounder.

Founded on the Strategy of Walking on Two Legs, it reimagines the role of western education systems as a supportive structure that balances and centers Indigenous Knowledges. This approach supports the intergenerational transmission of Indigenous languages by adapting (not adopting) the most promising practices into Indigenous-led learning and teaching frameworks.

As a convener, the Commission has met with federal, provincial, and territorial Ministers, Senators, post-secondary institutions, communities, and others to facilitate a whole-of-Canada approach in addressing this issue.

“Our languages were never envisioned to exist, let alone be taught. This means that Indigenous languages are not a true ‘teachable subject’, since our children cannot learn in their languages, and nor are our languages meaningfully incorporated into formal education systems. Fluency and immersion teacher training is not funded nor valued even though our languages are unique to this land and are not being taught anywhere else in the world.”

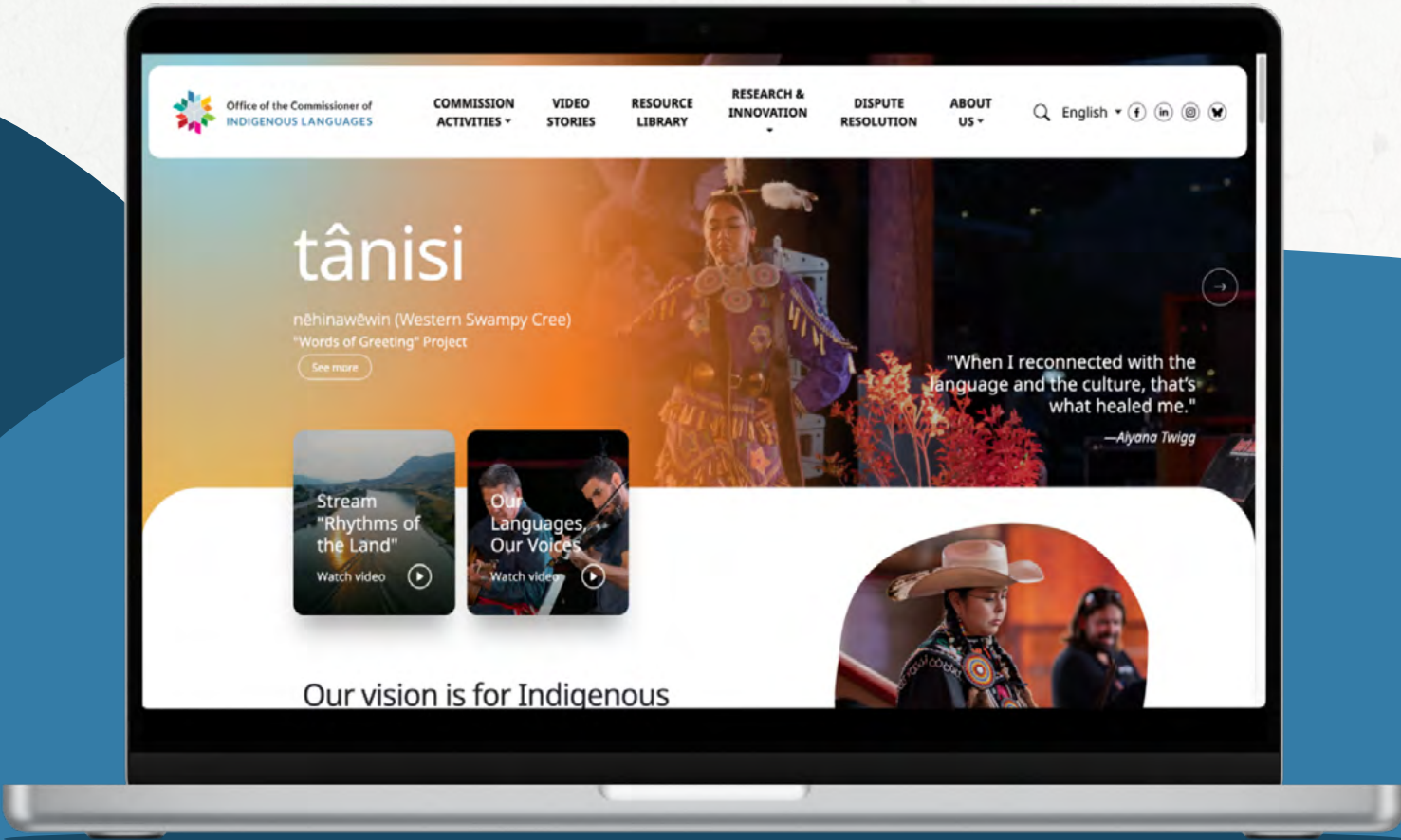
Stsmélqen, Dr. Ronald E. Ignace, Commissioner of Indigenous Languages

Website Development

The Commission’s website has been redesigned to share with the public the Commission’s expanding record of events and initiatives on behalf of Indigenous languages. In addition, the Commission’s website amplifies voices in the communities, providing a means for the public to learn about efforts across the country to reclaim, revitalize, maintain, and strengthen Indigenous languages. New, interactive and user-friendly features can be explored on the Commission’s [website](#).

Indigenous Languages Foundation

Aligning with its 2024-2025 Business Plan commitment, the Commission completed a report to explore the process and feasibility of establishing an external not-for-profit Indigenous languages foundation. The initiative reflects ongoing efforts to support Indigenous Peoples in their language revitalization efforts.



Promotion and Public Awareness and Education

In line with the 2024-2025 Business Plan, the Commission implemented an enhanced outreach and communications framework to reach Indigenous, non-Indigenous, and international audiences and engage them meaningfully on:

- Awareness and understanding of the beauty and diversity of Indigenous languages;
- Importance of protecting and preserving Indigenous languages;
- Strengthening the Commission's understanding about the needs of Indigenous Peoples;
- Promotion and public awareness in line with the *Act*; and
- Awareness of the Commission's mandate, role, and key activities.

The Commission launched a public service announcement in partnership with the Aboriginal Peoples Television Network (APTN) during National Indigenous History Month. Additionally, audiences were engaged in Canada and abroad through speeches and conference participation by presenting our mandate at universities, legislatures, academic forums, grassroots events, and international meetings in Wales, New Zealand, and Hawaii. The Commission also interacted with federal and provincial departments and agencies on their roles in implementing the *Act*.





Global Indigenous Languages Summit, WAVES 2025

To promote Indigenous languages and the role of the Commission nationally and globally, a significant activity in 2024-2025 has been the planning of the Commission’s first Global Indigenous Languages Summit, WAVES 2025. The Summit is set to take place August 11-14, 2025, on the ancestral and unceded territory of the Anishinaabe Algonquin Peoples, in Ottawa and will celebrate the language revitalization efforts of Indigenous Peoples.

The Summit aims to be an immersive and interactive blend of main stage keynotes, workshops, panel discussions, collaborative and public spaces, social networking events, an experiential trade show, with daily evening performances in celebration of Indigenous cultures.

“Daily themes of Land and Language, Technology and Language and Community and Language will be braided together to showcase how knowledge is embedded within languages across our lands, and how these knowledges are critical to understanding our world and how we can navigate change.”

