



“Exploring Human Values and Official Languages” Workshop Frequently Asked Questions

What is the “Exploring Human Values and Official Languages” workshop?

- The workshop is an experiential learning event. Its purpose is to contribute to creating an exemplary public service where each person’s choice of official language is respected. The workshop explores fundamental human values such as interpersonal respect, human dignity and solidarity, and their role in the use of English and French in the workplace. The workshop fosters a new way of seeing official languages above all – as a concrete expression of human values, rather than as a legal obligation.

What is the Session Leader’s Compendium?

- The Official Languages Branch created the Session Leader’s Compendium to help organizations offer this awareness workshop. It includes:
 - essential attributes of a workshop leader;
 - in-depth description of the approach used;
 - practical guidance on giving the workshop; and
 - suggested exercises.

What other resources are available?

- The Official Languages Branch has also made available:
 - an overview of the pilot project that led to the development of the workshop; and
 - a one-page handout that contrasts differences between a rules-based approach to official languages and a values-based approach.

Where can I get the Compendium and these other resources?

- These materials can be downloaded from the Official Languages website at <http://www.hrma-agrh.gc.ca/ollo>. Click on “Awareness Sessions, Organizational Development and Training”.

Does the Official Languages Branch organize Awareness Sessions or recommend session leaders?

- No. The Branch has made available the Session Leader’s Compendium to help organizations work with facilitators to offer the awareness workshop. The Compendium sets out the considerations and information required to successfully give the workshop and provides guidance to select a suitable session leader.

How do I prepare for and set the context for the workshop?

- This unique workshop appeals to the mind and the heart, engaging the whole person. For this reason, it is best offered on its own. A minimum of several weeks should separate it from any other learning events dealing with official languages to allow the workshop to have its full impact. The invitation should emphasize that the workshop is a genuine, open exploration of human values and their presence within official languages matters.

What is the suggested number of participants?

- Although there is no limit to the number of participants for this type of workshop, facilitators may find it best to work with 12 to 20 participants, as this allows for more direct interaction with each person.

What is the language of participants?

- There should be both English-speaking and French-speaking participants at the workshop. What the participants volunteer is an essential part of the content of the workshop. Therefore, both need to be present so that they can learn from each other's experiences.

What is the recommended duration of the workshop?

- A half-day is the minimum amount of time recommended; a full day would be even more beneficial.

Is there an ideal room set-up?

- A circle or u-shaped set-up best engenders participation. However, for large groups, an auditorium setting has also been effective.

What kind of follow-up could take place after the workshop?

- The workshop encourages a personal learning experience in a group setting. Post-workshop or follow-up activities, should they seek to further this type of learning, would need to take their cue from the approach used in the workshop.