



NOTICE OF MOTION REGARDING ADOPTION OF THE SSMU FRANCISATION PLAN 2023-03-09

Submitted for: 2023-03-09

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Moved by:	Emily Thom <i>Law Representative</i>	Current Status:	<input type="checkbox"/> FOR APPROVAL <input type="checkbox"/> APPROVED <input type="checkbox"/> POSTPONED <input type="checkbox"/> COMMITTED <input type="checkbox"/> NOT APPROVED
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Issue

The SSMU's last Francisation Plan having expired on January 1st, 2023, it is necessary for the Society to strengthen its commitment to McGill's French-speaking community by adopting a new Plan which takes into account the realities of the community and SSMU's Communications Department, as well as *An Act respecting French, the official and common language of Québec* (Bill 96).

It should be noted that most of the elements included in this proposed Plan have been added only to consolidate existing approaches and priorities, and do not require any additional action on the part of the Society.

Background and Rationale

The failure to define specific goals for linguistic accessibility, French language communications, and Francophone rights is a potential barrier to the McGill Francophone community or to members of the student community who wish to engage with the SSMU.

Alignment with Mission

The SSMU is committed to providing leadership in all its activities without discrimination based on language, and to ensuring representation of all its members, who come from diverse linguistic and other backgrounds.



The SSMU Constitution specifies that French is one of the two official languages of the SSMU, and therefore its internal documents must be available in both French and English.

Consultations Completed

The Francisation Plan proposed here builds on the latest version of the Plan, approved by the SSMU Legislative Council in 2020. It was developed with the collaboration of the SSMU Communications Department (including the Director of Communications and the full-time translator), the Francophone Affairs Commissioner, the Vice-President of External Affairs, as well as members representing various Francophone groups on campus and members at large of the SSMU Francophone Affairs Commission.

Risk Factors and Resource Implications

The adoption of this Francisation Plan has human resource implications, through the possible creation of new positions within the SSMU. As a result, it may also result in new costs for the Association, or a redistribution of existing costs.

While the development of a new budget for Francophone Affairs and French language communications is desirable, it is not the subject of this Plan. Shorter-term resolutions may be passed at a later date to address potential to address the potential financial needs of this Plan.

Sustainability Considerations

The SSMU is committed to promoting a culture of anti-oppression and social sustainability, consistent with its sustainability policy. The adoption of this plan will strengthen the SSMU's anti-oppression and equity mandate.

Impact of Decision and Next Steps

Under this Francisation Plan, the SSMU Communications Department will continue to be responsible for the translation of internal documents as well as the Society's communications with its constituents.

The Francophone Affairs Commissioner and the Francophone Affairs Committee will be responsible for overseeing the implementation of the Plan and documenting it in their reports to the Legislative Council.

The Francophone Affairs Commissioner will continue to work with the SSMU Communications Department to ensure the translation into French



and the dissemination of documents and communications to the French-speaking community of McGill, as well as to establish a link between the French-speaking members of the SSMU and the Communications Department.

**Motion or
Resolution for
Approval**

Be it resolved that the Legislative Council approves the Francisation Plan set out in Appendix A.

Be it resolved that the proposed Francisation Plan expires on January 1st, 2026.

**Results of the
Vote**

In favour ()

Opposed ()

Abstain ()



Appendix A : SSMU Francisation Plan

1. Preamble

The Student Society of McGill University (SSMU) recognizes the importance of adequately representing and of fulfilling its obligations to the French-speaking student community of McGill University. To this end, the SSMU, as a bilingual organization, is committed to making available a French translation of its Constitution, internal documents and all relevant communications to its constituents. In addition, the SSMU is committed to respecting its Constitution and to complying with the regulations of the provincial government.

2. Scope of Plan

The main objective of this Francisation Plan is to clearly define the goals, resources, and activities of the SSMU with respect to French and linguistic accessibility.

It is essential that anyone wishing to engage with the SSMU feel free to do so. Language barriers - especially when it comes to the official languages of the Student Union - should not prevent people from contributing to vital discussions about SSMU decision-making and activities.