Stsmélqen, Dr. Ronald E. Ignace, Commissioner of Indigenous Languages

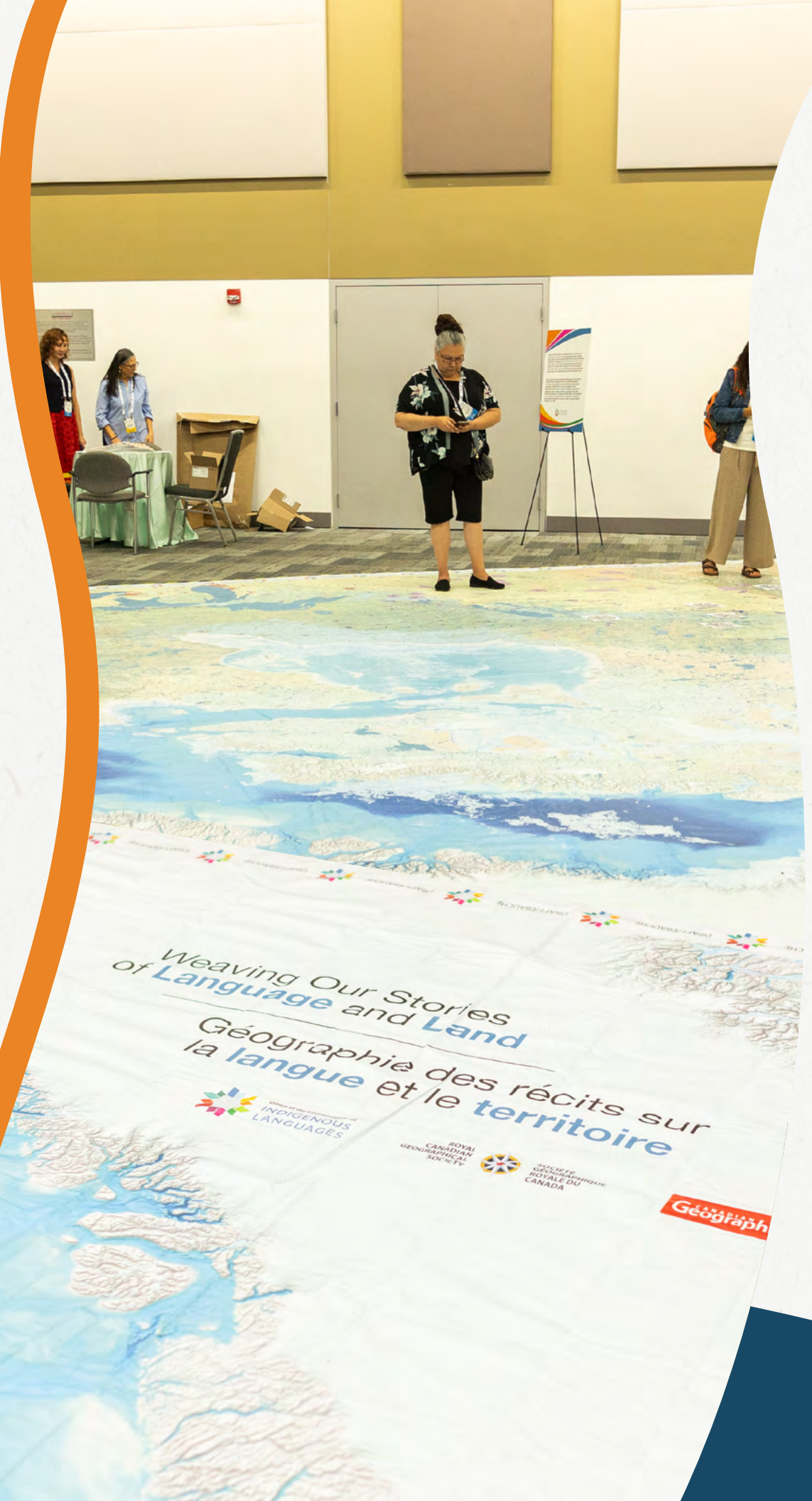
Faces of Indigenous Language Revitalization in Canada

This past fiscal year, the Commission initiated a project to identify Indigenous language leaders in Canada. These are renowned and dedicated individuals who have devoted their lives to strengthening and revitalizing their languages. Their inspiring stories, alongside hand-drawn portraits, will be published at a later date. Interviews are underway, with a sampling of portraits on display at WAVES 2025.

Indigenous Stories That Connect Us: An Interactive Languages Map

In partnership with Canadian Geographic, the Commission is co-developing two maps about Indigenous languages. The first is a digital map that will be accessible online and the second is a large floor map of Canada that can be shipped to different locations for display and various teaching uses.

Both maps will link to stories that are about and/or from these different places. The goal is to share stories in the Indigenous language of the people from the land, where each story originates. Work is currently underway to gather these stories from language speakers.



Rhythms of the Land

The Commission made significant progress on the production of an hour-long documentary titled *Rhythms of the Land*, including planning a premiere event and a national broadcast. This unique program features Indigenous artists performing in their mother tongue, with each performance filmed in location of personal and cultural significance to the artist. Entirely conducted in Indigenous languages, it highlights the profound connection between language, land, and identity. Work will continue next fiscal year to finalize production, expand communications and promotional efforts, and strengthen partnerships.

International Decade of Indigenous Languages

The United Nations (UN) General Assembly proclaimed 2022-2032 the International Decade of Indigenous Languages to bring global attention to the critical state of Indigenous languages and mobilize stakeholders and resources for their preservation, revitalization, and promotion.

The Commission is actively participating in the Global Task Force to learn from language revitalization efforts led by other member states, Indigenous Peoples, and communities, which can inspire similar models of language revitalization initiatives in Canada. Building on its overall strategic plan, the Commission further developed its own corresponding Action Plan in support of the Decade.

United Nations Permanent Forum on Indigenous Issues

The Commission participated at the 23rd Session of United Nations Permanent Forum on Indigenous Issues (UNPFII) on April 16, 2024, and hosted a side-event entitled *First Nations, Inuit and Métis Languages in Canada: Advancing the Goals of the International Decade of Indigenous Languages and the Indigenous Languages Act*. It featured a screening of the Commission’s ‘sizzle reel’ entitled *Our Languages, Our Voices* and was well attended by language experts, learners, advocates, and politicians recognized globally for their work in promoting Indigenous languages. An overview of the side event can be found on the Commission’s [website](#).



“You have to think in your language. If you hear our language spoken, you listen to it, and you translate it in your mind in English, and you come back in Cree. So, we have to think in Cree. So, the key, they [the elders] say, is you have to learn, if you’re going to decolonize . . . to decolonize your own mind. In other words, think in your own language.”

International Chief Wilton Littlechild

Partnership with the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization

In joint efforts to promote Indigenous languages across Canada, and in commitment to work collaboratively in support of the Decade, the Commission and United Nations Educational, Scientific and Cultural Organization (CCUNESCO) announced a partnership in July 2024, in Ottawa. Consolidated by a five-year MOU, it encompasses areas of mutual interest, including:

- Exchanging knowledge to further common objectives;
- Advocating for and enhancing awareness about the significance of Indigenous languages; and
- Working collaboratively on initiatives such as the Decade.

