



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				Notes	
			2022/2023		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
GOAL 1: Indigenous Representation	<p>Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.</p>	<p><i>% of job descriptions (JDs) in compliance</i></p> <p><i>Increased applicants applying on job postings (compared to historical data)</i></p> <p><i>Increased applicants screened in with equivalencies (compared to historical data)</i></p>	<p><i>15% of JDs in compliance</i></p>	<p>Job Description Guide Launched</p> <p>5.6% of JDs in compliance</p>	<p><i>25% of JDs in compliance</i></p>	<p>42% of JDs in compliance</p>	<p><i>55% of JDs in compliance</i></p>	<p><i>Increased 2024-2025 target from 40% of JDs in compliance to 55%. Data on applications & screening trends not available.</i></p>
	<p>Action 1.2: Hiring managers will complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.</p>	<p><i>% of hiring managers who complete the training</i></p> <p><i># of sessions available to hiring managers</i></p>	<p><i>Pending Finance Action-Development and launch of Training Guidelines</i></p>	<p><i>Hiring Manager Training Launched</i></p> <p><i>6.3% completion (HMs 6months +)</i></p>	<p><i>30% completion (HMs 6months +)</i></p>	<p><i>34.2% completion (HMs 6months +)</i></p>	<p><i>60% completion (HMs 6months +)</i></p>	<p><i>Staffing Workshop (excludes inactive employees)</i></p>
	<p>Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.</p>	<p><i>% of positions filled without a competition</i></p> <p><i>Increase of Indigenous hires within department</i></p> <p><i>Increased number of candidates added to database</i></p>	<p><i>Pending Finance Action - Development and launch of eligibility database</i></p>	<p><i>The Indigenous Eligibility List process is under development with Finance</i></p>	<p><i>Minimum of 1 position filled with Indigenous Eligibility List</i></p>	<p><i>The Indigenous Eligibility List process is under development with Finance</i></p>	<p><i>Minimum of 1 position filled with Indigenous Eligibility List</i></p>	<p><i>The Indigenous Eligibility List has launched within the Department of Finance as a part of the recruitment process. The process is anticipated to be implemented into other GNWT departments in 2024-2025.</i></p>



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			2022/2023		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
GOAL 2: Indigenous Leadership	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	70% completion (All EE 6months +)	73% of EEs have completed ICAST	80% completion (All EE 6months +)	77% of EEs have completed ICAST	90% completion (All EE 6months +)	Excludes inactive employees and relief positions
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training (Employee & Manager)	# of hiring managers who have completed the training (# of hiring manager sessions – limited spots available) # of non-hiring manager employees who have completed the training (# of non-hiring manager employee sessions – limited spots available)	% completion (3% HMs & 2% non-HMs 6mths+)	% completion (24% HMs & 4% non-HMs 6mths+)	% completion (10% HMs & 5% non-HMs 6mths+)	% completion (24% HMs & 7% non-HMs 6mths+)	% completion (27% HMs & 10% non-HMs 6mths+)	Excludes inactive employees and relief positions. Finance advised to remove overall completion rate as the courses for managers and employees are separate. Increased 2024-2025 completion rate from 15% to 27% for hiring managers and employees from 2023-2024 actuals.
	Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	# of exit interviews completed with employees who leave their position	Pending Finance Action-Development of EE experience exit interview process	The Exit Interview process is in the final stages of development with Finance	Pending Finance Action-Development of EE experience exit interview process	The Exit Interview process is in the final stages of development with Finance	Pending Finance Action-Development of EE experience exit interview process	The Department of Finance anticipates the release of the Exit Interview process in 2025-2026.
	Action 2.5.1: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	# of employees accessing program # of employees with IMDTP in performance plan	2 employee utilizes IMDTP	3 employees accessed IMDTP	2 employees utilize IMDTP	1 employee accessed IMDTP	4 employees utilize IMDTP	Data provided by Finance. No data available on # of employees with IMDTP in their performance plan.



