



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023-2024		2024-2025			
			Target	Status as of Q4	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>30% of JDs reviewed (71 total JDs reviewed)</i>	<i>63 additional JDs 54% of JDs reviewed</i>	<i>40% of JDs reviewed (103 total JDs reviewed) 5% increase in applicants</i>	<i>50 additional JDs 189 total JDs reviewed. 73% of JDs reviewed</i>	<i>7 additional JDs reviewed 206 total JDs reviewed. 80% of JDs reviewed.</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>15% of hiring managers completed the training</i>	<i>6.9% have enrolled and 3.8% have completed</i>	<i>10% of hiring managers have completed the training</i>	<i>19.6% of hiring managers have enrolled and 10.9% have completed the staffing workshop 7.9% of employees have enrolled and 4.0% have completed the mitigating unconscious bias training</i>	<i>12% of hiring managers complete the workshops</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>3 positions are filled with eligibility lists</i>	<i>AC/HR does not have access to this information.</i>	<i>5-positions are filled with eligibility lists</i>	<i>3 eligibility list hires, with 0 being filled by indigenous employees</i>	<i>4-positions are filled with eligibility lists</i>	



GOAL 1: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023-2024		2024-2025		2025-2026 Targets		
			Target	Status as of Q4	Target	Status as of Q4			
	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.	Increase in understanding of GNWT hiring programs Increase in # of applicants on AC competitions Increase in presentations from Human Resources to AC on hiring programs	2 presentations from HR on hiring programs	1 presentation and 1 was requested but not delivered	2 presentations from HR on hiring programs	1 presentation	2 presentations		
	Action 2.1: 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	46.5% enrolled and 28.1% completed	50% of employees have completed training	48.0% have enrolled and 33.7% have completed the training	40% of employees have completed the 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	10% of employees have completed training	Employees – 9.2% enrolled, 5% completed. Managers – 19.4% enrolled and 6.5% completed	15% of employees have completed training	Employees – 9.4% enrolled, 3.6% completed Managers – 32.1% enrolled, 21.4% completed	15% of employees have completed the 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	Department of Finance exit interview process is still under development.	30% of departing employees complete an exit interview	Under Development with the Department of Finance	30% of departing employees complete an exit interview		
	Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management	# of employees accessing program	2 Indigenous employees from the department	2 Aurora College Indigenous employees have	2 Indigenous employees from the department	4 Aurora College Indigenous employees have accessed IDTP	5 Aurora College Indigenous employees have accessed IDTP		



ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
		2023-2024		2024-2025		2025-2026 Targets		
		Target	Status as of Q4	Target	Status as of Q4			
Development and Training Program (IMDTP), and that it is fully subscribed.		have accessed IMDTP	accessed IDTP (IDTP)	have accessed IMDTP	(IDTP) in the last year.	(IDTP) in the last year.		
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	Indigenous Mentorship Program still under development.	30% of employees have identified a career path	Under Development with the Department of Finance	30% of employees have identified a career path		
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 their Learning and Development Plan	Succession planning pathway presentation – next goal = more tracking with staff, will continue in the fall	5% of managers have identified Indigenous employees within succession plans	Under Development with the Department of Finance	5% of managers have identified Indigenous employees within succession plans		
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	Succession planning pathway presentation – next goal = more tracking with staff, will continue in the fall	5% of managers have identified Indigenous employees within succession plans	Under Development with the Department of Finance	5% of managers have identified Indigenous employees within succession plans		
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired	4% of positions filled using ICGP	Two positions currently filled, of which, one since resigned using ICGP (2 hired for	5% of positions filled using ICGP	1 ICGP candidate hired	2 ICGP candidate hired		



ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
		2023-2024		2024-2025			
		Target	Status as of Q4	Target	Status as of Q4		
			2023-2024, both resigned)		(3 hired, but 2 of these have resigned)		
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	25% of TAs filled by Indigenous employees	29% of Transfer Assignments are filled with IE	30% of TAs filled by Indigenous employees	20.7% of TAs filled by Indigenous Aboriginal employees 34.5% of TAs filled by Indigenous Aboriginal + Indigenous Non-Aboriginal Employees	30% of TAs filled by Indigenous employees	

Aurora College
INDIGENOUS EMPLOYMENT TARGETS

	LAST COUNT (March 31, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT_TERM TARGET	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	257	255	274	257	257
Indigenous Aboriginal employees	69	74	92	80	87
Net Increase Target	-	+5	+18	+7	+8
Percentage	27%	29%	34%	31%	34%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	10	10	10	10	10
Indigenous employees (#)	1	1	2	2	3
Net Increase Target	-	0	+1	+1	+1
Indigenous employees (%)	10%	10%	20%	20%	30%
Middle management					
Total employees	29	29	43	29	29
Indigenous employees (#)	5	6	12	7	8
Net Increase Target	-	+1	0	+1	+1
Indigenous employees (%)	17%	21%	28%	24%	28%
Positions Requiring University Equivalency					
Total employees	138	138	121	138	138
Indigenous employees (#)	19	20	15	21	23
Net Increase Target	-	+1	+5	+1	+2
Indigenous employees (%)	14%	14%	13%	15%	17%
Positions Requiring College/Trades Equivalency					
Total employees	48	48	64	48	48
Indigenous employees (#)	24	26	38	28	30
Net Increase Target	-	+2	+12	+2	+2
Indigenous employees (%)	50%	54%	59%	58%	63%
Positions Requiring High School Equivalency or No Formal Education					
Total employees	32	32	36	32	32
Indigenous employees (#)	20	22	24	24	26
Net Increase Target	-	+2	+2	+2	+2
Indigenous employees (%)	63%	69%	66%	75%	81%

*Job classification definitions:

Senior Management - Position belonging to DM or SRM union code.

Middle Management - Position belonging to management NOC occupational code.

Notes: