



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			Immediate		2023	2024		
			Target	Status as of Q4				
	Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i>Job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none">257 JDs for review (based on filled positions)	<i>15% of JDs reviewed (39 total JDs reviewed)</i>	74	<i>30% of JDs reviewed (71 total JDs reviewed)</i>	<i>40% of JDs reviewed (103 total JDs reviewed)</i>	<i>There are only 255 positions (June 29, 2023).</i>	
	Action 1.2: Hiring managers complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	<i># of hiring managers who complete the training</i>	<i>Training launch (GNWT)</i>	<i>Hiring Managers training launched</i> <i>5.9 % have completed the training</i>	<i>15% of hiring managers completed the training</i>	<i>20% of hiring managers have completed the training</i>		
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	<i># of positions filled without a competition</i> <i>Increase of Indigenous hires within department</i> <i>Increased number of candidates added to database</i>	<i>Launch of eligibility database</i> <i>Department of Finance (GNWT) is establishing eligibility listings</i>	<i>Under Development</i>	<i>3 positions are filled with eligibility lists</i>	<i>5-positions are filled with eligibility lists</i>	<i>** I don't have access to these files</i>	
	Action 1.4: Work with Department of Finance to utilize and access GNWT hiring programs, address current challenges to limited GNWT program registration, and strengthen recruitment and advertising to address the Colleges unique situation.	<i>Increase in understanding of GNWT hiring programs</i> <i>Increase in # of applicants on AC competitions</i> <i>Increase in presentations from Human Resources to AC on hiring programs</i>	<i>2 presentations from HR on hiring programs</i> <i>AC will continue to work with the Department of Finance (HR) on hiring challenges for the College</i>	<i>HR provided 2 presentations to AC in the Spring 2023 and the Fall 2022</i>	<i>2 presentations from HR on hiring programs</i> <i>AC will continue to work with the Department of Finance (HR) on</i>	<i>2 presentations from HR on hiring programs</i>	<i>N/A</i> <i>N/A</i>	



GOAL 1: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			Immediate		2023	2024	
			Target	Status as of Q4			
					hiring challenges for the College		
	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	25% of employees have completed training	21.1% of employees have completed the training	30% of employees have completed training	50% of employees have completed training	
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training # of sessions available	2% of employees have completed training	8% of employees have completed training	10% of employees have completed training	15% of employees have completed training	
	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	Department of Finance develops exit interview process	Under development	Department of Finance develops exit interview process	30% of departing employees complete an exit interview	N/A
	Action 2.5: 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	1 Indigenous employee from the department have accessed IMDTP	1 Indigenous Employee has accessed IMDTP	2 Indigenous employees from the department have accessed IMDTP	2 Indigenous employees from the department have accessed IMDTP	N/A with my files
	Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	# of employees accessing program # of succession plans	Department of Finance develops and promotes Indigenous Mentorship Program	Under Development	Department of Finance develops and promotes Indigenous Mentorship Program	30% of employees have identified a career path	N/A
	Action 2.5: 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 who identify career pathways and training needs in their Learning and Development Plan	Department of Finance to develop resources for employees to identify career pathways within	Under Development	Department of Finance to develop resources for employees to	5% of managers have identified Indigenous	N/A



ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
		Immediate		2023	2024		
		Target	Status as of Q4				
		<i>their Learning and Development Plan</i>		<i>identify career pathways within their Learning and Development Plan</i>	<i>employees within succession plans</i>		
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	# of Indigenous employees identified for succession planning	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	Under Development	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>5% of managers have identified Indigenous employees within succession plans</i>	N/A	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired	<i>Minimum of 3% of positions filled using ICGP</i>	No positions currently filled using ICGP	<i>4% of positions filled using ICGP</i>	<i>5% of positions filled using ICGP</i>	N/A	
Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of employees on transfer assignments (TA) or Secondments # of Indigenous employees within Middle and Senior management roles	<i>Minimum of 3% of TAs filled by Indigenous employees</i>	25.81% of TA's filled by Indigenous employees	<i>25% of TAs filled by Indigenous employees</i>	<i>30% of TAs filled by Indigenous employees</i>	N/A	

Aurora College
INDIGENOUS EMPLOYMENT TARGETS

	LSAT COUNT (March 31, 2022)	CURRENT (June 30, 2023)	SHORT-TERM TARGETS (By March 31, 2024)	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
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Staffed Positions

All filled positions	257	255	255	255	255
Indigenous Aboriginal employees	69	90	74	80	87
Net Increase Target	-		+6	+7	+8
Percentage	27%	35%	29%	31%	34%

Indigenous Aboriginal employees by job classification

Senior Management

Total employees	10	9	10	10	10
Indigenous employees (#)	1	1	1	2	3
Net Increase Target	-		0	+1	+1
Indigenous employees (%)	10%	11%	10%	20%	30%

Middle management

Total employees	29	47	29	29	29
Indigenous employees (#)	5	11	6	7	8
Net Increase Target	-		+1	+1	+1
Indigenous employees (%)	17%	23%	21%	24%	28%

Positions Requiring University Equivalency

Total employees	138	98	138	138	138
Indigenous employees (#)	19	16	20	21	23
Net Increase Target	-		+1	+1	+2
Indigenous employees (%)	14%	16%	14%	15%	17%

Positions Requiring University/Trade Equivalency

Total employees	48	70	48	48	48
Indigenous employees (#)	24	43	26	28	30
Net Increase Target	-		+2	+2	+2
Indigenous employees (%)	50%	61%	54%	58%	63%

Positions Requiring High School Equivalency or No Formal Education

Total employees	32	31	32	32	32
Indigenous employees (#)	20	19	22	24	26
Net Increase Target	-		+2	+2	+2
Indigenous employees (%)	63%	61%	69%	75%	81%

**Job classification definitions:*

Senior Management - Position belonging to DM or SRM union code

Middle Management - Position belonging to management NOC occupational code.

Professional - Position requiring university equivalency.

Paraprofessional - Position requiring college or trades equivalency.

Administrative - Position requiring high school equivalency.