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		2022/2023		2023/2024		2024/2025	
		Target	Results	Target	Status as of Q4		
Action 2.5.2: Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program # of succession plans	<i>Pending Finance Action-Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>The Access Indigenous Mentorship Program is in the final stages of development with Finance</i>	<i>Pending Finance Action-Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>The Access Indigenous Mentorship Program is in the final stages of development with Finance</i>	<i>Pending Finance Action-Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>The Department of Finance anticipates the release of the Access Indigenous Mentorship Program in 2025-2026.</i>
Action 2.5.3 Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	# of indigenous employees with career pathways and training needs identified in their performance development objectives	<i>Pending Finance Action-Development of resources to assist employees with development career pathways</i>	<i>The Indigenous Career Pathways resource is in the final stages of development with Finance</i>	<i>Pending Finance Action-Development of resources to assist employees with development career pathways</i>	<i>The Indigenous Career Pathways resource is in the final stages of development with Finance</i>	<i>Pending Finance Action-Development of resources to assist employees with development career pathways</i>	<i>The Department of Finance anticipates the release of the Indigenous Career Pathways resource in 2025-2026. Resources are available for the collective employee population.</i>
Action 2.6.1: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired # of ICGP applications	<i>1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>1 position filled using ICGP</i>	<i>0 positions filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>Data provided by Finance. No available data on # of applications.</i>
Action 2.6.2: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of employees on transfer assignments (TA) # of Indigenous employees within Middle and Senior management roles # of Indigenous employees identified for transfer assignments	<i>Transfer assignments opportunities are communicated to Indigenous Employees</i>	<i>51 (10%) of 532 EEs engaged in the TA program. 12 of the 51 EEs (24%) identified as Indigenous Aboriginal</i>	<i>11% of identified Indigenous Aboriginal EEs in TAs or in a cross-training program</i>	<i>51 (9%) of 557 EEs engaged in the TA program. 17 of the 51 EEs (33%) identified as Indigenous Aboriginal</i>	<i>30% of identified Indigenous Aboriginal EEs in TAs or in a cross-training program.</i>	<i>Increased target for identified EEs in TAs from 15% to 30% for 2024-2025. 13 of 37 (35%) middle & senior management roles identified as Indigenous Aboriginal in 2023-2024.</i>

DEPARTMENT OF JUSTICE

INDIGENOUS EMPLOYMENT TARGETS

	BASELINE ACTUALS (March 31, 2022)	SHORT-TERM TARGETS (March 31, 2024)	RESULTS SHORT-TERM TARGET	MEDIUM-TERM TARGETS (March 31, 2026)	LONG-TERM TARGETS (March 31, 2028)
Staffed positions					
All filled positions	535	524	557	524	524
Indigenous Aboriginal employees	138	161	143	171	181
Net Increase Target	0	+26	+5	+10	+10
Percentage	26%	31%	26%	33%	35%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	14	16	14	16	16
Indigenous employees (#)	2	4	2	5	5
Net Increase Target	0	+1	0	+1	0
Indigenous employees (%)	14%	25%	14%	31%	31%
Middle Management					
Total employees	25	25	23	25	25
Indigenous employees (#)	13	14	11	15	16
Net Increase Target	0	+1	-2	+1	+1
Indigenous employees (%)	52%	56%	48%	60%	64%
University Equivalency					
Total employees	126	125	144	125	125
Indigenous employees (#)	26	30	31	32	34
Net Increase Target	0	+5	+5	+2	+2
Indigenous employees (%)	21%	24%	22%	26%	27%
College/Trade Equivalency					
Total employees	87	87	90	87	87
Indigenous employees (#)	32	35	32	37	39
Net Increase Target	0	+4	0	+2	+2
Indigenous employees (%)	37%	40%	36%	43%	45%
High School Equivalency or Below					
Total employees	283	271	286	271	271
Indigenous employees (#)	65	78	67	82	87
Net Increase Target	0	+15	+2	+4	+5
Indigenous employees (%)	23%	29%	23%	30%	32%

As of March 31, 2024 Data

*Job classification definitions:

Senior Management - Position belonging to DM or SRM union code.

Middle Management - Position belonging to management NOC occupational code.

Notes:

The Integrated Case Management (ICM) division transferred from the Department of Justice to the Department of Executive and Indigenous Affairs during 2023-2024.

Impact: ICM employees are not included in the March 31, 2024, numbers due to the time of their departure from Justice. Out of the 7 ICM employees, 3 identified as Indigenous Aboriginal. 1 of the 3 Indigenous Aboriginal employees was middle management and all 3 of the employees were university equivalent.