A shared vision for bilingual health and social services

2025–2026 Annual Report

Santé en français

ÊTRE BIEN DANS SA LANGUE

Message from the Chair of the Board and the Executive Director

Dear Santé en français partners,

The year 2025–2026 marks the first year of implementation of our 2025–2029 Strategic Plan and our two new provincial service purchase agreements with the Department of Health, Seniors and Long-Term Care, the Francophone Affairs Secretariat and the Department of Families. It also marks the third year of the Official Languages Health Program, through which Manitoba receives funding for three major projects to support improvements in French-language health and social services and the recruitment of a bilingual health workforce. Throughout this busy year, we maintained existing collaborations and established new ones.

Two major developments at the system level stood out for our francophone community in 2025–2026: the new health card, which records each person's preferred official language, and the consultations on a truly bilingual province. These two government-led initiatives have tremendous potential to expand access to health and wellness services in French, so we can receive the care and support we need in our own language. Each, in turn, highlighted the values in our strategic plan: collaboration, innovation and equity.

Santé en français operates on the ancestral lands of the Anishinaabeg, Ininew, Inishininiw, Dakota and Denesuline peoples, and in the homeland of the Métis Nation. We respect the treaties made in relation to these territories, acknowledge the harms and mistakes of the past, and commit to moving forward with Indigenous communities in a spirit of reconciliation and cooperation.



In the age of data: Preferred official language as a planning tool

In June 2024, Santé en français and six co-signatories sent Premier Wab Kinew a position paper entitled In the Age of Data: Modernizing Manitoba's Health Card Through the Inclusion of a Linguistic Identity Marker, at the initiative of Shared Health's Provincial Francophone Health Leadership Council. This action followed the announcement of a new plastic health card in February of that year. In January 2025, the government launched the new health card. When words are backed by action, they inspire others to act!

Following a discussion at Shared Health's Provincial Francophone Health Leadership Council, the Société de la francophonie manitobaine, Shared Health's Francophone Health office and Santé en français joined forces to develop a major two-part communications campaign between February and October 2025: Je choisis le français and Différence en français. The main objective of the first part was to encourage francophones and francophiles to exercise their language rights and identify French as their preferred official language on their health card. The second aimed to inform health professionals and managers about this new patient information and raise their awareness, so they can implement active offer and provide equitable access to French-language services wherever these can be coordinated along the care pathway.

As Manitoba became the second province to include preferred official language on its health card, Santé en français drew on the experience of Prince Edward Island's Réseau Santé en français and Department of Health and Wellness.

The latter were the first in Canada to work together to include official language preference on that province's health card, beginning in 2016. In partnership with Shared Health's Francophone Health office, Santé en français organized and facilitated a webinar on the potential of Manitoba's new health card for francophone health. Alongside sharing experiences, the webinar aimed to inform participants about the importance of linking health-card language data to the electronic patient record. Thirty-eight people attended, including several provincial public servants. Linking preferred official language, the personal health identification number (PHIN) and the electronic patient record is particularly important because it can improve demographic and geographic information and service users' care pathways. This information is essential to evaluating and supporting the planning, coordination and delivery of French-language health services. The linkage is not yet in place, but our advocacy meetings have raised senior officials' awareness of the issue. They have listened closely to the need to establish it.

Manitoba: A truly bilingual province

On March 20, 2025, the Honourable Glen Simard, Minister responsible for Francophone Affairs, launched a broad consultation with Manitobans to guide the development of a long-term strategy on bilingualism. Health and social services were not a distinct theme in the survey, round tables or thematic consultations, but participants were invited to comment on the services they would like to see in a bilingual province.

The consultation also allowed briefs and position papers to be submitted. Responses to the provincial survey showed that "[50] percent of respondents talked about access to services as the most important element of a bilingual province. [...] Bilingualism in the healthcare system was ranked first by 21 percent of respondents."[1]

Drawing on more than 20 years of good practices in developing, implementing and evaluating multi-year French-language services strategic plans with health authorities, child and family services authorities and the Francophone Affairs Secretariat, Santé en français brought its partners together to develop and submit the brief, A shared vision for the health and social services sector. This collaborative process involved consultations with nine groups, for a total of 47 participants representing 21 health and social services facilities and organizations across the province. The brief contains 41 recommendations grouped under four priority issues:

- Strengthening community engagement;
- Human resources as the cornerstone of a bilingual Manitoba;
- Providing francophones with a range of services that meets their needs; and
- Supporting vulnerable populations through social and mental health services.

