

A healthy community is the author of its own evolution



**Santé en
français**

ÊTRE BIEN DANS SA LANGUE

Message from the Chair of the Board and the Executive Director

Dear Partners,

The year 2024–2025 was both celebratory and challenging. We marked our [20th anniversary](#)¹ with somber determination while navigating a major systemic change in the direct support services we deliver to the province's health authorities. Though the transformation began in a context of crisis management, a vital objective has since emerged for Santé en français: to place the individual at the centre of our mission and efforts, ensuring that Manitoba's francophone community has a strong voice in improving French-language health and social services.

The year 2024–2025 also marked the final year of the 2018–2023 strategic plan, which the Board of Directors and team extended by two years to support the transition to a new executive director. Significant work was carried out throughout the year to develop the [2025–2029 strategic plan](#)², which took effect on April 1, 2025, and to define our organization's positioning for the next four years. In short, beyond these two major projects and despite the demands of change management and the many hours invested, 2024–2025 was a year in which Santé en français continued to fulfill its role, honour its commitment to shared leadership and collaborate with its partners.

Transfer of three health care support services

Since 2004, Santé en français has been officially recognized by the Province of Manitoba as the voice of the French-speaking community in matters of health and social services. This recognition is the result of a by-for-and-with approach, through which the community has negotiated and established its relationship with the government and with designated bilingual health and social service organizations. The approach is founded on the principle that the community is best positioned to address its own issues, needs and aspirations, and it took tangible form in 2005–2006 with the transfer of the Centre de ressources Santé en français from Manitoba's regional health authorities to Santé en français, thereby making our organization the provider of five direct health support services for the province:

1. Planning, developing and implementing multi-year strategic plans for French-language services
2. Developing recruitment strategies
3. Providing translation into French
4. Offering French-language training and reference materials
5. Assessing French-language proficiency for designated bilingual positions



Santé en français works in the ancestral lands of the Anishinaabeg, Ininew, Anishininew, Dakota and Denesuline peoples and the Métis nation.

We respect the Treaties that have been made regarding these lands, acknowledge the wrongs and mistakes of the past and are committed to moving forward in partnership with Indigenous communities in a spirit of reconciliation and cooperation.

¹ See the [Santé en français timeline](#)

² The 2025–2029 strategic plan (in French only) is available at: [SanteEnFrancais-2025-29-StrategicPlan-PPT-v01.pdf](#)

In April 2024, Santé en français was informed of a shift in the delivery of direct support services under the Canada-Manitoba Agreement on French-Language Services, funded by Canadian Heritage. Those services would now be delivered directly by the government. The change was premised on the government's vision and commitment to fulfilling its responsibility to provide French-language services to the community. Consequently, on March 31, 2025, three of the five direct support services we had provided to our health care partners for nearly 20 years (translation, language training and reference materials, and language proficiency assessment) were transferred to the Shared Health's Francophone Health Office. Support services for the Social Services component, including translation and language training, remain in place.

Transforming, persevering and connecting

Changing 20 years of practice represents a true paradigm shift for any organization. By managing direct support services for health authorities, Santé en français has engaged the community in the governance and delivery of French-language services through an innovative Manitoba model that places the community at the forefront of change and ensures francophone voices are heard in health and social services decision-making. This major achievement of our francophone community guided our actions throughout the year, and we worked to preserve it.

Although no restructuring was anticipated with the arrival of the new executive director, funding changes to the Health component required us to redefine and adapt our support services. This inevitably had an impact on the team, as we had to eliminate a position and, with it, a valued colleague, due to funding uncertainties.

The transfer of support services marks the end of an era. It also requires us to build new capacity within Santé en français to fully carry out our role. The Board of Directors remained steadfast and provided us with the necessary tools to navigate this change. Guided by our values of collaboration, innovation and fairness, we focused on strengthening our relationship with the government and raising awareness of our role and mandate. In close collaboration with the Société de la francophonie manitobaine, we worked to better understand the government's vision and identify how our roles and objectives complement one another. From November 2024 to March 2025, we held meetings with Robert Loiselle, MLA for St. Boniface; the Assistant Deputy Minister responsible for our file at the Department of Health, Seniors and Long-Term Care; the Honourable Uzoma Asagwara, Minister of Health, Seniors and Long-Term Care; and the Honourable Glen Simard, Minister responsible for Francophone Affairs. At each meeting, we engaged in constructive dialogue to reposition Santé en français within Manitoba's health care ecosystem.

Engaging individuals and supporting active request for services

The changes to Santé en français support services were guided by a person-centred approach that prioritizes user needs, values and preferences, in collaboration with health care professionals throughout the care journey. Our service agreements with the Department of Health, Seniors and Long-Term Care and the Department of Families were updated this year.



