



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022/2023		2023/2024	2024/2025	
			Target	Status as of Q4			
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements	<i># of job descriptions (JDs) reviewed</i> <i>98 active JDS reviewed (based on positions filled)</i> <i># of applicants on job posting</i> <i>Increased use of equivalencies</i>	<i>20% (13/67) of JDs reviewed</i>	10.4% (7/67) Job Descriptions Reviewed	<i>40 % (27/67) of JDs reviewed</i>	<i>75% (50/67) of JDs reviewed.</i> <i>10% increase in applicants</i>	
	<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.	<i># of hiring managers who complete the training</i>	<i>Training launched</i>	Hiring Managers training launched  <i>3.1% of employees have completed the training</i>	<i>10% of hiring Managers have completed the training.</i>	<i>20% of hiring managers have completed the training.</i>	
	<b>Action 1.3:</b> 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>2 of positions have been filled with eligibility lists</i>	<i>3 positions filled with eligibility list</i>	
	<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	<i>Under Development</i>	2 community presentations/announcements posted	3 community presentations/announcements posted	



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GOAL 1: Indigenous Leadership	<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	



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	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	10% of managers have identified Indigenous employees within succession plans	
	Action 2.6: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired	Minimum of 1 position filled using ICGP	No current positions filled with ICGP	2 positions filled using ICGP	2 positions filled using ICGP	The ICGP does not really apply in our department except maybe for Secretaries, of which we have only 5 full-time throughout the DDEC.
	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	6/15 (40%) of TAs filled by Indigenous employees	50% of TAs filled by Indigenous employees	50% of TAs filled by Indigenous employees	

DEHCHO DIVISIONAL EDUCATION COUNCIL  
INDIGENOUS EMPLOYMENT TARGETS

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