[1] Francophone Affairs Secretariat. (2026, March). Manitoba : A truly bilingual province (Consultation report, pp. 6-7). Government of Manitoba. https://www.gov.mb.ca/asset_library/en/francophonestrategy/2026/francophonestrategy_mar2026.fr.pdf

Our collaborative approach took us beyond a standard consultation exercise. As its title suggests, the brief presents a shared vision and concrete strategies for the health and social services sector that can be applied in the short, medium and long term. We would like to acknowledge the collaboration of Réseau Compassion Network, the Francophone Health office and Manitoba's Provincial Chief Medical Officer, Dr. José François, of Shared Health. Our detailed understanding of our respective roles and environments gave the brief depth and substance. We hope it will inform and be incorporated into the provincial bilingualism strategy, scheduled for release in March 2027. In any event, we remain ready to participate in consultations or hearings convened by the Francophone Affairs Advisory Council, which is leading the strategy's development.





Thank you!

The 2025–2026 year began with change as we entered into our two new service purchase agreements with the province. At times, we had to redouble our efforts to complete this transition, but it is important to remember that these changes benefit Santé en français and the francophone community. The province now directly supports Santé en français's mandate, a significant gain compared with other French-language health networks across the country. Few other networks have this opportunity with their respective governments. Once again, this support for Santé en français sets Manitoba apart nationally and shows that the province recognizes the importance of an approach by, for, and with the community. Rapid change sometimes brings adversity, but we must remember the strength our community's resilience gives us to overcome it. After all, we all share the same vision of a proud, strong and vibrant francophone community.

Our partnerships with political decision-makers and their teams continued to strengthen throughout the year. Our outreach and efforts to position Santé en français are bearing fruit, and we are grateful for our partners' attention, willingness to listen and recognition of our expertise as the official voice on health and social services. The work we do together matters to our francophone community and helps us realize this vision of a truly bilingual Manitoba in health and social services. We thank the Honourable Glen Simard, Minister responsible for Francophone Affairs, for his vision and concrete actions supporting the vitality and empowerment of our francophone community; the Honourable Uzoma Asagwara, Minister of Health, Seniors and Long-Term Care, for facilitating meetings with senior officials to make French-language health services and bilingual recruitment departmental priorities; and the Honourable Nahanni Fontaine, Minister of Families, for increasing funding for our Social Services component.

Finally, we thank our members, contractors, staff and board of directors, whose contributions make Santé en français's reach possible. Board members provided invaluable support to the team during a year of change. Thank you for your trust. The Santé en français team grew with the arrival of Marianne Moquin, Health Services Coordinator. We particularly thank the team for its efforts and accomplishments over the year, which kept Santé en français on course for success and helped it excel in delivering its many activities. Special thanks go to the members of our regional collaborative tables and managerial tables for their contributions and expertise in the field, which enable 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 delivery of new support services to regional health authorities, child and family services authorities and facilities designated bilingual. They reflect our shared commitment to you.

Diane Poiron-Toupin
Chair



Jérémie Roberge
Executive Director



2025–2029 Strategic Plan

Santé en français



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

Collaboration

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

Innovation

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

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 new capabilities required

Our team

Board of directors



Diane Poiron-Toupin
Chair



Joanne Colliou
Vice-chair



Diane Gosselin
Treasurer - elected Oct. 2025



James Ryan
Treasurer - term ended Oct. 2025



Carmell Saint-Brave
Director



Daniel Gagné
Director



René Piché
Director



Yvonne Rowe
Director



Luc Brémault
Director

Santé en français staff



Jérémie Roberge
Executive Director
(until August 31, 2026)



Natalie Gagné
Programs and Operations Manager



Maryse Gagné
Coordinator - French Social Services



Marianne Moquin
Coordinator - Health Services

Networking: Building our profile and reach

The 2025–2026 year marks the third year of implementation of Convergence 2028, the national program of Société Santé en français (SSF), our national advocacy organization, and the 16 Santé en français networks across the country. The program is supported by Health Canada's Official Languages Health Program through SSF. It guides our work in four priority areas: community, human resources, evidence and the health system. Three cross-cutting drivers support these priorities: **leadership and influence**, **innovation and knowledge**, and **organizational excellence**. Our collective goal is to ensure that francophone and Acadian minority communities, in all their diversity, can access the services they need for their health and well-being in French. The team carries out many activities through networking. It is difficult to list them all in the following paragraphs, but each contributes to our profile and reach within the community and among our partners. The national program aligns with our 2025–2029 Strategic Plan. They complement one another.

Leadership and influence

To continue raising the government's awareness of our francophone community's health and well-being priorities, Santé en français submitted another pre-budget letter in February 2026.



Sharing these priorities complemented the brief entitled A shared vision for the health and social services sector, the Je choisis le français campaign, and the webinar on the potential of Manitoba's new health card for francophone health, discussed in the message from the Chair and Executive Director.