The partnership signifies shared values of reciprocity, respect for Indigenous self-determination, transparency, and accountability in all joint projects and initiatives. It also supports the implementation of UNDRIP.



“With over 70 Indigenous languages in Canada at different stages of revitalization, and the UN Decade of Indigenous Languages underway, this is a crucial moment for every Canadian to learn about and support endangered Indigenous languages. The protection and promotion of Indigenous languages is one of CCUNESCO’s priorities, given the important role of language in safeguarding the identities of Indigenous communities. CCUNESCO is excited to enter this new collaborative relationship with the Office of the Commissioner of Indigenous Languages and eager to put meaningful initiatives in place that reflect our shared goals.”

Yves-Gérard Méhou-Loko, Secretary General, Canadian Commission for UNESCO

Engagement with Partners and Champions

International Engagements

In line with its mandate to promote Indigenous languages, the Commission participated in a series of international events and engagements this past year.

Xaad Kíl Language Gathering

In May 2024, the Commission was invited to participate in the Xaad Kíl language gathering, hosted in Craig, Alaska, to learn more about cross-border issues and realities as they relate to language revitalization efforts. The Commission had the opportunity to present its mandate and activities at the gathering.

International Association of Language Commissioners

In June 2024, the International Association of Language Commissioners (IALC) held its 10th anniversary conference in Cardiff, Wales. As a new member, the Commission shared the distinct recognition of Indigenous Peoples’ rights to their languages under national and international frameworks, as well as the devastating impact of colonization and discriminatory policies on Indigenous languages.



Swedish Parliamentary Committee on Education

In September 2024, the Commission was invited by Ambassador H.E. Signe Burgstaller to attend a luncheon at the Swedish Residence to mark a visit by Sweden’s Parliamentary Committee on Education. In his address to the luncheon, Commissioner Ignace spoke about the role of the Commission as well as the shared priorities with the committee in support of Indigenous languages.

Māori Language Week

The Commission was invited by the Chief Executive, of Te Taura Whiri i te Reo Māori (Māori Language Commission), Ngahiwi Apanui Barr, to celebrate and participate in Māori Language Week held in Aotearoa (New Zealand) from September 14-21, 2024. In addition to observing and celebrating Te Wiki o Te Reo Māori, the Commission’s time in New Zealand provided the opportunity to hear directly from Māori language speakers, teachers and champions on their journey of revitalizing and naturalizing te reo Māori.

“As Chair of the IALC at the time of our biannual conference in Cardiff in June 2024, I was delighted to have the honour of welcoming Commissioner Ignace and his team to the Association. They have truly enriched our Association. We have already gained much from the unique perspective they bring to our discussions and look forward to continuing to learn from their vast and rich experiences of protecting and promoting precious Indigenous languages for many years to come.”

Efa Gruffudd Jones, Welsh Language Commissioner



INTERNATIONAL ASSOCIATION OF
LANGUAGE COMMISSIONERS



Kalaallit Nunnat (Greenland)

The Commission visited several communities across Greenland in September 2024 to strengthen relationships with Indigenous Peoples globally. The engagement focused on meeting with governmental institutions, community organizations, post-secondary institutions, and individuals who support and promote the Greenlandic language. The Commission met with actors such as the Ilisimatusarfik University and the Department of Culture, Education, Research, and Church of Greenland to learn more about the cultural, political, and educational context in Greenland as it relates to language revitalization.

International Conference on Language Documentation & Conservation

In March 2024, the Commission participated in the International Conference on Language Documentation & Conservation (ICLDC) hosted in Hawaii, which gathered over 200 community leaders, language experts, and educators from around the world. The theme focused on the preservation and revitalization of Indigenous languages in the context of diaspora. Commissioner Ignace delivered a keynote on the inextricable link between Indigenous languages and scientific knowledge systems, as well the role, mandate, and activities of the Commission.

Taipei Cultural and Economic Office in Canada

In efforts to foster relationships with global partners in support of Indigenous languages, this past year the Commission strengthened its partnership with the Taipei Cultural and Economic Office in Canada. This ongoing partnership focused on amplifying joint priorities and activities, including planning Commissioner Ignace's keynote at the Global Cooperation and Training Framework Workshop on the prosperity of Indigenous Peoples across the Indo-Pacific and the participation of the Taipei Cultural and Economic Office in Canada at the WAVES Summit.



Regional Language Gatherings

In 2024-2025, the Commission hosted additional regional language gatherings in Edmonton and Vancouver. The goal was to amplify the voices of Indigenous Peoples and uplift language warriors who are at the forefront of language revitalization efforts. Presentations covered topics such as adequacy of funding; artificial intelligence and Indigenous languages; youth perspectives; and promising practices, including land-based immersion programs and other initiatives. From these sessions, the Commission gained insights into the design and operations of the dispute resolution functions of the Commission. Summaries of the language gatherings can be found on the Commission's [website](#), which highlight key messages delivered in presentations, panels and breakout sessions.

What We Heard

The priorities highlighted during the language gatherings identify a consistent need for adequate, sustainable, and long-term funding for language programs to ensure the required space, time, resources, and infrastructure are available and accessible. More specifically, the reduced funding for Indigenous languages in comparison to previous years was raised by participants as a significant barrier in the development and delivery of language programming.

Inuit Nunangat Engagements

Pangnirtung

The Commission supported the *Pangnirtung Inuktitut Vitality Survey* as part of its broader commitment to promote Indigenous languages and support Indigenous language revitalization and preservation. This project aimed to gauge the current vitality of Inuktitut in Pangnirtung, with a focus on intergenerational transmission, community attitudes, and language use across domains.

Rooted in collaborative and community-led research, the project aligned with regional Inuit events and language gatherings, ensuring that the voices and experiences of local speakers guided the process. The Commission partnered with community members, Elders, and language champions to support knowledge transmission across generations. Initial findings from the Pangnirtung survey reveal that Inuktitut remains a vital part of daily life, with most respondents speaking it regularly with family and friends.

Community members emphasized the importance of Inuktitut for cultural continuity, identity, and intergenerational connection. However, challenges such as English dominance in schools and workplaces, lack of translation resources, and limited institutional support were noted as barriers. Respondents expressed a strong desire to preserve and strengthen Inuktitut, especially for future generations. This work contributes to a growing body of research that supports language planning, policy development, and community-driven revitalization efforts, ensuring that Inuktitut continues to thrive as a living, dynamic language in Pangnirtung and beyond.

Iqaluit

As an opportunity to connect directly with Inuit language speakers, learners and experts in the North, the Commission visited Iqaluit in June 2024 to learn more about the unique landscape in Nunavut, as it relates to language protection and revitalization. The visit included meetings with Inhabit Media, Pirurvik, the Office of the Languages Commissioner of Nunavut, and Qikiqtani Inuit Association, all of which further illuminated the current milestones, as well as barriers, regarding the preservation and strengthening of Inuktitut.



Implementation of the *Indigenous Languages Act*

In accordance with the requirements in section 43 of the *Act*, the Commission reports on the Government of Canada’s implementation of the *Act*. This includes responses provided by federal departments, agencies, Crown corporations, and entities who may have direct and indirect implementation responsibilities. For the 2024-2025 reporting period, the Commission sent twenty-two letters to federal departments, agencies, and Crown corporations inquiring about their respective implementation of the *Act* and received seventeen responses. A summary of the responses is provided in Annex A of the report.