The agreement with Health, Seniors and Long-Term Care highlights two main areas: 1) continuing to ensure access to quality, safe and equitable French-language health services; and 2) raising awareness among designated bilingual health authorities of the needs, issues and aspirations of the francophone community, and sharing evidence, best practices and relevant resources. The agreement now encompasses the six designated bilingual health authorities (Shared Health, CancerCare Manitoba, Winnipeg Regional Health Authority, Southern Health–Santé Sud, Prairie Mountain Health, and Interlake–Eastern) and has a one-year term, renewable each year. As part of the restructuring of Health support services, we secured stable funding until March 31, 2028.

The agreement with the Department of Families maintains the same objective: to provide consulting and direct support services to child and family services authorities and designated bilingual establishments, in order to facilitate the planning and delivery of social services in French. It covers two child and family services authorities and 13 agencies, and has a three-year term. To support the growing number of designated bilingual organizations, we applied for a budget increase, which was approved at the end of the year.

The support services provided through the two agreements now allow for stronger financial support of Santé en français operations and will ensure the voice of the francophone community is heard in our collaborations with partners.

Health service agreement:	Social Services service agreement:
• Community involvement and user services • Knowledge mobilization services • Promotion and awareness services	• Community involvement and user services • Promotion and awareness services • Direct support services (primarily translation and language training) for child and family services authorities and designated bilingual agencies

The funding that Santé en français receives through these service agreements creates a channel for dialogue between the government and French-speaking users of the health care system. This connection strengthens collaboration among the community, the province, health authorities and designated bilingual facilities.



Acknowledgements

At the close of 2024–2025, while the transfer of support services places Santé en français in a period of change management, the results are positive for both the organization and the francophone community. They confirm the relevance and importance of maintaining the community as an essential partner in French-language health and social services in Manitoba.

We thank the political decision-makers and their teams for recognizing Santé en français as a key partner and interlocutor. Our gratitude goes to the Honourable Glen Simard, Minister responsible for Francophone Affairs, for his attentiveness, commitment and vision; the Honourable Uzoma Asagwara, Minister of Health, Seniors and Long-Term Care, for their insight and understanding of francophone culture and the French presence in Manitoba; Robert Loiselle, MLA for St. Boniface, for his dedication to our community and his many contributions; and the Honourable Nahanni Fontaine, Minister of Families, for the increased funding and renewed confidence in Santé en français. These relationships are vital to the success of the francophone community.

We also thank our members, contractors, staff and Board of Directors, whose commitment makes the advancement of our main projects possible. They have been with us throughout the year, offering wise counsel, and we are grateful for their trust. We wish as well to acknowledge the contributions of Renée Beaudry during her seven years with Santé en français. A special thank you goes to the members of our regional roundtables and managers' tables for their expertise and on-the-ground contributions, which have enabled Santé en français to identify and address the needs, issues and aspirations of Manitoba's francophone community in health and social services.

The following pages provide an overview of our initiatives, projects and services in support of regional health authorities, child and family services authorities and designated bilingual facilities.



Diane Poiron-Toupin
Chair



Jérémie Roberge
Executive Director



2025–2029 Strategic Plan



MISSION

Santé en français is the voice of Manitoba's francophone community, advocating for improvements in health and social services in French.



VISION

Manitoba's French-speaking community receives a full range of French-language health care services.



VALUES

Innovation

Encourage the development of innovative solutions and models that address issues, needs and aspirations.

Collaboration

Promote collaboration between the community and partners to build lasting relationships based on cooperation.

Fairness

Advocate for access to quality, safe, and equitable health and social services in French.

STRATEGIC PILLARS



PILLAR 1

Attentive and Synergistic Leadership

- 1.1 Strengthening its presence in the health and social services community and decision-making arena
- 1.2 Expanding the use of evidence to enhance the user experience



PILLAR 2

Credible and Influential Spokesperson

- 2.1 Strengthening its advocacy role, with a view to protecting the rights and interests of Manitoba's francophone community in health and social services
- 2.2 Amplifying the community's voice in decision-making bodies
- 2.3 Contributing to innovation and improving system performance



PILLAR 3

High-Performing, Agile Organization

- 3.1 Ensuring stable funding
- 3.2 Stabilizing internal structures and building the new capabilities required

Our Team

Board of Directors



Diane Poirion-Toupin
Chair



Joanne Colliou
Vice-chair



James Ryan
Treasurer



Diane Gosselin
Secretary



Carmell Saint-Brave
Director



Daniel Gagné
Director



René Piché
Director



Yvonne Rowe
Director



René Déquier
*Director - term
ending June 2024*



Luc Brémault
*Director - DSFM
delegate appointed
June 2024*

Resource Members

- Jérémie Roberge, *Executive Director*
- Teresa Collins, *Executive Director, Francophone Affairs Secretariat*