We also received a request for a meeting in July from the Honourable Marjorie Michel, federal Minister of Health, and Member of Parliament Ginette Lavack. We had productive discussions about Santé en français's advocacy role in improving social and health services in the province. The meeting also provided an opportunity to discuss bilateral health agreements and the potential offered by the new clause on equitable access for official language minority communities. We appreciate the attention the Minister of Health and the Member of Parliament for Saint Boniface–Saint Vital gave to our priorities and the importance of our work.

In the same spirit, the Société de la francophonie manitobaine and Santé en français joined an SSF working group on bilateral agreements. We remain optimistic that Alberta's progress, supported by substantial funding from this allocation, can inspire action in Manitoba. These funds can support our French-language social and health services infrastructure. After more than 20 years of good practices under our provincial regulatory framework, this diversification of funding has the potential to give renewed momentum to work in the field, both at Santé en français and among many of our community and public-sector partners.

Innovation and knowledege

Using 2021 Census data, we also mapped dissemination areas based on three questions:

- Where in the province do francophones with knowledge of French live?
- Where do francophones live in relation to the areas designated bilingual under *The Bilingual Service Centres Act* of 2012?
- Where are designated service locations, programs and facilities in the health and social services regions?

Combining and comparing these population data helped inform all governance bodies about the current state of designations, accessibility and travel times to different service locations in urban and rural areas. The findings also prompted another question: Could continuous care pathways be established between health facilities, from rural to urban areas? We have long known that receiving a service in French or experiencing active offer in one's community or at a nearby service location does not always —and indeed rarely does—mean continuity of French-language services throughout one's care pathway and referrals between facilities, programs and services. We also took care to identify service locations of child and family services authorities and facilities designated bilingual by the Department of Families, to cover both our Health and Social Services components. These findings will inform work over the medium and long term. They align with our efforts to link the health card's preferred-official-language marker, the personal health identification number (PHIN) and the electronic patient record to obtain demographic and geographic information.

Finally, in November 2025, we worked with the Santé en français networks in Western and Northern Canada and Migraine Québec to hold a webinar on good practices in migraine management.

Organizational excellence

This third and final driver highlights our expertise and expands opportunities for collaboration to identify emerging needs in our communities and sectors. We began or continued participating in several strategic committees this year. Examples include:

- CancerCare Newcomer Model (CancerCare Manitoba's newcomer working group);
- The steering committee and quarterly meetings of the Réseau en Immigration Francophone du Manitoba;
- The strategic committee for the Société de la francophonie manitobaine's rural development strategy;
- The steering committee of the Fédération des aîné.e.s de la francophonie manitobaine's Projet initiatives communautaires pour aîné.e.s (PICA), a community initiatives project for seniors; and;
- The working group on the regional designation of Ste. Anne Hospital.



Bilingual community of practice

A bilingual community of practice was established in collaboration with Shared Health's Francophone Health office, Shared Health's Health Care Retention and Recruitment Office, the University of Manitoba's Rady Faculty of Health Sciences, and Santé en français. This community of practice provides a collaborative space where bilingual professionals, researchers and students come together to share knowledge and experiences and improve the quality of care in both official languages. It encourages innovation, continuous learning and evidence-based practices in diverse care settings. The community of practice held its inaugural meeting on March 11, 2026, bringing together 16 professionals and students. The longer-term objective is to pair health professionals with bilingual Rady Faculty students, potentially leading to bilingual placement opportunities.







Active collaboration with our provincial project partners

Réseau Compassion Network and Collectif LGBTQ* continued implementing their projects funded by Health Canada through Société Santé en français. As a partner in both projects, Santé en français contributed at various stages.

Vitalité santé! Former – Recruter – Maintenir

As lead organization for this project, Réseau Compassion Network continued bringing numerous partners together to implement the Vitalité santé! roadmap. We invite you to join the mailing list by clicking here to receive news about this project, a catalyst for change.

Following an in-depth review of the bilingual workforce situation, a literature review on population needs and a scan of existing initiatives, work began to identify innovative ways to improve the situation in Manitoba.

Extensive partner consultations identified 18 avenues for action. These were then explored, and pilot projects were launched to test the proposed ideas. Some initiatives used an innovation engineering approach to identify potential solutions quickly, while others were pursued through more traditional working groups. Many of these avenues are now being acted on; several have been completed, and the resulting changes have already been implemented. Santé en français participated in most of the groups leading these initiatives and will continue to sit on both the project steering committee and the Partners' Leadership Table, which oversees the work as a whole.

