



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		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.	# of job descriptions (JDs) reviewed. <ul style="list-style-type: none">13 JDs for review (based on filled position)s.	40% of JDs reviewed (5 JDs reviewed)	Job Description Guide Launched Preliminary assessment of BDIC's functional areas completed.	75% of JDs reviewed (9 JDs review)	100% of JDs reviewed (13 JDs reviewed) 10% increase in applicants	
	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.	# of hiring managers who complete the training	Training launch	Hiring Managers training launched 14.3% of employees have completed the training	75% of hiring managers have completed the training	80% of hiring managers have completed the training.	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	# of positions filled without a competition Increase of Indigenous hires within department Increased number of candidates added to database	Launch of eligibility database	Under Development	1 position filled with eligibility lists	1 position filled with eligibility lists	



GOAL 1: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status as of Q4			
	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	



ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
		2022/2023		2023/2024		
		Target	Status as of Q4			
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	<i>Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan</i> <i>100% of Indigenous employees have identified a career path</i>	Under development	<i>Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan</i> <i>100% of Indigenous employees have identified a career path</i>	<i>100% of Indigenous employees have identified a career path</i>	
	# 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>100% of managers have identified Indigenous employees within succession plans</i>	
	# of ICGP candidates hired	<i>Minimum of 1 of positions filled using ICGP</i>	No positions currently filled using ICGP	<i>1 of positions filled using ICGP</i>	<i>1 of positions filled using ICGP</i>	
	# of employees on transfer assignments (TA) or Secondments # of Indigenous employees within Middle and Senior management roles	<i>Minimum of 5% of TAs filled by Indigenous employees</i>	0% of TAs filled by Indigenous employees	<i>5% of TAs filled by Indigenous employees</i>	<i>10% of TAs filled by Indigenous employees</i>	

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.