



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status as of Q4			
	<b>Action 1.1:</b> Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements	# of job descriptions (JDs) reviewed 98 active JDS reviewed (based on positions filled) # of applicants on job postingIncreased use of equivalencies	20% (13/67) of JDs reviewed	10.4% (7/67) Job Descriptions Reviewed	40 % (27/67) of JDs reviewed	75% (50/67) of JDs reviewed. 10% increase in applicants	
	<b>Action 1.2:</b> 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 launched	Hiring Managers training launched 3.1% of employees have completed the training	10% of hiring Managers have completed the training.	20% of hiring managers have completed the training.	
	<b>Action 1.3:</b> 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	2 of positions have been filled with eligibility lists	3 positions filled with eligibility list	
	<b>Action 1.4:</b> Improve access & awareness on resources/programs and employment opportunities	Increase applicants experience and awareness of employment opportunities	Develop formal communications plan	Under Development	2 community presentations/announcements posted	3 community presentations/announcements posted	



GOAL 1: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status as of Q4			
	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of Employees who have completed the training	30 % of employees have completed training	32.7% of employees have completed training	45% of employees will have completed training	55 % of employees have completed training	
	<b>Action 2.3:</b> Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of Employees who have completed the training	5% of employees have completed training	4.1% of employees have completed training	10% of employees have completed training	15% of employees have completed training	
	<b>Action 2.4:</b> 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	
	<b>Action 2.5:</b> Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program, and that it is fully subscribed.	# of employees accessing IMDTP	1 Indigenous employee has accessed IMDTP	No employees have accessed IMDTP	2 Indigenous employees have accessed IMDTP	2 Indigenous employees have accessed IMDTP	
	<b>Action 2.5:</b> 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	10% of Indigenous employees are participating in the program in some capacity	
	<b>Action 2.5:</b> 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 will create resources for employees to identify career pathways in their Learning and Development Plan	Under development	Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan	15% of employees have identified a career path	



ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
		2022/2023		2023/2024		
		Target	Status as of Q4			
<b>Action 2.5:</b> 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>10% of managers have identified Indigenous employees within succession plans</i>	
<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired	<i>Minimum of 1 position filled using ICGP</i>	No current positions filled with ICGP	<i>2 positions filled using ICGP</i>	<i>2 positions filled using ICGP</i>	The ICGP does not really apply in our department except maybe for Secretaries, of which we have only 5 full-time throughout the DDEC.
<b>Action 2.6:</b> 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 5% of TAs filled by Indigenous employees</i>	6/15 (40%) of TAs filled by Indigenous employees	<i>50% of TAs filled by Indigenous employees</i>	<i>50% of TAs filled by Indigenous employees</i>	

**DEPARTMENT OF EDUCATION  
INDIGENOUS EMPLOYMENT TARGETS**

**DEHCHO DIVISIONAL EDUCATION COUNCIL  
INDIGENOUS EMPLOYMENT TARGETS**

	<b>CURRENT (March 31, 2022)</b>	<b>SHORT-TERM (By March 31, 2024)</b>	<b>MEDIUM-TERM (By March 31, 2026)</b>	<b>LONG-TERM (By March 31, 2028)</b>
<b>Staffed positions</b>				
All filled positions	98	98	98	98
Indigenous Aboriginal employees	49	54	58	63
Net Increase Targets	-	+5	+4	+5
Percentage	50%	55%	59%	64%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
Total employees	2	2	2	2
Indigenous employees (#)	-	0	-	-
Net Increase Target	-	0	0	0
Indigenous employees (%)	0%	0%	0%	0%
<b>Middle Management</b>				
Total employees	9	9	9	9
Indigenous employees (#)	1	1	0	0
Net Increase Target	-	0	0	+2
Indigenous employees (%)	0%	0%	0%	22%
<b>University Equivalency</b>				
Total employees	44	44	44	44
Indigenous employees (#)	14	16	18	20
Net Increase Target	-	+2	+2	+2
Indigenous employees (%)	32%	36%	41%	45%
<b>College/Trades Equivalency</b>				
Total employees	6	6	6	6
Indigenous employees (#)	5	6	6	6
Net Increase Target	-	+1	0	0
Indigenous employees (%)	83%	100%	100%	100%
<b>High School Equivalency or Below</b>				
Total employees	37	37	37	37
Indigenous employees (#)	30	32	34	35
Net Increase Target	-	+2	+2	+1
Indigenous employees (%)	81%	86%	92%	95%