Santé en français Staff



Jérémie Roberge
Executive Director



Natalie Gagné
*Programs and
Operations
Manager*



Renée Beaudry
*Training and
Communications
Coordinator (until
October 18, 2024)*



Maryse Gagné
*Coordinator –
French Social
Services*

Networking, awareness and purpose

The year 2024–2025 marked the second year of implementing the national [Convergence 2028](#) program, which aims to increase access to equitable, quality health and wellness programs and services for all, regardless of gender, identity, age, religion, culture, race, geographic location, economic status or social class. In practice, networking is a cornerstone of the approach, bringing together key partners to achieve systemic and collective results. Santé en français fosters networking in a variety of ways, including awareness-raising, collaborative leadership and advancing priority objectives.

Positioning the health and wellness priorities of the francophone community

To raise the new government's awareness of the Francophone community's health and wellness priorities, Santé en français developed and submitted three documents this year:

- A briefing note on the principle of equity of access in bilateral health agreements, presented at our meetings with ministers and senior officials
- A document entitled *À l'ère des données : moderniser la carte santé au Manitoba par l'inclusion de l'identité linguistique* (In the age of data: modernizing Manitoba's health card by including a linguistic identity marker), sent in June 2024 to Premier Wab Kinew
- A 2025 pre-budget submission letter, sent in February 2025 to Minister of Finance Adrien Sala



The importance of bilateral health care agreements in building our capacity

For the first time, bilateral health care agreements between the federal government and the provinces include a statement of principles committing governments to “equity of access for underserved groups and individuals, including those in official language minority communities.” We worked to raise awareness of the importance of incorporating our regulatory framework for French-language health and social services into the province's upcoming action plans under this agreement. This opportunity can support our current initiatives and strengthen our capacity to act on health. Santé en français will continue this work in the year ahead.

Official-language marker on the health card: a vital source of data

On March 28, 2024, the Province of Manitoba announced in its budget that a new plastic health card would be launched. In June 2024, Santé en français submitted a document and letter to the Premier to seize this opportunity and ensure the new card captures enriched population data, including information on francophones, Indigenous peoples and allophones. The process was supported by members of the *Conseil provincial des leaders francophones en santé* (provincial council of francophone health leaders) from Shared Health's Francophone Health Office, and the letter was co-signed by several community partners. When cross-referenced with census data, human resources data and organizational practices, information from the new health card becomes an essential tool for French services planning. It is important that authorities, designated facilities and the community have access to this data to support informed decision-making and person-centered care.

Collaborative leadership

As noted in the message from the Chair of the Board and Executive Director, various awareness and positioning meetings were held with government officials. Several concrete results emerged, including the creation of a bilingual recruiter position within Shared Health to ensure a francophone perspective in the provincial strategies of the Health Care Retention and Recruitment Office. Santé en français also participated in the *Équipe Francophonie 2025* team organized by the Société de la francophonie manitobaine on March 20. The president met with Premier Wab Kinew, Minister of Francophone Affairs Glen Simard, and legislative representative for francophone affairs Robert Loiselle. The executive director met with Renée Cable, Minister of Advanced Education and Training.

Santé en français also collaborated on three initiatives funded through the Société Santé en français 2023–2028 call for projects. In June, the Association canadienne-française de l'Alberta (ACFA) conducted an exploratory mission to Manitoba. As part of a study on the health needs of the Franco-Albertan community, they met with a number of health partners to learn more about our model for organizing French-language services. Santé en français would like to thank the St. Boniface Health Centre, Southern Health–Santé Sud, Shared Health's Francophone Health Office, Université de Saint-Boniface, the Société de la francophonie manitobaine and St. Boniface Hospital for sharing their expertise and hosting the ACFA mission.

The year 2024–2025 was also marked by the implementation of two projects in Manitoba, which are described later in this annual report. Santé en français is actively involved in both projects, which aim to improve access to French-language services.

In December, Santé en français signed a partnership agreement with the Division scolaire franco-manitobaine, underscoring the importance of intersectoral collaboration between health and education.

Finally, Santé en français submitted a project as part of the call for proposals for Health Canada's [Youth Mental Health Fund](#). As of March 31, 2025, we are still awaiting an answer on the evaluation of our project.

Advancing our priority objectives

Santé en français has continued to build networks and raise awareness to ensure that the voice of francophones is well represented within Shared Health. Although the Shared Health governance structure is still awaiting approval from the Department of Health, the Francophone Health Office has remained very active and made progress on several files. Throughout the year, we collaborated on a range of initiatives, including human resources, a campaign to counter language insecurity, and bilingual internship placements.