Data were collected to ensure that the proposed ideas and work were well aligned with Manitoba's current realities. Partners are guided in the innovation engineering methodology, which draws on diverse ideas and rapid improvement cycles. More than 10 initiatives are currently being explored and developed, and Santé en français team members are participating in many of them.

Toward Care for All – Collectif LGBTQ*

This project aims to improve health services for French-speaking 2SLGBTQIA+ Manitobans by studying community needs, providing training for care providers and sharing best practices provincially and nationally. The first-phase report is available on the Collectif's website. Results of the consultations with providers and managers on their skills, training and training needs will be published shortly. Free training is also available to improve skills in caring for francoqueer people.



Project IMPACT

IMPACT stands for: innovation, measurement of outcomes, partnership, access to services, communities and technologies.

We continued participating in project IMPACT. This is the third project for which Manitoba obtained funding for 2023–2028 under Health Canada's Official Languages Health Program. The steering committee, comprised of the Francophone Affairs Secretariat, Shared Health's Francophone Health office, and Santé en français, continued supporting the project's implementation.

Healthy Early Years

Working together for healthy early childhood in francophone and Acadian minority communities

This pan-Canadian program, funded by the Public Health Agency of Canada, aims to improve the health and overall well-being of children aged 0–6 and their families in francophone and Acadian minority communities. In Manitoba, the Fédération des parents de la francophonie manitobaine (FPFM) leads the project, *Dès le début, en santé!* (healthy from the start), and Santé en français coordinates between FPFM and Société Santé en français (SSF).

In addition to participating in national initiative follow-up meetings organized by SSF, Santé en français staffed booths at healthy early childhood and well-being fairs in Winnipeg and rural communities. On April 9, 2025, about a dozen people, some accompanied by their children, visited the Santé en français booth at École Saint-Lazare. We had meaningful conversations about their challenges in obtaining French-language health services. More than 20 people then visited our booth at École Roméo-Dallaire on April 16. In March 2026, we welcomed 32 adults and about 15 children to our booth at the fair at École Noël-Ritchot. These fairs give Santé en français opportunities to meet young families and raise awareness of the French-language health services, tools and resources available to them. These conversations with parents also allow us to encourage active demand.

Santé en français also renewed the 2019–2024 Community Services Plan, developed in collaboration with the steering committee of the Coalition francophone de la petite enfance du Manitoba and relevant stakeholders. This plan had guided Manitoba's activities to date. It was therefore time to renew the Community Services Plan to guide activities for 2026–2029. A document enhanced by the Coalition's steering committee provided the basis for reflecting on the current situation. In October 2025, Santé en français invited Manitoba's Healthy Early Years partners to a working day to collectively assess progress since 2019–2024, consider upcoming opportunities and challenges, and identify initiatives to undertake over the next three years. Validated by the partners, the 2026–2029 Community Services Plan will guide activities for that period.

The momentum generated by a March 2025 workshop for families of children on the autism spectrum also highlighted a tremendous need for French-language resources, information, support and tools. The partners (FPFM, Université de Saint-Boniface and Santé en français) worked together to offer a second workshop in November 2025. Thirty-one parents and early childhood practitioners explored, practised and adopted behavioural strategies inspired by applied behaviour analysis (ABA) to better support autistic children in everyday life. The workshop was facilitated by Professor Geneviève Roy-Wsiaki, PhD, BCBA-D, and the advanced psychology students in the ABA seminar.

La Coalition francophone de la petite enfance du Manitoba
En français dès la naissance

Franco-Santé

Franco-Santé is an initiative for francophones and francophiles enrolled in postsecondary health training programs at English-language institutions. Several networks are implementing this project to identify and engage francophone and francophile students in Canada's English-language health faculties.

The objectives of Franco-Santé are to identify bilingual (French and English) students in English-language postsecondary health programs and give them the tools and encouragement to provide health services in French during their placements and once they enter the workforce. In collaboration with Shared Health's Francophone Health office, we held discussions with the dean of rehabilitation programs at the University of Manitoba's Rady Faculty of Health Sciences about potential strategies and support for bilingual therapists in Manitoba (physiotherapists, occupational therapists and respiratory therapists) while working to ensure bilingual students are identified when they enrol in their program.

In February 2026, we held a networking activity with bilingual students enrolled in the Rady Faculty of Health Sciences' medicine program. The activity took place at Ste. Anne Hospital in the Southern Health-Santé Sud region, in partnership with Ste. Anne Hospital, Shared Health's Francophone Health office, Shared Health's Health Care Retention and Recruitment Office, Southern Health-Santé Sud, and Santé en français. A reception allowed these bilingual students to learn more about the health facility and other career opportunities in the region. Santé en français took the opportunity to discuss the advantages of bilingualism and the tools and support available to the students. The goal now is to build on the success of this networking activity to encourage other programs to identify their bilingual students, an essential resource in provincial bilingual recruitment efforts.