The activities and initiatives led by the federal government this past fiscal year in the implementation of the *Act* can be categorized under the following themes:

- Increased translation of pertinent documents, programs, and projects into Indigenous languages across various departments and agencies;
- Aligning corresponding activities, strategies, and policies to implement the *Act*, UNDRIP, and Canada’s National Action Plan for the Decade;
- Creating and facilitating collaborative initiatives highlighting the inextricable linkages between Indigenous languages and traditional scientific, ecological knowledges;
- Shifting focus towards whole-of-government-oriented collaboration in the implementation of the *Act*;
- Supporting preservation and documentation efforts in support of Indigenous languages; and
- Supporting language learning opportunities for federal employees through programming and partnerships.



Governance and Organizational Profile

The Commission’s Governing Board consists of the Commissioner and up to three Directors, who are appointed by the Governor-in-Council on the recommendation of the Minister of Canadian Heritage (the Minister), after consultation with a variety of Indigenous governments, other Indigenous governing bodies and Indigenous organizations.

Governance Structure

A key element impacting the design, implementation, and operations of the Commission relates to the distinctive Indigenous character of the organization. As the Commission evolves, so does the integration of Indigenous values, philosophies, and ways of knowing into the modelling and functionality of the organization.

Current Governing Board

The Governing Board comprises the Commissioner/Chief Executive Officer and Directors:



Ronald E. Ignace
Commissioner



Georgina Liberty
Director



Joan Greyeyes
Director



Robert Watt
Director

Operations

The operations of the Commission are overseen by the Chief Executive Officer (CEO). Overall, the core administrative functions of the organization are managed by staff at the head office located in Ottawa.

Dispute Resolution and Complaints

Under the leadership of the Dispute Resolution Manager, the Dispute Resolution and Complaints Unit manages, pursuant to the *Act*, the provision of services such as mediation or other culturally appropriate services, to facilitate the resolution of disputes. This business line also supports any review of complaints filed pursuant to the *Act*.

Research, Innovation, and Partnerships

The Research, Innovation, and Partnerships Manager is responsible for overseeing and supporting the Commission's research, innovation, and partnership activities and objectives.

Policy and Communications

The Policy and Communications Manager is responsible for planning, coordinating, developing, and implementing strategic and operational policy initiatives that incorporate and facilitate the vision, and strategic goals and objectives of the organization. The unit also oversees the development and implementation of strategic communications and media relations by providing culturally responsive, high-impact, communications materials internally and externally.





Annex A: Summary of Federal Responses to Implementation of the Act

Agriculture and Agri-Food Canada

At Agriculture and Agri-Food Canada (AAFC), the Indigenous Support and Awareness Office (ISAO) hosted learning sessions to raise awareness of Indigenous language and culture. Its Indigenous Word of the Month initiative and internal messaging from leadership further promoted language learning. ISAO staff are also encouraged and supported in pursuing Indigenous language training as part of their professional development.

Canada Border Services Agency

In this reporting period, Canada Border Services Agency (CBSA) continued its longstanding partnership with the Mohawk Council of Akwesasne by maintaining trilingual signage (Kanien'ké:ha, English, and French) at the Cornwall port of entry. Additionally, the CBSA Indigenous Advisory Circle promotes the use of Indigenous languages during meetings and events, encouraging employees to use their original languages during self-introductions and ceremonies. CBSA is also developing a Directive on the Use of Indigenous Languages for public-facing content, expected in fall 2025–2026. Internal support is also provided by CBSA for employees learning Indigenous languages, in addition to offering training curriculum to highlight the historical suppression of Indigenous languages and the importance of revitalization.

Canadian Heritage

Canadian Heritage's Indigenous Languages Branch actively engaged in various partnerships to support the collaborative implementation of the Act. Key among these was the Joint Implementation Steering Committee (JISC), formed in 2019 and composed of Canadian Heritage representatives as well as national Indigenous organizations (Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council). JISC met biweekly and, guided by an annually reviewed work plan, focused on reviewing the Indigenous Languages Program Terms and Conditions, planning the Act's first independent review, in addition to developing communication materials for the Act's five-year anniversary and the National Action Plan for the Decade.

Canadian Heritage also promoted the Decade through its participation in the Global Task Force (GTF) and collaborated with Indigenous partners to finalize and launch Canada's National Action Plan for the Decade in June 2024, which supports Indigenous Peoples' vision for language revitalization. In September 2024, Canadian Heritage participated in a bilateral visit with Sweden's Committee on Education, organized by the Embassy of Sweden in Canada, to exchange on policies and programs supporting Indigenous language revitalization and education. The Department also advocated and affirmed its commitment towards Indigenous language revitalization internationally, through participation at Mondiacult, the Nordic Prime Ministers' Meeting, the G20, and UNPFII.

To promote Indigenous languages, Canadian Heritage continued translating national communications, such as news releases and ministerial statements, into up to nine Indigenous languages, based on speaker population and representation of First Nations, Inuit, and Métis groups. The department used social media to highlight significant dates like National Indigenous Languages Day and International Mother Language Day, and to amplify the work of Indigenous language champions. For National Indigenous Peoples Day 2024, the Celebrate Canada Program funded over 180 events, many of which incorporated Indigenous languages. Statements from the Prime Minister and ministers in commemoration of the day were translated into 11 Indigenous languages.

In terms of access to federal services in Indigenous languages, Canadian Heritage co-chairs the interdepartmental ADM Steering Committee on Services in Indigenous Languages, alongside Employment and Social Development Canada (ESDC). This committee supports implementation of services related provisions under the Act, shares best practices, and identifies opportunities to implement pilot projects aimed at expanding access to services in Indigenous languages. In 2024, Canadian Heritage worked with Nunavut Tunngavik Incorporated to map existing federal services available in Inuktitut and develop pilot projects to increase services available in Indigenous languages.

The department's Human Rights Program advanced its priorities, including language revitalization, by translating the *Canadian Charter of Rights and Freedoms* into five Indigenous languages in 2024–2025 (Algonquin, Dëne sułine', Innu-Aimun, Inuktitut, and Plains Cree), adding to six translations completed the previous year. The *Charter* is now available in 11 Indigenous languages on the Government of Canada's website.

Canadian Northern Economic Development Agency

The Canadian Northern Economic Development Agency (CanNor) contributes to sustained support for the reclamation, revitalization, and promotion of Indigenous languages, particularly Inuktitut in Nunavut, through its leadership of *Pilimmaksaivik: The Federal Centre of Excellence for Inuit Employment in Nunavut*. Through this initiative, CanNor coordinates whole-of-government initiatives aligned with the *Act*, *UNDRIP* (Articles 13 and 14), and Article 23 of the *Nunavut Agreement*.

Another key initiative for the Agency is the Inuktitut Language Training Fund (ILTF), which supports Inuit employees across 11 federal departments and agencies in pursuing full- or part-time Inuktitut language training by covering salary, tuition, and related costs.

Since 2021, 13 employees have completed training through the ILTF. Additionally, the Inuit Education Support Fund (IESF) enables Inuit employees to pursue post-secondary education, including education leave.