During the year, a project to expand access to and improve the quality of French-language health services was approved by Health Canada and Health, Seniors and Long-Term Care Manitoba. This is an excellent achievement and marks Manitoba's third project funded under Health Canada's Official Languages Health Program for 2023–2028. As agreed, the project steering committee follows a tripartite model that includes the Francophone Affairs Secretariat, Shared Health's Francophone Health Office, and Santé en français. This makes it possible to continue and to tailor the systemic work begun in 2017 to integrate French-language services within Shared Health ([see the 2018–2023 tripartite project summary](#)).



Margaret-Teresa-McDonell Award



In March 2025, the Margaret-Teresa-McDonell Award was presented to Meghan Kynoch, coordinator of the Youth BIOLab at St. Boniface Hospital's Albrechtsen Research Centre. Santé en français presents the award to recognize the outstanding commitment of an individual in the health or social services sector who makes a remarkable contribution to providing quality services in French in their workplace. Meghan gives French-speaking and immersion students a unique opportunity to discover science through immersive, interactive experiences. Thanks to her work, hundreds of students in grades 5 to 12 experience science in French each year, reinforcing both their learning and their interest in scientific careers. Herself a graduate of the French immersion program in Lorette, Meghan understands the challenges students face in learning French and draws on her own experience to inspire them. Her work not only strengthens young people's scientific skills but also highlights the value of bilingualism in fields where French plays an essential role. Congratulations, Meghan!



Recipients of the Margaret-Teresa-McDonell Award since its inception:

2009 – Dr. Denis Fortier
2011 – Dr. Paul de Moissac
2014 – Claudette Lahaie
2016 – Lorette Beaudry Ferland
2018 – Dr. José François
2023 – Katie North
2025 – Meghan Kynoch

Healthy Early Years

Funded by the Public Health Agency of Canada (PHAC) and renewed for five years (2024–2029), this pan-Canadian program aims to improve the health and well-being of young children aged 0 to 6 and their families in francophone and Acadian minority communities. In Manitoba, the Fédération des parents de la francophonie manitobaine (FPFM) promotes the *Dès le début, en santé!* project, while Santé en français serves as the coordinator between the FPFM and Société Santé en français. In this role, Santé en français not only participates in follow-up meetings for the national initiative but also engages directly with families. Over the past year, we hosted a booth at four early childhood health and wellness fairs in Winnipeg and the rural communities of Shilo and St. Jean Baptiste, where we met more than 75 people, introduced them to the interactive health and social services map on our website, and raised awareness of the importance of requesting services in French.

At the end of January 2025, Santé en français, in collaboration with the FPFM, convened early childhood partners for an information and update meeting. The session reviewed the achievements of the 2019–2024 community services plan, highlighted two recent projects led by the FPFM, and outlined the next steps in renewing Manitoba's francophone early childhood community services plan.

In March, with additional funding from PHAC, we held a workshop on autism spectrum disorder that presented various perspectives, approaches and services for children on the spectrum. The event was designed for parents and caregivers of children aged 0 to 12 and drew 84 participants. The strong turnout and interest clearly demonstrated the value of such networking events for learning, discovery and exchange on early childhood issues in French.



Franco-Santé

The national Franco-Santé project, funded by Health Canada through Société Santé en français, aims to identify bilingual (French and English) students in English-language post-secondary health programs and to equip and encourage them to provide health services in French during their internships and future careers. In collaboration with Shared Health, Santé en français sent a series of messages with resources and tips to self-declared bilingual medical students, wishing them a good start to the semester and highlighting the advantages of their bilingualism. The goal is to maintain regular contact with these students throughout their studies. Over 72 messages were sent, and the feedback received was positive.

Santé en français is also working to expand the self-declaration of bilingual students to other programs within the faculty. To that end, we are collaborating with the University of Manitoba's Rady Faculty College of Rehabilitation on a strategy to explore the possibility of designating seats for bilingual students and identifying them upon admission. This initiative is a partnership between Shared Health's Francophone Health Office, the Winnipeg Regional Health Authority and Santé en français. A positioning and highlights document was prepared and submitted to the College Council at the end of January. It outlines the potential support available to bilingual students and the efforts that could be made to identify bilingual internship opportunities. Work on the strategy is ongoing, and Santé en français thanks the program dean at the College of Rehabilitation for the excellent collaboration he has shown.



Francophone Immigration Health



March 31, 2025, marks the end of a five-year Francophone Immigration Health project (*Santé immigration francophone*) funded by Immigration, Refugees and Citizenship Canada through Société Santé en français. The main goal of the project was to build the capacity of the health and mental health sectors, the settlement sector and the community to better meet the needs of French-speaking immigrants, with a view to creating connections to better address the health of French-speaking immigrants from a by-for-and-with perspective. The project was carried out in collaboration with the Réseau en immigration francophone du Manitoba (RIF).