Networking evening in February 2026 at Ste. Anne Hospital



Franco santé
Mon français au service de ma profession

Health advisory services

The new funding agreement between Santé en français and the Government of Manitoba (Health, Seniors and Long-Term Care), jointly signed by Health, Seniors and Long-Term Care and the Francophone Affairs Secretariat, has a long-term goal: to enable Manitoba's francophone population to readily access French-language health services through active offer, and to ensure health authorities designated bilingual are well informed and have better access to best practices and other relevant resources and tools to better understand the health needs and priorities of Manitoba's francophone community.

With that in mind, we launched and implemented the following three new advisory services:

Component I — Community and service user engagement service — Four strategic objectives

a. Facilitate and coordinate networking among the various partners working in the health system, including strategic and advisory committees able to influence the health of the French-speaking community.

This objective supports networking meetings and participation in strategic and advisory committees to facilitate the sharing of information, perspectives and trends. Some of these meetings fall under Santé en français's responsibility—its governance structure, meetings with health authorities designated bilingual, and so on—while others take place at the invitation of external partners, such as the advisory committee of USB's School of Nursing and Health Studies, the Conseil provincial de leadership santé des francophones, and the My Health Team steering committee.

b. Facilitate and support consultation with French-speaking service users and develop recommendations to improve access to French-language health services.

As the voice of Manitoba's francophone community in health and social services, Santé en français consulted community members and key health and social services stakeholders as part of the provincial consultation to guide the development of a strategy to make Manitoba a truly bilingual province. Several consultations were held with a wide range of stakeholders, including specialists working in health and social services. These included Santé en français's governance team, the health and social services managerial tables, the Conseil provincial de leadership santé des francophones, and our partners at Réseau Compassion Network and Shared Health.

Through its active presence in Manitoba's francophone community, Santé en français was also able to direct people to the appropriate contacts in their search for French-language health services. At the Department of Health's request, we also informed it of the main issues and recurring themes emerging from complaints and comments received by Santé en français about French-language health services.

Through this exchange of information, Santé en français and political decision-makers are strengthening their collaboration to improve the availability of, and access to, French-language health services.

c. Support strategic and operational planning by health service delivery organizations designated bilingual.

Meetings were held with several health authorities designated bilingual to discuss various matters: the approval process for French-language services plans (CancerCare Manitoba), bilingual designation processes (Winnipeg Regional Health Authority), and sharing practices and advice (Prairie Mountain Health).

In June 2025, following a presentation by the Director of Human Resources, Santé en français's board of directors approved CancerCare Manitoba's 2024–2027 French-language services plan. Board members described the plan as a solid foundation to build on and recommended that CancerCare Manitoba consult Santé en français and the francophone community when designating positions, to ensure they adequately meet patients' needs.

Santé en français also reviewed the draft general policy on French-language services prepared by Shared Health's Francophone Health office, as well as its policy on communications in both official languages.

d. Develop and support initiatives to recruit and retain bilingual human resources.

Santé en français supports partners' efforts to recruit a bilingual health workforce in various ways, paying particular attention to career promotion. Over the past year, Santé en français carried out several key initiatives, including:

- Participating in Southern Health-Santé Sud's My Health Team steering committee. The team strives to connect the region's francophone communities to provide patients with the best possible care nearby;
- Distributing the LexiGo Santé booklet, in mobile and print versions, to various audiences and partners to encourage active offer;
- Participating in Health Care Retention and Recruitment Office initiatives in collaboration with the Réseau en Immigration Francophone du Manitoba (RIF) to better understand the needs of internationally trained health professionals and facilitate their transition to health careers in Manitoba;
- Holding regular update meetings with the Health Care Retention and Recruitment Office's bilingual recruiter and sharing résumés received by Santé en français;
- Sending a congratulatory letter, in collaboration with health partners, to 24 nursing graduates and three health care aide graduates of Université de Saint-Boniface's School of Nursing and Health Studies. Partners in this letter were CancerCare Manitoba, Actionmarguerite, St. Boniface Health Centre, St. Boniface Hospital, Interlake-Eastern Regional Health Authority, Southern Health-Santé Sud, Winnipeg Regional Health Authority, and Shared Health. The letter invites graduates to learn about regions and facilities designated bilingual or francophone when looking for work and promotes a grant for bilingual nursing staff;
- Staffing booths at two events promoting health and social services careers: the Journée des éducatrices et éducateurs francophones du Manitoba and the Canadian Medical Hall of Fame's Discovery Day; and
- Ensuring Santé en français and French-language employment opportunities in Manitoba have a visible presence among students 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.

