



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022/2023		2023/2024	2024/2025	
			Target	Status as of Q4			
GOAL 1: Indigenous Representation	Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i># of job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none"><i>13 JDs for review (based on filled position)s.</i>	<i>40% of JDs reviewed</i> <i>(5 JDs reviewed)</i>	Job Description Guide Launched Preliminary assessment of BDIC’s functional areas completed.	<i>75% of JDs reviewed</i> <i>(9 JDs review)</i>	<i>100% of JDs reviewed</i> <i>(13 JDs reviewed)</i> <i>10% increase in applicants</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</i>	Hiring Managers training launched 14.3% of employees have completed the training	<i>75% of hiring managers have completed the training</i>	<i>80% 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>Under Development</i>	<i>1 position filled with eligibility lists</i>	<i>1 position filled with eligibility lists</i>	



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			Target	Status as of Q4			
GOAL 1: 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	100% of employees have completed training	92.9% of employees have completed training	100% of employees have completed training	100% 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	8% of employees have completed training	7.1% of employees have completed the training	20% of employees have completed training	40% 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 to develop exit interview process/questions.	Under development	Department of Finance to develop exit interview process/questions.	85% of departing employees complete an exit interview	
	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	N/A employees from BDIC have accessed IMDTP	N/A employees have accessed IMDTP	1 Indigenous employees from BDIC have accessed IMDTP	1 Indigenous employees from BDIC have accessed IMDTP	
	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	85% of Indigenous employees are participating in the program in some capacity	



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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 in their Learning and Development Plan	Under development	Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan	100% of Indigenous employees have identified a career path	
		100% of Indigenous employees have identified a career path		100% of Indigenous employees have identified a career path		
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	Under development	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	100% of managers have identified Indigenous employees within succession plans	
Action 2.6: Use the Indigenous Career Gateway Program	# of ICGP candidates hired	Minimum of 1 of positions filled using ICGP	No positions currently filled using ICGP	1 of positions filled using ICGP	1 of positions filled using ICGP	
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	Minimum of 5% of TAs filled by Indigenous employees	0% of TAs filled by Indigenous employees	5% of TAs filled by Indigenous employees	10% of TAs filled by Indigenous employees	

BUSINESS DEVELOPMENT & INVESTMENT CORPORATION
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2023)	SHORT-TERM (By March 31, 2024)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions				
All filled positions	14	16	17	17
Indigenous Aboriginal employees	1	2	4	5
Net Increase Targets	+1	+1	+2	+1
Percentage	7%	13%	24%	30%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	3	3	3	3
Indigenous employees (#)	1	1	1	2
Net Increase Target	+1			+1
Indigenous employees (%)	33%	33%	33%	66%
Middle Management				
Total employees	2	3	3	3
Indigenous employees (#)	-	-	1	1
Net Increase Target	-		+1	
Indigenous employees (%)	0%	0%	33%	33%
University Equivalency				
Total employees	8	8	9	9
Indigenous employees (#)	-	-	1	1
Net Increase Target	-		+1	
Indigenous employees (%)	0%	0%	11%	11%
College/Trades Equivalency				
Total employees	1	2	2	2
Indigenous employees (#)	-	1	1	1
Net Increase Target	-	+1		
Indigenous employees (%)	0%	50%	50%	50%
High School Equivalency or Below				
Total employees	-	-	-	-
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-		
Indigenous employees (%)	0%	0%	0%	0%

**Job classification definitions:*
Senior Management - Position belonging to DM or SRM union code.
Middle Management - Position belonging to management NOC occupational code.