Three main activities were carried out in 2024–2025. First, enhancements were made to the sections on access to social services and mental health services in the French-language [guide to navigating the health and social services network](#)³. Facilities designated as bilingual by the Department of Families were also highlighted. Since its launch in May 2024, the guide has proven very useful, serving as a tool that helps people understand and navigate the health care system by connecting them to key services and resources.

Second, Santé en français organized a training session on the health and well-being of francophone LGBTQ+ immigrants in minority settings. The training aimed to raise participants' awareness of the intersectional challenges faced by LGBTQ+ immigrants and provided an opportunity to explore challenges and potential solutions to improve the health and well-being of this vulnerable population. In collaboration with the Collectif LGBTQ* du Manitoba, Université de Saint-Boniface, Clinique Mauve and the Sherpa Institute of the CIUSSS du Centre-Ouest-de-l'Île-de-Montréal, we brought together about 40 people for an afternoon of training. Following three presentations, a roundtable with the speakers and participants generated productive discussions on how to take collective action in our community. The training was very well received by the community and highlighted the need for more resources and dialogue on the subject.



Third, to support awareness-raising, we developed short profiles highlighting the health trajectories of French-speaking immigrants. These experiential stories, drawn from personal accounts, aim to encourage immigrant populations to use the health services available to them, while reinforcing the importance of requesting these services in French. The profiles also inform settlement and primary care professionals about the access issues faced by French-speaking immigrants.

Finally, from 2020 to 2025, Santé en français carried out a number of activities in the francophone community in collaboration with the RIF:

- **Year 1:** Completion of a study on building capacity to address the health needs of French-speaking immigrants (*Renforcer les capacités pour un accueil en santé des personnes immigrantes francophones*), conducted by Université de Saint-Boniface professor and researcher Dr. Danielle de Moissac. The study aimed to gain a better understanding of the experiences of French-speaking immigrants.
- **Year 2:** Four webinars were held on the following themes: 1) the current situation and results of a consultation with primary health care, mental health and social services professionals on their role in supporting immigrants; 2) the immigrant experience; 3) cultural humility; and 4) best practices for improving integration.
- **Year 3:** Organization of a [summit on the health of francophone immigrants in Western and Northern Canada: harnessing diversity and tailoring services](#)⁴, which brought together 105 participants, including delegations from all four western provinces and the three northern territories.
- **Year 4:** Delivery of two training sessions and development of a [French-language guide to navigating the health and social services network](#)⁵. The first training focused on understanding the psychosocial, educational and cultural realities of immigrant, refugee and asylum-seeking families and youth in order to better support them, while the second dealt with navigating Manitoba's health and social services network to encourage use of the guide.
- **Year 5:** Training and tool development, including a session on the health and well-being of francophone LGBTQ+ immigrants in a minority setting, improvements and additions to the navigation guide, and the creation of testimonial sheets on the care journeys of immigrants.

3,4,5 Note: Available in French only.

Community projects:

Vitalité Santé! and Vers des soins pour tous

Making sustainable investments in French-language health care in Manitoba

An investment by Health Canada, through Société Santé en français, enabled two Santé en français partners to receive funding for initiatives to adapt existing services to improve access to French-language health and social services, build knowledge about the needs of francophone and Acadian minority communities, and support the integration of health staff.

Thanks to this funding through the Official Languages Health Program, the two projects implemented in Manitoba amount to about \$1.5 million over five years in French-language health for our community. This constitutes a significant investment in Manitoba's francophone community and a much-needed boost to French-language health care.

Vitalité Santé! Former – Recruter – Maintenir

The Réseau Compassion Network received \$1,019,138 to develop a comprehensive action plan to align and coordinate strategies and activities for training and recruiting bilingual health and social service workers, from high school through to professional practice. The project is called [*Vitalité Santé! Former – Recruter – Maintenir*](#).



In response to francophone human resources challenges in Manitoba's health and social services sector, this unifying project will establish a pathway for francophone workforce training and recruitment. Through concrete, targeted partnerships among francophone community stakeholders, it aims to take action, develop innovative ideas and bring them to fruition quickly. Data collection was conducted to ensure that the proposed ideas and initiatives were aligned with Manitoba's current needs. Partners are guided by an innovation-engineering methodology that emphasizes diverse ideas and rapid improvement cycles.

Vers des soins pour tous

The Collectif LGBTQ* du Manitoba is responsible for applying health knowledge to support the French-speaking LGBTQ2+ community and for sharing best practices at the provincial and national levels. Its initiative, [*Vers des soins pour tous*](#)⁶, will receive \$500,000 over five years to reduce linguistic, cultural and attitudinal barriers in areas such as primary care, mental health, home care and palliative and end-of-life care.