Santé en français also delivered the *Ma carrière en santé* (my health career) presentation in Division scolaire franco-manitobaine (DSFM) and immersion schools. New games were developed to improve participating students' experience, including information about non-clinical careers in the health system.

Between April 1, 2025, and March 31, 2026, the *Ma carrière en santé* presentations were delivered as follows:

Grades 7–9	
Presentations	26
Schools	16
DSFM schools (WRHA, SHSS, PMH)	5
Immersion schools (SHSS, PMH, Northern RHA*)	9
Total students reached	**484**

Grades 10–12	
Presentations	22
Schools	14
DSFM schools (WRHA, SHSS, PMH)	3
Immersion schools (SHSS, PMH, Northern RHA*)	11
Total students reached	**408**

*Although this region is not designated bilingual, these young people speak French and could potentially provide health services in that language. We reached 143 students.



Booth Grades 7–12	
Two days with a booth at Festival Théâtre Jeunesse	**250** students reached

A grand total of **1,142 students** in Grades 7–12 across the province attended the *Ma carrière en santé* presentation.

Component II — Knowledge mobilization service — Two strategic objectives

a. Raise awareness in the health system and among French-speaking service users by sharing and collecting evidence, best practices and research findings relevant to Manitoba's francophone community and French-language health services.

In 2025–2026, studies and webinar invitations shared with partners included:

- A webinar on patient–physician language concordance and long-term clinical outcomes, in which Dr. Michael Reaume shared findings from his research;
- Validation and sharing of the results of the 2023–2024 OZi data collection report (a data capture and analysis tool) and the 2024–2025 data collection with Santé en français's governance bodies;
- An introductory webinar to health-sector collective bargaining fundamentals and best practices;
- Sharing the brief entitled *A Shared Vision for the Health and Social Services Sector* with partners and community members in our governance structures;
- Sharing an invitation with Health Managerial Round Table to the Collectif's March events: a free virtual workshop on the rights of French-speaking 2SLGBTQI+ people in minority settings and the release of the first-phase findings of the Toward Care for All study;
- Sharing an invitation to the lunch-and-learn session on nursing retention questions and answers, offered by the University of Ottawa's Groupe de recherche sur la formation et les pratiques en santé et service social en contexte francophone minoritaire (GReFoPS); and;
- Sharing a study on health professions in francophone minority settings in Canada with the Health Managerial Round Table.

Team members also attended those webinars to stay abreast of new information and trends.

In June 2025, Santé en français, in collaboration with Shared Health's Francophone Health office, organized a webinar on the potential of Manitoba's new health card for francophone health. The webinar deal Prince Edward Island's health-card experience, its approach to collecting and using data, and lessons learned in the process. The webinar aimed to equip partners in the context of Manitoba's new health card.



b. Act as a liaison and support the production and dissemination of evidence, resources and best practices within the health system.

The Santé en français team met with Société Santé en français's communications and knowledge mobilization manager to better understand knowledge mobilization and the usefulness of the research and knowledge mobilization frameworks, learning how to use them in practice, and exploring their incorporation into future activities.

Component III — Promotion and awareness service — Four strategic objectives

a. Raise the health care system's awareness of the needs of French-speaking minority populations.

Santé en français raises awareness among senior officials, managers and health professionals. Among other activities, Santé en français held meetings with Manitoba Health, including the Deputy Minister, Assistant Deputy Minister and Associate Deputy Minister. These meetings provided opportunities to discuss collaboration and information sharing under the new 2025–2026 agreement, health priorities, bilateral health agreements and the principle of access for equity-seeking groups, as well as Shared Health's 2025–2030 strategic planning for French-language services. Update meetings were also held with Manitoba's Provincial Chief Medical Officer to discuss strategic collaboration between our two organizations.

We also delivered presentations on French-language health services in Manitoba, including to Francophone Affairs Secretariat employees and interns, and to provincial public servants in English and French during Francophonie Month in March 2026.

In collaboration with Shared Health and Southern Health-Santé Sud, we presented the first workshop in the Discovery Lunch — Francophone Cultural Awareness series for employees of health authorities designated bilingual. Entitled A Historical Journey: *De chants et de batailles*, the workshop included a screening attended by the video's artistic director, who shared previously untold anecdotes and exclusive behind-the-scenes information. Santé en français supported coordination and introduced the workshop, helping raise awareness of the organization among this new audience.

b. Continue recognizing, validating and highlighting the bilingual workforce within the health system.