Pilimmaksaivik's broader mandate to increase Inuit representation, which also supports language revitalization by expanding the number of Inuktitut speakers within the federal workforce. Since its inception in 2017, Inuit representation in Nunavut-based federal departments has grown from 41% to 51% as of September 2024.

Canada Revenue Agency

The Canada Revenue Agency (CRA), in partnership with Inuit Tapiriit Kanatami and the Government of Nunavut, translated its *Taxes and Benefits for Indigenous Peoples* webpage into the North Baffin dialect of Inuktitut, with publication planned for spring 2025. CRA has also translated some of its communications materials into 17 Indigenous languages and is drafting internal guidance for future translation work. The Agency also participates in federal initiatives like the implementation of the *Inuit Nunangat Policy* and *UNDRIP*, contributing specifically to the language-related measures under the *Act*. However, the Agency notes that translation quality control is a challenge due to the high cost, lack of internal expertise, and limited availability of certified translators. To further align its work with the *Act*, CRA has asked Indigenous organizations for support with review, though noting that such requests place additional burden on often under-resourced partners.

Crown-Indigenous Relations and Northern Affairs Canada

Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) undertakes a number of initiatives and activities that support and promote the use of Indigenous languages, and support the efforts of Indigenous peoples to reclaim, revitalize, maintain, and strengthen their languages, including:

- Seeking to translate materials into Indigenous languages, particularly Inuktitut, as deemed necessary, appropriate, and feasible, as decided by Indigenous partners;
- Collaboratively developing a funding model for Indigenous language revitalization under Canada's *Collaborative Self-Government Fiscal Policy* that can be implemented in fiscal arrangements with Self-governing Indigenous governments. This work advances an Action Plan Measure under the *United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)* that responds to a priority of Indigenous Modern Treaty partners; and
- Supporting and facilitating discussions and progress between departments and National Indigenous organizations on Indigenous languages through the permanent bilateral mechanisms.

The department has also taken efforts to increase the visibility and use of Indigenous languages internally, including translating letters of offer into Indigenous languages, and encouraging employees to request to learn Indigenous languages as part of their Individual Learning Plans.

Employment and Social Development Canada

ESDC and Service Canada support the implementation of the *Act* through programs like the Indigenous Skills and Employment Training Program (ISETP), Indigenous Early Learning and Child Care (IELCC), and Skills and Partnership Fund (SPF). These often include culturally relevant training that incorporates Indigenous languages. Examples include language apprenticeship pilots and teacher training projects to enable Indigenous language instruction. The IELCC Framework emphasizes culturally rooted childcare, promoting language and culture in early childhood education.

ESDC and Service Canada also provide services in Indigenous languages, including Inuktitut, Cree, Ojibway, Michif, and others, through targeted hiring, interpretation services, and regional partnerships in communities across Canada, enhancing accessibility for Indigenous clients. Additionally, promotional materials and service information are translated into multiple Indigenous languages and disseminated through Canada.ca, social media, community events, and regional outreach, including tailored campaigns in Nunavut, Quebec, Atlantic Canada, Ontario, and Western Canada.

The department manages the IT Apprenticeship Program for Indigenous Peoples, a culturally safe employment pathway integrating Indigenous values and languages, supporting inclusion and reconciliation goals tied to TRC Calls to Action and *UNDRIP*. Indigenous language learning and awareness are promoted through training programs, language revitalization projects, and inclusion strategies such as land acknowledgments, and Elders' welcomes in Indigenous languages to foster cultural understanding and reconciliation.

Health Canada

Health Canada developed an Indigenous Languages Toolkit in 2024-2025 to guide staff in translating materials, including best practices, cultural sensitivity considerations, and respectful engagement with translators from Indigenous communities or contractors. In 2023, Health Canada also released a bilingual infographic on its role in major project assessments under the *Impact Assessment Act*. Efforts began in 2024-2025 to translate this infographic into Michif, Dene, and Plains Cree for publication in 2025-2026. In the realm of public education, Health Canada translated cannabis-related resources into Plains Cree, Eastern Ojibwe, and Inuktitut.

The Canadian Institutes of Health Research (CIHR) supported the *Kiskemisowin* project, aimed at preserving Indigenous stories and language, and funded the *Health, Healing and Community Revitalization* program to support Indigenous-led recovery from intergenerational trauma through language and culture. In October 2024, a Tri-Agency Policy on Indigenous Citizenship and Membership outlined commitments to Indigenous language inclusion, outlining the significance and value Indigenous languages as well as holding CIHR staff accountable for safeguarding them.

Indigenous Services Canada

Indigenous Services Canada (ISC) has co-developed regional education agreements with First Nations to support self-determination in elementary, secondary, and post-secondary education on reserves. These agreements promote First Nations-designed education systems, including Indigenous language and culture programming, benefiting about 25,000 students across several provinces.

The First Nations Child and Family Services Program, was revised with Indigenous partners and aligned with the *2020 Act respecting First Nations, Inuit, and Métis children*, prioritizes child safety and cultural continuity, including Indigenous language use in child welfare services. ISC also collaborates on emergency management, ensuring culturally appropriate services and Indigenous language access, and supports Indigenous language use in health governance, recognizing language as crucial for wellness and breaking cycles of trauma.

Within government, initiatives promote Indigenous languages through employee committees, advocacy in *Official Languages Act* modernization, development of Indigenous Advisory Centers, and data standards to support Indigenous names and characters on official documents. ISC is also advancing translation and Indigenous language integration in communications, digital services, and public platforms.

Funding supports for Indigenous language education and revitalization are provided through flexible grants, Indigenous language instruction in federal schools, Friendship Centres, and post-secondary education strategies for First Nations, Métis, and Inuit students. Approximately 93-94% of students in First Nations-administered schools receive instruction in an Indigenous language.

A transformational Indigenous Data initiative enhances Indigenous data governance and sovereignty to support language reclamation. ISC and CIRNA have cultural competency policies for employees, offer Indigenous language training, and promote Indigenous languages in workplace practices and communications.

Overall, the department's efforts focus on advancing Indigenous self-governance, language revitalization, cultural continuity, and equitable access to culturally safe services through partnership, funding, policy, data, and workforce development.

Justice Canada

As noted by Justice Canada, UNDA was released on June 21, 2023, and outlines 181 measures to be implemented over five years in collaboration with Indigenous Peoples. Seven of these measures directly address Indigenous language rights, led by Canadian Heritage, Parks Canada, ESDC, and CIRNAC.

Department of Justice Canada contributes to the implementation of the *Act* by making communications products available in Indigenous languages whenever possible. Additionally, Victims' Rights fact sheets have been translated into 14 Indigenous languages, and key social media posts and recruitment messages are regularly translated as appropriate. The department has also produced a transcript of its animated explainer video on *UNDRIP* in nine Indigenous languages and supports internal communications in Indigenous languages for staff, in collaboration with its Advisory Committee on Indigenous Peoples.

Natural Resources Canada

Natural Resources Canada (NRCan) promotes Indigenous languages and cultures through its Circle of Nations and Elders-in-Residence program. In 2024–2025, over 100 events provided staff with Elder-led teachings, including more than 130 prayers and lessons delivered in Indigenous languages, with a focus on Michif and Algonquin.

Aligning with the principles of the Decade, NRCan has focused efforts on an accurate and standardized approach to recording Indigenous languages of origin in the national geographic names database. As the federal lead on the Geographical Names Board of Canada (GNBC), the department recorded nearly 25,000 place names with origins in over 75 Indigenous languages using ISO 639 standards. It appointed Inuit, Métis, and First Nations Advisors to support best practices throughout the process. Internationally, NRCan also leads a UN working group focused on Indigenous geographical names. The department's *Pathways to Reconciliation Action Plan* (2024–2029) commits to recognizing the value of Indigenous languages and supports the department's implementation of *UN Declaration Act Action Plan* through the development of internal strategies, translation tools, and pilot projects.

Public Health Agency of Canada

The Public Health Agency of Canada (PHAC) translated its Foodbook 2.0 survey into Inuktitut for Nunavut and offered on-demand translation. In advancing accessibility to its sexual health resources, PHAC launched HIV and Syphilis Knowledge-to-Action strategies with materials for Indigenous communities tailored in multiple Indigenous languages. HIV-related materials were also translated into five languages, while syphilis-related materials were translated into eight.

The agency's Infectious Diseases and Climate Change Fund supports Indigenous-led and co-developed projects that use culturally relevant communication strategies and Indigenous dialects. The objective of the initiative is to build capacity for Indigenous self-determination as well as highlight the link between Indigenous languages and traditional ecological knowledges in its development of tools to address climate-sensitive infectious diseases. The Aboriginal Head Start in Urban and Northern Communities (AHSUNC) program continued to promote Indigenous language revitalization through immersive programming. In 2023–2024, 75% of its 119 sites used at least one Indigenous language, teaching 11 distinct languages, not including data from northern territories.

Public Services and Procurement Canada

The Translation Bureau, under Public Services and Procurement Canada, supported over 130 Indigenous freelancers across 59 language combinations in 2024–2025. It translated approximately one million words and provided 320 hours of interpretation in Indigenous languages. It also participated in recruitment efforts at conferences and Indigenous events, such as the North Bay Indigenous Friendship Centre conference and the Assembly of First Nations Circle of Trade. The Bureau maintains a Language Portal offering Indigenous language resources, including glossaries, dictionaries, and links to organizations and events. The Bureau is also collaborating with Microsoft and the Government of Nunavut to contribute databases for Inuktitut text-to-speech development.

Royal Canadian Mounted Police

The Royal Canadian Mounted Police (RCMP) launched its *Indigenous Languages Program* in 2023–2024 and engaged with First Nations, Inuit, and Métis communities to shape its implementation. Internal and external consultations began to assess service needs, especially in Nunavut and Nova Scotia. In Nova Scotia, the RCMP launched two Mi'kmaw language courses, an online program and a mentor-apprentice model, beginning in 2025–2026. The program also translated recruitment and program guides into multiple Indigenous languages and celebrated National Indigenous Languages Day in 2025 through internal communications. Looking ahead, the RCMP plans to translate its *2024–2027 Strategic Plan* into Inuktitut and expand language efforts across Canada.

Statistics Canada

Statistics Canada advanced its support of the *Act* through data collection, partnerships, internal initiatives, and promotional efforts. In 2024–25, the Centre for Indigenous Statistics and Partnerships co-developed nine Indigenous language family reports with the Commission using 2021 Census data, which were jointly released by Statistics Canada and the Commission. Ongoing collaboration with the Commission includes new Indigenous language acquisition survey questions and planning a MOU to guide shared priorities for language revitalization.

Statistics Canada remains a key source for Indigenous language data through the Census of Population and the IPS. In 2024–25, it introduced the concept of “silent speakers”, individuals who learned an Indigenous language as their mother tongue but can no longer speak it fluently, after consultations with the Commission and the First Peoples’ Cultural Council.

To improve accessibility, reference materials for the 2026 Census will be translated into selected Indigenous languages based on 2021 data. Job recruitment materials and localized translation support will further enhance participation. Furthermore, *IPS-Nunavut Inuit Supplement (2022)* results were released in Inuktitut and Inuinnaqtun, and future surveys, including the *2026 Nunavut Government Employee Survey*, will be available in all four official languages of Nunavut. A collaborative report with the Government of Nunavut assessed Inuktitut use across the territory and was also published in Inuktitut and Inuinnaqtun.

Inuit-focused materials such as the *Census of Environment*, *Survey of Canadians’ Safety*, and other Indigenous surveys are increasingly provided in Inuktitut and Inuinnaqtun to improve access and cultural relevance.

Internally, over 1,700 Statistics Canada employees participated in 52 Indigenous cultural awareness sessions in 2024–2025. A new Champion of Languages was appointed, signaling a shift beyond bilingualism to include Indigenous languages. The Official Languages Policy team is rebranding as the Languages Policy Team to reflect this expanded mandate. They are conducting a comparative analysis of the *Indigenous Languages Act* and the *Official Languages Act* to guide integration and support broader linguistic inclusion.

Transport Canada

Transport Canada is actively engaged in a number of initiatives in support of *UNDRIP* and *UNDA*, including the department’s quarterly *Indigenous Voices* newsletter, which features a dedicated language section that highlights an Indigenous language each issue. It includes common words and phrases to encourage learning and appreciation among readers. Transport Canada also incorporates Indigenous words in communications for their Indigenous Speaker Series throughout the year.

The department’s Indigenous Learning Centre offers a dedicated webpage with region- specific resources to help employees learn 27 Indigenous languages. This includes links to courses, community programs, and self-guided tools. Transport Canada’s external- facing Indigenous Career Navigator website is available in Inuktitut, ensuring accessibility and cultural relevance for Inuit job seekers in addition to being represented with officially branded banners translated to Inuktitut at Career Fairs.

The department hosts booths and events to raise awareness of important initiatives such as Red Dress Day, the Moose Hide Campaign, the National Day for Truth and Reconciliation, and celebrations for National Indigenous History Month and National Indigenous Peoples Day. These events often include language components to further promote Indigenous linguistic heritage, such as labelling items with the Indigenous words and providing phonetic spellings to support pronunciation and understanding.

Veterans Affairs Canada

Veterans Affairs Canada (VAC) and the Assembly of First Nations signed a second Letter of Understanding (LOU) on February 7, 2025, building on the initial 2023 agreement. The renewed LOU emphasizes culturally appropriate supports for Indigenous Veterans and the meaningful inclusion of First Nations cultures in both VAC and AFN-led commemorative events. To enhance outreach, VAC produced multilingual brochures and posters available in 17 Indigenous languages, English, and French, including a Canadian Rangers brochure and a services guide for Indigenous Veterans. These materials aim to raise awareness and improve access to VAC benefits, especially in Northern and remote communities.

VAC also launched Indigenous-focused communications campaigns, including a 30-second Inuktitut radio ad and a 15-second Indigenous video to promote remembrance and service awareness. The department continues to foster internal education through its ITIMAP division, where monthly Indigenous Learning Moments and training, such as the Blanket Exercise, deepen staff understanding of Indigenous histories and cultures. In June 2024, as part of Indigenous History Month, VAC hosted an event featuring a Mi'kmaq drummer who shared cultural insights and personal reflections on drumming as a form of healing and connection.

VAC distributed more than 2 million recognition cards in 2024, including over 67,000 classroom packs, featuring Chief Joseph Dreaver. These cards, which included Plains Cree language, were designed to help students recognize and learn about Indigenous contributions to Canada's military history. The program continues in 2025 with the addition of a new educational video.

Indigenous representation was central in several major international commemorations throughout 2024–2025. Ceremonies featured the Act of Remembrance, Commitment to Remember, and blessings delivered in Indigenous languages. Indigenous Veterans and youth also took part in the 2025 Invictus Games in Vancouver and Whistler, observing the role of sport in healing and sharing stories of inspiration with their communities. At the Canadian National Vimy Memorial, the Piikani Nation delegation participated in the national ceremony, offering prayers, drumming, and remarks in both English and Blackfoot.

VAC is improving language accessibility by developing a new application form for interdisciplinary clinics, which will allow applicants to indicate service offerings in Indigenous languages. This supports better alignment of services with Veterans' needs. Additionally, Indigenous individuals or their representatives may request that the \$5 fee for Access to Information (ATI) requests be waived, and translation support will be provided when needed to ensure comprehension. Through its Commemorative Partnership Program, VAC funded 21 projects in 2024–2025 that included Indigenous language components, with a total of \$252,724 allocated. Language use, including Indigenous languages, is also being tracked in memorial design and community engagement initiatives.

Annex B: Audited Financial Statements

For the Year ended March 31, 2025

INDEPENDENT AUDITOR'S REPORT

FINANCIAL STATEMENTS
For
OFFICE OF THE COMMISSIONER OF INDIGENOUS LANGUAGES
For the year ended
MARCH 31, 2025

To the directors of
OFFICE OF THE COMMISSIONER OF INDIGENOUS LANGUAGES

Opinion
We have audited the financial statements of Office of the Commissioner of Indigenous Languages (the Office), which comprise the statement of financial position as at March 31, 2025, and the statements of operations and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Office as at March 31, 2025 and the results of its operations and its cash flows for the period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Office in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Office's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Office or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Office's financial reporting process.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Office's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Office's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Office to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Welch LLP

Chartered Professional Accountants
Licensed Public Accountants

Ottawa, Ontario
June 19, 2025.

STATEMENT OF FINANCIAL POSITION

MARCH 31, 2025

	2025	2024
<u>ASSETS</u>		
CURRENT ASSETS		
Cash	\$ 12,013	\$ -
Marketable securities (note 4)	501,957	499,005
Accounts receivable	-	61,464
Government remittances receivable	493,594	462,072
Prepaid expenses	199,355	342,152
Deposits for events	<u>1,666,610</u>	<u>-</u>
	2,873,529	1,364,693
TANGIBLE CAPITAL ASSETS (note 5)	<u>1,385,565</u>	<u>1,591,578</u>
	<u>\$ 4,259,094</u>	<u>\$ 2,956,271</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Bank indebtedness	\$ -	\$ 3,833
Accounts payable and accrued liabilities	899,086	1,251,958
Deferred revenue (note 6)	1,872,055	-
Repayable to funder	-	2,437
Deferred lease inducement	<u>96,844</u>	<u>100,921</u>
	2,867,985	1,359,149
DEFERRED CAPITAL CONTRIBUTIONS (note 7)	<u>1,385,565</u>	<u>1,591,578</u>
	<u>4,253,550</u>	<u>2,950,727</u>
NET ASSETS		
Unrestricted	<u>5,544</u>	<u>5,544</u>
	<u>\$ 4,259,094</u>	<u>\$ 2,956,271</u>

Approved by the Board:

..... Director

..... Director

(See accompanying notes)

OFFICE OF THE COMMISSIONER OF INDIGENOUS LANGUAGES
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
YEAR ENDED MARCH 31, 2025

	2025	2024
Revenue		
Contributions (note 8)	\$ 11,580,915	\$ 6,800,688
Amortization of deferred capital contributions	296,203	231,728
Investment income	250,628	150,020
Other revenue	-	421
	<u>12,127,746</u>	<u>7,182,857</u>
Expenses		
Consultants	4,483,987	2,496,435
Salaries and benefits	3,511,619	1,944,579
Office expenses	2,551,718	1,520,658
Travel	649,424	440,300
Amortization	296,203	231,338
Rent	228,286	188,355
Professional fees	158,637	236,666
Non-refundable portion of HST rebate	82,988	-
Utilities	64,316	27,167
Advertising	46,773	75,882
Insurance	22,543	14,127
Repairs and maintenance	20,300	3,146
Interest and bank charges	7,158	4,204
Training	3,794	-
	<u>12,127,746</u>	<u>7,182,857</u>
Excess of revenue over expenses	-	-
Net assets, beginning of year	<u>5,544</u>	<u>5,544</u>
Net assets, end of year	<u>\$ 5,544</u>	<u>\$ 5,544</u>

(See accompanying notes)

OFFICE OF THE COMMISSIONER OF INDIGENOUS LANGUAGES
STATEMENT OF CASH FLOWS
YEAR ENDED MARCH 31, 2025

	2025	2024
CASH PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ -	\$ -
Items not affecting cash:		
Investment income reinvested	(250,140)	(167,615)
Amortization of deferred capital contributions	(296,203)	(231,338)
Amortization expense	<u>296,203</u>	<u>231,338</u>
	(250,140)	(167,615)
Changes in non-cash working capital components:		
Accounts receivable	61,464	(39,960)
Prepaid expenses	142,797	(205,459)
Deposits for events	(1,666,610)	-
Accounts payable and accrued liabilities	(352,872)	773,805
Government remittances receivable	(31,522)	(349,267)
Deferred revenue	1,872,055	(7,776,211)
Repayable to funder	(2,437)	(809,208)
Deferred lease inducement	<u>(4,077)</u>	<u>100,921</u>
	(231,342)	(8,472,994)
INVESTING ACTIVITIES		
Purchase of investments	(14,470,000)	(400,000)
Purchase of tangible capital assets	(90,190)	(972,494)
Proceeds from sale of investments	<u>14,717,188</u>	<u>7,650,000</u>
	156,998	6,277,506
FINANCING ACTIVITIES		
Deferred capital contributions received	<u>90,190</u>	<u>972,494</u>
INCREASE (DECREASE) IN CASH	15,846	(1,222,994)
CASH (BANK INDEBTEDNESS), BEGINNING OF YEAR	<u>(3,833)</u>	<u>1,219,161</u>
CASH (BANK INDEBTEDNESS), END OF YEAR	<u>\$ 12,013</u>	<u>\$ (3,833)</u>

(See accompanying notes)

1. NATURE OF OPERATIONS

The Indigenous Language Act ("the Act") established the Office of the Commissioner of Indigenous Languages (the Office) which received Royal Assent on June 21, 2019. The Office became operational upon the Office's appointment which occurred on July 12, 2021. The Office is composed of a full-time Commissioner and three full-time Directors who represent the interests of First Nation, Inuit and Métis. As a not-for-profit organization according to the Income Tax Act, the Organization is exempt from income tax.