Support services offered by Santé en français

Santé en français provided services including language proficiency assessment, translation, French-language training, assistance with recruitment efforts and support in the development and implementation of French-language service plans. These services are offered under agreements between the Government of Manitoba and Santé en français for designated bilingual health and social service facilities, child and family services authorities, and regional health authorities. Since the support services under the agreement with Health, Seniors and Long-Term Care are set to change beginning in 2025–2026, the past year was marked by managing that transition. The following provides an overview of our activities.

Translation

Designated bilingual health and social service providers rely on our translation service to publish documents in French for the public.

Sector	Number of Documents	Number of Words
Health	462	295,206
Social Services	139	103,791
Total	601	398,997

Translation support for the Health component ended on March 31, 2025, and was transferred to Shared Health’s Francophone Health Office on April 1, 2025. **Santé en français continues to provide translation support for the Social Services component.**

Language proficiency assessments

Until the end of 2023–2024, Southern Health–Santé Sud and St. Boniface Hospital were the primary users of this service. Some partners covered by the service agreement decided several years ago to conduct their own internal language proficiency assessments. For example, the Winnipeg Regional Health Authority uses its own in-house process. In 2024–2025, Santé en français carried out five language proficiency assessments for Southern Health–Santé Sud.

The language proficiency assessment service for designated bilingual positions ended on March 31, 2025, and was transferred to Shared Health’s Francophone Health Office on April 1, 2025.

Training and support in language resources

Through a partnership with Université de Saint-Boniface, Santé en français offers the *Formation en milieu de santé* training to staff of designated bilingual and francophone health and social service agencies in and around Winnipeg, as well as the relevant regional health authorities. The university’s continuing education division offers the courses virtually or in person, as needed, to meet the needs of learners, particularly those working or living in rural areas.

This service for the Health component ended on March 31, 2025, and was transferred to Shared Health’s Francophone Health Office on April 1, 2025. **Santé en français continues to provide language training support for the Social Services component.**



Sector	Spring, Fall and Winter Session Registrations	Certificates of Achievement Awarded	Intermediate Level Certificates of Achievement
Health	273	163	39
Social Services	50	23	10
Total	323	186	49

Recruitment

Santé en français supports its partners in various ways to recruit bilingual health and social services professionals, with a particular focus on career promotion. Over the past year, Santé en français worked on three major initiatives.

Health careers promotion

- Updated the *Ma carrière en santé* presentation to Division scolaire franco-manitobaine (DSFM) and immersion preschool and high schools, offering two series of presentations: one for grades 7 to 9 and another for grades 10 to 12. Between April 1, 2024, and March 31, 2025, 15 presentations were delivered: 11 in DSFM schools (WRHA, SH-SS, PMH and Northern*) and 4 in immersion schools (WRHA and SH-SS). A total of 286 students attended. *Though the Northern RHA is not designated bilingual, Santé en français ensures that DSFM students in that region have access to its presentations.
- The microsite, [La santé, c'est pour moi](#)⁷, recorded 5,429 page views, with the 'home' and 'careers' pages being the most visited.
- Distribution of 30 information cards on the [La santé, c'est pour moi](#)⁸, microsite to DSFM and immersion students who participated in the Hall of Medical Fame Discovery Days.
- Participation in the Collège Pierre-Elliott-Trudeau career fair geared to high school students and their families. We met and spoke with 132 young people, 10 teachers and 4 families.

Active offer to future health care professionals

- Presentation of 33 congratulatory letters to nursing and health care aide graduates from Université de Saint-Boniface, in collaboration with health care partners Action Marguerite, St. Boniface Health Centre, St. Boniface Hospital, Interlake-Eastern RHA, Southern Health-Santé Sud, Winnipeg RHA and Shared Health.
- Support for the Southern Health-Santé Sud bus tour organized for students from the Université de Saint-Boniface school of nursing and health sciences. Sharing of bilingual identifiers and messages promoting employment opportunities in francophone communities.

- Participation in the WRHA's New Grad Day, with Shared Health's and the WRHA's francophone health teams. Santé en français promoted French-language services and distributed bilingual identifiers. A total of 73 people visited our booth.
- Networking event with medical students in January 2025. In partnership with Victoria Hospital, Shared Health's Francophone Health Office and the WRHA, Santé en français engaged medical students in discussions about the hospitalist model as a residency option and the advantages of bilingualism. The success of this activity also helped encourage other programs to identify their bilingual students, a key resource in provincial bilingual recruitment efforts. Following the event, a Franco-Santé page was created on our website for students, highlighting the importance of bilingualism among other things, and Victoria Hospital distributed 50 *LexiGo Santé* tools to its teams and 40 leaflets on the benefits of bilingualism.
- Efforts to ensure the visibility of Santé en français and French-language employment opportunities in Manitoba for students enrolled at Université de Saint-Boniface, in medicine, pharmacy and rehabilitation at the University of Manitoba, and in medicine and nursing at the University of Ottawa.

