

up to our commitments; there is a formidable list of problems on which we are or shall be working.

We want the new policies to be better known throughout the Department so that all members are fully aware of their responsibilities. We want a higher proportion of French-speaking members, for we must not blind ourselves to the fact that bilingualism, as important as it is, will not in itself solve the problem of ensuring greater participation in government by members of the two linguistic communities. Only an adequate number of individuals belonging to each group, both in Ottawa and in our missions abroad, will guarantee the realization of our goals. We also need a supporting staff which will be linguistically equipped to assist in carrying out these policies. We want a communications system which will facilitate, not hamper, communications in both languages.

In brief, we want French-speaking Canadians to make greater use of their language as a living instrument. We do not want our linguistic investment to go to waste. The Government and the Department can go only so far in assisting individuals in their attempts to master their second language. Thereafter it will be for each individual concerned to ensure that he develops his potential to the maximum.

To some this outline may sound like a dream; in fact, these policies are already being put into practice. They have been adopted because we believe them to be essential to the life and progress of this country, and essential, on a smaller scale, to the effective functioning of this Department. I can assure you that all steps will be taken to carry them out promptly.

For all these reasons, the Department is anxious to encourage young people of both cultures who are interested in a career in the foreign service to help in the task, and to participate in the Department's efforts to give full recognition to the values of each of the two main Canadian linguistic communities. Some welcome these policies; others have been and perhaps still are reticent, but we must move beyond these doubts. We need the co-operation of all of you, particularly the new generation of officers. In order to find a climate and conditions which will enable you to serve your country in either of the official languages, you will have to be the dynamic force and the continuing inspiration of this policy. You will have to remember that relations between French- and English-speaking Canadians depend not only upon laws but upon the workings of the human spirit. It will be necessary for all of us to work in harmony and to engage in honest and constructive discussion in order to discover what is needed for the full and effective implementation of this policy. By taking part in that process, you will continue to affirm your own culture and language and you will render a service of great value to Canada.

I want you to be very sure that the Government means business. I hope your commitment to these goals will be no less firm.