Santé en français served on the selection committee for the WRHA's Excellence in French award and helped present it. The award recognized occupational therapist Thea Toews for her commitment to improving access to French-language health services.

c. Promote the use of French-language services and support active demand in French-speaking communities.

Santé en français developed a strategy to encourage active demand through social media and our presence in francophone communities.

d. Develop and support public awareness initiatives.

A new communications strategy was developed for Santé en français. This renewed plan fully aligns with the organization's 2025–2029 Strategic Plan.

The *Je choisis le français* promotional campaign was also launched in October 2025 in collaboration with the Société de la francophonie manitobaine and Shared Health to encourage French-speaking people to apply for their new health card and choose French as their preferred official language.

Santé en français also developed the framework for a campaign to raise public awareness of active offer and active demand for French-language health services in Manitoba. This initiative builds on the health-card campaign and responds to needs expressed by members of our francophone communities regarding access to French-language services.

Advisory services — Social Services component

The 2025–2026 year marks the first year of the three-year service agreement with the Department of Families (2025–2028). Support and advisory services aim to help social services organizations designated bilingual plan and develop their French-language services policies, practices and strategies.

The recipients of Santé en français's support and advisory services are child and family services authorities and facilities designated bilingual by the Department of Families.

Child and family services authorities:

- General Child and Family Services Authority
- Southern First Nations Network of Care, through All Nations Coordinated Response Network (ANCR)

Thirteen social services facilities designated bilingual:

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

Component I — Community and service user engagement services — Three objectives

a. Facilitate and coordinate networking among the various partners working in social services, including designated child and family services authorities, facilities designated bilingual, and francophone organizations able to influence the well-being of the French-speaking population through social services.

This activity supports networking meetings, such as the Social Services Managerial Round Table, and participation in strategic and advisory committees, including the School of Social Work's advisory committee. These meetings facilitate the sharing of information, perspectives and trends. To that end, Santé en français organized the first annual meeting of social services facilities designated bilingual on November 6, 2025, at Sara Riel. The meeting allowed partners to network and discuss the issues and realities surrounding French-language social services.

b. Support strategic and operational French-language services planning by child and family services authorities and facilities designated bilingual.

Santé en français maintains regular contact with the French-language services leads at authorities and facilities designated bilingual to provide advice on French-language services planning. Support varies according to each facility's or authority's needs and capacity. During the year, Santé en français's Social Services Coordinator held orientation and follow-up meetings, shared resources and distributed bilingual identification materials, among other activities.

Examples of this support include:

- A translation strategy for sections of the annual report (General Authority);
- Connecting ANCR with USB's School of Social Work to encourage the recruitment of bilingual social workers;
- An orientation meeting and resource sharing with a new Executive Director (Sara Riel); and
- Orientation meetings and sharing of resources and bilingual identification materials (Vision Loss Rehabilitation Canada, MBS Residence).

Although ANCR's 2025–2028 multi-year French-language services strategic plan was not completed as scheduled in 2025–2026, Santé en français continues working with ANCR to ensure French-language services are available within the authority.

c. Liaise with the Department of Families on advisory and support services.

Santé en français works with the Department of Families' French-language services coordination team to monitor implementation of the advisory service and support the Department's French-language services planning.

Following the departure of the French-language services coordinator in early September 2025, few planning meetings were held with the Department of Families. A new person was hired in May 2026.

Component II — Promotion and awareness services — Two objectives

a. Promote the use of French-language services and support active demand in French-speaking communities.

b. Develop and support public awareness initiatives.

Santé en français promoted and encouraged the use of French-language social services through an advertisement in *La Liberté* thanking social workers during National Social Work Month (March) and an article in *La Liberté* highlighting the social work profession.

Social media posts promoting and highlighting French-language social services included:

- Three testimonials from people working in French-language social services: a student at USB's School of Social Work, a social work professional at MBS Residence, and the Director of USB's School of Social Work;
- Recognition of World Social Work Day; and
- Congratulations to Nancy Miller, recipient of the General Authority's French-language services award.

In addition to these activities, Santé en français promotes bilingual job openings at authorities and facilities designated bilingual through our social media and the En santé job board.

Component III — Direct support services for child and family services authorities and facilities designated bilingual

To help authorities and facilities designated bilingual improve their French-language services, Santé en français provides resource development, translation services and language training.

a. Provide direct services to child and family services authorities and facilities designated bilingual.

Santé en français supports the development and distribution of bilingual tools, reference materials and signage. For example, we developed a new resource to promote and encourage active offer: the *Reference & Greeting Guide*. This tool supports English-speaking employees at facilities and authorities in actively offering French-language services. It contains useful phrases and steps to follow when someone requests services in French. To accompany the guide, we also developed a folded card to display at facility reception desks and authority offices. The display encourages active offer and active demand and provides reception staff with useful French phrases.