Provincial recruitment initiatives targeting foreign-trained bilingual professionals

- Following a meeting between the *Conseil provincial des leaders de santé des francophones* (provincial council of francophone health leaders) and the head of the Health Care Retention and Recruitment Office to highlight the importance of bilingual recruitment, a strategy was implemented for recruiting foreign-trained bilingual professionals. Santé en français is working with Shared Health and the Réseau en immigration francophone du Manitoba.
- One aim of our recruitment efforts is to equip bilingual recruiters to make their work easier. For instance, the [Guichet-emploi](#) job portal provides a centralized platform for posting bilingual jobs, sharing information for job seekers and promoting active offer. The portal has received 19,782 page views, with the 'employment' page being the most visited.

7,8 Note: Available in French only.

Health and Social Services support

Santé en français supports child and family services authorities and health authorities in designing, developing and evaluating their strategic plans for French-language services in various ways.

Health component support

The year 2024–2025 saw the renewal of two multi-year strategic plans for French-language services, one for Prairie Mountain Health and the other for Shared Health's Francophone Health Office. The renewal of the Francophone Health Office plan was approved by the Board of Directors on April 25, 2024, and that of the Prairie Mountain Health plan, on June 20, 2024. Note that approval of the Prairie Mountain Health plan was conditional on consultation with the local francophone community.

Discussions began in March 2025 on the approval of CancerCare Manitoba's multi-year strategic plan for French-language services by the Santé en français Board of Directors, and adoption of the plan is scheduled for the 2025–2026 fiscal year.

Various initiatives were undertaken to implement French-language service plan activities and support the active offer of French-language services:

Winnipeg Regional Health Authority (WRHA)

- Participation in the meeting of the WRHA French-Language Services Advisory Committee
- Participation on the jury for selecting the recipient of the WRHA Health in French Excellence Award and in the award ceremony at Grace Hospital.

Southern Health–Santé Sud (SH–SS)

- Support for creating a booth with tools to promote the francophone character of SH–SS.

Prairie Mountain Health (PMH)

- Community consultation, with three community members participating. The Francophone Affairs Secretariat also took part in this consultation.

Interlake–Eastern Regional Health Authority (I–E RHA)

- Field trip to St-Georges with the French-language services coordinator to better understand the region and the organization of French-language services on the ground, and to visit local sites
- Field trip to St. Laurent with the French-language services coordinator to learn more about the I–E RHA region. A few meetings were held with community leaders.
- Shipment of 50 *LexiGo Santé* lexicons to St. Laurent

CancerCare Manitoba

- Participation in the presentation of CancerCare Manitoba's Newcomer Model of Care project. Santé en français sits on the advisory committee

Other support provided to Health component partners

- Participation in Villa Youville's strategic planning advisory committee
- Participation in the [eQUITY Link](#) community of practice, which aims to support the use of eQUITY Access resources to expand access to French-language services. The [eQUITY Link](#) is a resource and training site designed to bolster the language proficiency of health and social service providers. One aim of the meetings was to help members identify solutions to the challenges they face in implementing French-language services.



Social Services component support

Support provided to our Social Services component partners:

- Assistance given to the General Child and Family Services Authority's French-language services coordinator in drafting the 2023–2028 multi-year French-language services plan
- Help to evaluate the ANCR (All Nations Coordinated Response Network)'s 2023–2025 multi-year strategic plan for French-language services, in preparation for developing a new plan
- Participation, with the Department of Families, in meetings regarding facilities being considered for bilingual designation

3 Designation of three bilingual facilities in 2024–2025 by the Department of Families:

- Centre Flavie-Laurent
- MBS Residence
- Vision Loss Rehabilitation Canada

The number of facilities designated bilingual by the province now stands at 13, demonstrating a commitment to improving access to French-language services. The designated bilingual facilities currently supported by Santé en français are as follows:

- L'Arche Winnipeg
- Centre Flavie-Laurent
- Youville Centre
- SMILE of St. Malo
- Manitoba Possible
- MBS Residence
- Vision Loss Rehabilitation Canada
- Regional Occupational Services Enterprise (R.O.S.E.)
- Sara Riel
- Community Respite Service Inc.
- Somerset Villa
- St. Amant
- Aspen Winds

Ozi data collection 2023–2024

Following the tripartite project between Shared Health, the Francophone Affairs Secretariat and Santé en français, which ended on March 31, 2023, Shared Health's Francophone Health Office was invited by Health Canada to propose a project under the Official Languages Health Program. The initiative, *Agrandir l'accès et la qualité des services de santé en français*, was put forward and approved by Health Canada. This innovative project, which maintains the tripartite collaboration structure, includes a dedicated data component to continue collection through the Ozi platform, first implemented in Manitoba between 2018 and 2023 as part of the earlier project. The goal of the new initiative is to collect data on French-language services from 2024 to 2028.