Although in recent years the SSMU has developed new tools and strategies, and hired new staff members (particularly in the Communications Department) to meet its translation needs, many important documents are still awaiting French versions. In addition, the majority of French-language documents produced by the SSMU prior to 2020 are inconsistent with respect to the names of positions, departments, and student groups, as well as gender-neutral ("inclusive") writing.

3. Existing Projects

3.1 Prioritization of Documents to Be Translated

According to the Francisation Plan and needs (since 2019).

Since the Fall of 2019, the SSMU Communications Department has been prioritizing the translation into French of certain projects (including the listserv, official statements, and Elections SSMU's publications) in order to ensure adequate correspondence with the Francophone community. However, due to the limited resources available to the Communications Department, not all SSMU documents can be processed simultaneously and translation priorities must again be established.



It is understood that the current priorities include the Constitution; bylaws; listserv; SSMU Elections publications; publications directly related to Francophone Affairs; and documents about the safety and well-being of SSMU members, as well as the services offered by the SSMU.

3.2 French Courses

Annually, according to student demand.

The SSMU offers French courses to its members on a voluntary basis. The interactive sessions of the SSMU Mini-Courses take place in a fun and friendly atmosphere, and aim to help participating members improve their vocabulary, fluency and confidence.

3.3 Francophone Rights

Beginning of Fall/Winter semesters.

Every year, the SSMU campaigns to inform its members of their student rights. The Francophone Affairs Committee contributes to the Society's efforts by advocating for Francophone rights, in particular. Surveys conducted by the Committee have revealed that a large proportion of Francophone students are either unaware of their student rights or are reluctant to take advantage of them. Follow-up reports by the Francophone Affairs Committee will be required to determine if further outreach from the SSMU is needed.

4. Deliverables and Outcomes

4.1 Staffing Positions (Recruitment and Onboarding)

Annually, according to needs.

Due to the sheer number and length of documents that require translation, it is necessary to expand the in-house team responsible for translations. To help the Communications Department staff, the SSMU may recruit student or recently graduated translators (Département des littératures de langue française, de traduction et de création; School of Continuing Studies; etc.) as needed, particularly to handle texts excluded from the Society's priority documents.

New seasonal or part-time positions may be created at the beginning of the academic year to support the work of the Communications Department. Translations produced by student members will then be edited by the Communications Department or the Francophone Affairs Committee before being made publicly available.

4.2 Translation Internships

Annually, according to needs (Summer semesters).



In order to support the Communications Department in its efforts, internships may be offered (particularly during the summer sessions) to student translators in order to provide them with professional experience in their field of study and to make up for a backlog in the translation of certain types of internal documents (particularly job descriptions and offers). These internships may be coordinated in collaboration with departments and other academic units offering translation courses or programs.

4.3 Francophone Affairs Committee Budget

Annually (since Winter 2020).

SSMU Finance allocates an annual budget for the Francophone Affairs Committee since the Winter of 2020 session to support the Committee's activities. This fund is intended to ensure the smooth functioning of the Committee, financial support for clubs and other francophone student groups on campus, and competitive pay for newly created positions to support SSMU francisation initiatives.

4.4 Translation Tools

One-time expense (or annual renewal).

In order to ensure consistency in the translations issued by the Communications Department, to speed up the production of French-language texts and to avoid the use of external translation and/or revision partners, digital tools could assist the SSMU's communications staff. A translation software or a dedicated memory could systematically ensure compliance with the SSMU's terminology guide and its writing guidelines, and avoid the use of less reliable tools. The choice of tool or digital strategy would be determined and possibly renewed at a later date by the Communications Department.

4.5 Francophone Affairs Website

Regularly updated (since 2022).

In order to facilitate the sharing of helpful resources intended for Francophone students, External Affairs is committed to dedicating a section of its website to Francophone Affairs. This section will include, among other things, texts and other resources about Francophone students' rights; French-speaking groups on campus; French language resources offered by the SSMU and its affiliated groups; etc.