We thank Southern Health-Santé Sud, which inspired the idea and allowed us to adapt its version of the guide.

Santé en français continues distributing the LexiGo Santé booklet, bilingual identification materials and a French-language guide to navigating Manitoba's health and social services network to authorities and facilities designated bilingual.



Reference & Greeting Guide



Folded card for display at reception

The 2025–2026 year marks the first year in which the Social Services component's translation and language training services operated independently, following the transfer of the Health component's support services to Shared Health's Francophone Health office. Management of translation and language training services now falls under the Social Services Coordinator.

Translation services

Translation services are offered to the two child and family services authorities and 13 facilities designated bilingual. Detailed results are shown below.

Social Services Translation 2025–2026

Facility	Number of Documents	Number of Words
St. Amant	81	54,841
General Authority	32	21,099
Youville Centre	10	6,913
Sara Riel	5	1,689
MBS Residence	4	1,981
Vision Loss Rehabilitation	2	11,063
ANCR	1	771
Grand total	**135 documents**	**98,357 words**

b. Provide targeted language training for child and family services authorities and facilities designated bilingual.

Language training

Through a partnership with Université de Saint-Boniface, Santé en français offers French-in-health-settings training to staff at facilities and the two child and family services authorities designated bilingual. USB's Continuing Education Division offers these courses online or in person to meet learners' needs

Detailed results are shown below:

Language Training 2025–2026

Facility	Spring, Fall and Winter Session Enrolment	Beginner Certificates of Achievement Awarded	Intermediate and Advanced Certificates of Achievement Awarded
St. Amant	23	10	2
L'Arche Winnipeg	5	4	-
Youville Centre	3	3	-
Sara Riel	2	1	-
General Authority	1	-	-
MBS Residence	4	4	2
Vision Loss Rehabilitation	1	-	-
Grand total	**39**	**22**	**4**

Report of the Independent Auditor on the Summary Financial Statements

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

Opinion

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

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2026, 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, 2026.

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 25, 2026.

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 expressan 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 25, 2026

Santé en français Inc.
Summary Statement of Financial Position

As at March 31

	2026	2025
	$	$
Assets		
	295,908	275,028
Liabilities		
	50,578	35,979
Net assets		
	245,330	239,049
	295,908	275,028

Santé en français Inc.
Summary Statement of Operations

For the year ended March 31	2026	2025
	$	$
Revenue		
Grants and subsidies		
Province of Manitoba		
Canada - Manitoba Agreement	121,996	237,500
Department of Health, Seniors and Long-Term Care	265,000	293,839
Department of Families	81,150	59,521
Société Santé en français/Health Canada		
Franco-Health	5,200	3,803
Early Childhood Health (Public Health Agency of Canada)	13,334	22,834
Networking	254,442	254,442
Safely Receiving Francophone Immigrants (IRCC)	-	30,000
Self-financing revenue		
Registrations	750	12,750
Interest and other	9,305	13,528
	751,177	928,217
Expenses		
Advertising and website	24,111	26,701
Annual meeting	5,433	9,364
Audit	12,888	12,304
Bank charges	127	383
Equipment	1,387	2,278
Equipment rental and other	4,579	4,048
Insurance	2,015	1,953
Language training	11,591	69,545
Memberships	3,520	2,222
Miscellaneous	3,775	3,309
Printing, postage, stationery	3,161	2,447
Rent	50,753	46,129
Resource persons	186,205	280,308
Recruitment	24,733	36,521
Representation and meetings	6,416	12,889
Salaries and benefits	323,209	355,067
Service contracts	30,721	25,740
Staff training	8,557	4,723
Testing	-	355
Telephone, fax, Internet	3,247	3,568
Translations	30,073	88,693
Travel	8,395	6,438
	744,896	994,985
Excess (deficiency) of revenue over expenses for the year	6,281	(66,768)

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 details 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

400 Taché Avenue, Suite 400
Winnipeg, Manitoba R2H 3C3
santeenfrancais.com

With funding from

Canada

Société Santé en français

Santé en français's work in collaboration with Société Santé en français is funded by Health Canada under the Action Plan for Official Languages 2023–2028: Protection–Promotion–Collaboration. The views expressed here do not necessarily reflect those of Health Canada.

The Healthy Early Years project is made possible through funding from the Public Health Agency of Canada, as part of Société Santé en français's national Healthy Early Childhood project.

Manitoba

Santé en français also thanks the Province of Manitoba for its funding through the Canada–Manitoba Agreement, the Department of Health, and the Department of Families.