Owing to a late allocation of funds, Santé en français applied to Health, Seniors and Long-Term Care for a deferral of the funding for 2023–2024 in order to carry out the Ozi 2023–2024 data collection and avoid a gap in the data available on French-language services in Manitoba. The request was approved, allowing for the completion of phase two. Phase one, which focused on designated bilingual positions, was completed as part of the *Vitalité Santé!* project led by the Réseau Compassion Network and funded by Health Canada through Société Santé en français.

The Ozi 2023–2024 data collection was launched in November 2024. CancerCare Manitoba joined the data collection as a provincial provider of designated bilingual services. The 2023–2024 data report, completed in March 2025, provides a comparison over the last three years (2021–2022 to 2023–2024) and identifies three key insights for the future :

- The critical importance of data and its transformative potential for French-language service planning
- The central role of leadership at all levels of the organization in creating an environment conducive to the recruitment and retention of bilingual staff
- The power of intersectoral and interprofessional collaboration and the principles of equity and inclusion (by, for and with)

Finally, a data appropriation plan was developed, and the next steps, including broader dissemination of the data, are scheduled for spring 2024–2025. All carryover funds were allocated to the 2023–2024 data collection, as agreed in the deferral request to the Department.

Report of the Independent Auditor on the Summary Financial Statements

To the Members of the Board of Directors of Santé en français Inc.

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2025, and the summary statement of operations for the year then ended and related note are derived from the audited financial statements of Santé en français Inc. for the year ended March 31, 2025.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the note.

Summary Financial Statement

The summary financial statements do not contain all the disclosures required by Canadian Accounting Standards for Not-for-Profit Organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 24, 2025.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with the note.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements".

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 24, 2025

Summary Statement of Financial Position

As of March 31	2025	2024
	\$	\$
Assets	275,028	354,124
Liabilities	35,979	48,307
Net assets	239,049	305,817
	275,028	354,124

Summary Statement of Operations

For the year ended March 31	2025	2024
	\$	\$
Revenue		
Grants and subsidies		
Province of Manitoba		
Canada - Manitoba Agreement	237,500	250,000
Department of Health	293,839	225,661
Department of Families	59,521	59,521
Société Santé en français/Health Canada		
Franco-Health	3,803	3,458
Early Childhood Health (Public Health Agency of Canada)	22,834	15,000
Networking	254,442	254,442
Safely Receiving Francophone Immigrants (IRCC)	30,000	30,000
Self-financing revenue		
Registrations	12,750	8,300
Interest and other	13,528	7,842
	928,217	854,224
Expenses		
Advertising and website	26,701	20,176
Annual meeting	9,364	8,828
Audit	12,304	11,717
Bank charges	383	366
Equipment	2,278	4,152
Equipment rental and other	4,048	4,047
Insurance	1,953	1,773
Language training	69,545	55,174
Memberships	2,222	1,881
Miscellaneous	3,309	-
Printing, postage, stationery	2,447	3,258
Rent	46,129	44,893
Resource persons	280,308	143,908
Recruitment	36,521	39,151
Representation and meetings	12,889	15,821
Salaries and benefits	355,067	375,672
Service contracts	25,740	21,909
Staff training	4,723	4,151
Testing	355	3,516
Telephone, fax, Internet	3,568	3,377
Translations	88,693	74,212
Travel	6,438	6,685
	994,985	844,667
Excess (deficiency) of revenue over expenses for the year	(66,768)	9,557

Note on Basis of Presentation

The summary presented includes only the summary statement of financial position and the summary statement of operations. It does not include the notes to financial statements. The summary statement of financial position does not present the details of the elements of assets, liabilities or net assets. The summary statement of operations is reproduced in as much detail as the audited financial statements. A copy of the audited financial statements is available at the office of Santé en français Inc.



**Santé en
français**

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Financial contribution from

Canada



The projects and initiatives of Santé en français, in collaboration with the Société Santé en français, are funded by Health Canada under the Action Plan for Official Languages 2023–2028: Protection-Promotion-Collaboration. The opinions expressed here do not necessarily reflect those of Health Canada.

The Healthy Early Years project is made possible thanks to a financial contribution from the Public Health Agency of Canada, as part of the SSF's Canada-wide impacts project Healthy Early Years.

The Building Capacity to Safely Receive Francophone Immigrants project is funded by Immigration, Refugees and Citizenship Canada, as part of the SSF's Canada-wide impacts project Francophone Immigration Health.



Santé en français also wishes to thank the Province of Manitoba for its funding through the Canada-Manitoba Agreement, Manitoba Health and the Department of Families.