Acknowledging that Indigenous peoples are best placed to take the leading role in reclaiming, revitalizing, maintaining and strengthening their languages, the Office plays a role in supporting self- determined language initiatives.

Under the Act, the Office will, among other things:

- help promote Indigenous languages;
- support the efforts of Indigenous peoples to reclaim, revitalize, maintain and strengthen their languages;
- facilitate the resolution of disputes and review complaints to the extent provided by this Act;
- promote public awareness of the richness and diversity of Indigenous languages; and
- support innovative projects and the use of new technologies in Indigenous language education and revitalization, in cooperation with Indigenous governments and other Indigenous governing bodies, Indigenous organizations, the Government of Canada and provincial and territorial governments.

The Office will report annually on the use and vitality of Indigenous languages in Canada, the adequacy of funding provided for Indigenous language initiatives and the needs (and progress made) of Indigenous groups, communities and peoples and entities that are specialized in Indigenous languages with regard to the revitalization of Indigenous languages.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accounting policies of the Office are in accordance with Canadian accounting standards for not-for-profit organizations.

Revenue recognition

The Office uses the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year the related expenses are incurred. Restricted contributions with respect to the acquisition of tangible capital assets that are amortized are deferred and amortized to revenue on the same basis as the related tangible capital asset that is amortized to expense. Unrestricted contributions are recognized when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income is recognized as revenue when earned.

2. SIGNIFICANT ACCOUNTING POLICIES - Cont'd.

Tangible capital assets

Tangible capital assets are recorded at cost. Amortization is based on the estimated useful lives of the tangible capital assets under the following method and rate:

Computer and office equipment	- 55% declining balance
Furniture	- 20% declining balance
Leasehold improvements	- Over the term of the lease

Amortization is recorded at one-half of the above rate in the year of acquisition.

Deferred lease inducement

The Office recognizes rent expense on its premises on a straight-line basis over the term of the lease. Lease inducements received by the Office as rent free periods are deferred and amortized over a straight-line basis over the term of the lease as a reduction in the rent expense.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future. Areas of significant estimates include the determination of significant accounts payable and accrued liabilities, the useful lives of tangible capital assets and related deferred capital contributions.

Financial instruments

The Office initially measures its financial assets and liabilities at fair value. Cash and marketable securities are subsequently measured at fair value. All other financial instruments are measured at amortized cost at the year end date.

3. FINANCIAL INSTRUMENTS

The Office is exposed to and manages various risks through its financial instruments. The following analysis provides a measure of the Office's risk exposure and concentrations at March 31, 2025.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Office's main credit risks relate to the sum of the carrying value of its cash and marketable securities. The Office's cash consists of deposits with a Canadian chartered bank and marketable securities are held with a national investment brokerage and as a result, management believes the risk of loss of these items to be remote.

Liquidity risk

Liquidity risk is the risk that the Office cannot meet a demand for cash or fund its obligations as they become due. The Office meets its liquidity requirements by establishing budgets and cash estimates to ensure it has funds necessary to fulfill obligations.

3. FINANCIAL INSTRUMENTS - Cont'd.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of interest rate risk, currency risk and other price risk.

i) Interest rate risk

Interest rate risk refers to the risk that the fair value of financial instruments or future cash flows associated with the financial instruments will fluctuate due to changes in market interest rates. The Office is not exposed to any interest rate risk.

ii) Currency risk

Currency risk refers to the risk that the fair value of instruments or future cash flows associated with the instruments will fluctuate relative to the Canadian dollar due to changes in foreign exchange rates.

The Office's financial instruments are all denominated in Canadian dollars and it transacts primarily in Canadian dollars. As a result, management does not believe it is exposed to significant currency risk.

iii) Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. Since the Office does not have investments in publicly traded securities, it is not exposed to significant other price risk.

Changes in risk

There have been no significant changes in the Office's risk exposures from the prior year.

4. MARKETABLE SECURITIES

	<u>2025</u>	<u>2024</u>
Royal Bank of Canada		
Premium investment account bearing interest at		
rates varying from 3.53% to 4.58%	<u>\$ 501,957</u>	<u>\$ 499,005</u>

5. TANGIBLE CAPITAL ASSETS

	<u>2025</u>		<u>2024</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Cost</u>	<u>Accumulated amortization</u>
Leasehold improvements	\$ 1,237,620	\$ 184,908	\$ 1,230,265	\$ 61,513
Computer equipment	520,258	400,334	486,021	274,683
Furniture and fixtures	<u>341,075</u>	<u>128,146</u>	<u>292,477</u>	<u>80,989</u>
	2,098,953	<u>\$ 713,388</u>	2,008,763	<u>\$ 417,185</u>
Accumulated amortization	<u>713,388</u>		<u>417,185</u>	
	<u>\$ 1,385,565</u>		<u>\$ 1,591,578</u>	

6. DEFERRED CONTRIBUTIONS

Deferred contribution activities consist of the following:

	<u>2025</u>	<u>2024</u>
Balance, beginning of year	\$ -	\$ 7,776,211
Add:		
Funds received - net	13,543,160	-
Less:		
Operating expenses (excluding amortization)	(11,580,915)	(6,801,280)
Repayable to funder	-	(2,437)
Tangible capital assets acquired (note 7)	<u>(90,190)</u>	<u>(972,494)</u>
Balance, end of period	<u>\$ 1,872,055</u>	<u>\$ -</u>

7. DEFERRED CAPITAL CONTRIBUTIONS

Deferred capital contribution activities consist of the following:

	<u>2025</u>	<u>2024</u>
Balance, beginning of year	\$ 1,591,578	\$ 850,422
Add:		
Capital asset additions (note 6)	90,190	972,494
Less:		
Amortization of deferred contributions related to capital assets	<u>(296,203)</u>	<u>(231,338)</u>
Balance, end of period	<u>\$ 1,385,565</u>	<u>\$ 1,591,578</u>

8. ECONOMIC DEPENDENCE

The Government of Canada funds the Office's activities. They represent approximately 98% (2024 - 98%) of the Office's revenues. The funding agreement includes a provision allowing the Government to reduce or terminate funding with 90 days' written notice. All eligible expenses incurred during the notice period would be covered by the Government. As of the date of the audit, no such notice has been received from the Government.

9. COMMITMENTS

The Office has entered into four lease agreements, one for a printer and the remaining leases for offices in Ottawa, Winnipeg and Saskatoon, that requires total gross lease payments as follows:

2026	\$ 294,106
2027	239,948
2028	225,678
2029	256,092
2030 onwards	<u>1,211,177</u>
	<u>\$ 2,227,001</u>

10. **CREDIT FACILITY**

The Office has access to credit facilities. Outstanding instruments on this facility as at March 31, 2025 include the following:

- A line of credit, payable on demand, with interest payable monthly at bank prime rate plus 1.50% per annum and a credit limit of \$300,000. As at March 31, 2025, this credit facility was not in use.
- A Royal Bank of Canada Commercial Card with a maximum approved limit of \$350,000. As at March 31, 2025, the balance on the Visa card was \$36,226 (2024 - \$22,276). Payments on the Visa card are made monthly. No interest payments were made during the fiscal year.

All facilities are secured by a general security agreement, including interest in the undertaking of the Office and over all of its personal property.



Office of the Commissioner of Indigenous Languages

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