	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	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.	*Job descriptions (JDs) reviewed.* • *257 JDs for review (based on filled positions)*	*40% of JDs reviewed* *(103 total JDs reviewed)* *5% increase in applicants*	50 additional JDs 189 total JDs reviewed. 73% of JDs reviewed	*7 additional JDs reviewed* *206 total JDs reviewed. 80% of JDs reviewed.*	48 additional JDs 237 total JDs reviewed. 92% of JDs reviewed	*20 additional JDs reviewed* *257 total JDs reviewed. 100% of JDs reviewed*	
	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 overall who have completed the staffing workshop training*	*10% of hiring managers have completed the training*	*19.6% of hiring managers have enrolled and 10.9% have completed the staffing workshop*	*12% of hiring managers complete the workshops*	***19.0% (4)** of active Middle and Snr Managers completed, **42.9% (9)** enrolled*	*20% 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*	*5-positions are filled with eligibility lists*	*3 eligibility list hires, with 0 being filled by indigenous employees*	*4-positions are filled with eligibility lists*	*1 eligibility hire* *4 Indigenous hires*	*2 positions are hired with eligibility lists* *6 Indigenous hires*	
	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	Increase in understanding of GNWT hiring programs Increase in # of applicants on AC competitions	2 presentations from HR on hiring programs	1 presentation	2 presentations	0 presentations	3 presentations	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	recruitment and advertising to address the Colleges unique situation.	Increase in presentations from Human Resources to AC on hiring programs						
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 Living Well Together training*	*50% of employees have completed training*	48.0% have enrolled and 33.7% have completed the training	40% of employees have completed the training	38% of employees 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* Equitable Workplace *training*	*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	4.5% have completed the training	Equitable workplace training has been paused. New targets will be set with the development of the new training.	
	Action 2.3: Ensure employees complete the Mitigating Unconscious Bias training	*% of employees who have completed the Mitigating Unconscious Bias training*	*N/A*	*7.9% of employees have enrolled and 4.0% have completed the mitigating unconscious bias training*	N/A	2.7% of employees have completed the training	5% 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*	30% of departing employees complete an exit interview	Under Development with the Department of Finance	30% of departing employees complete an exit interview	Under Development with the Department of Finance	30% of departing employees complete an exit interview	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
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 IDTP (IMDTP)*	*2 Indigenous employees from the department have accessed IMDTP*	4 Aurora College Indigenous employees have accessed IDTP in the last year.	5 Aurora College Indigenous employees have accessed IDTP in the last year.	3 Aurora College Indigenous employees have accessed IDTP in the last year	4 Aurora College Indigenous employees have accessed the IDTP the last year	
Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	*% of employees accessing program* *# of succession plans*	*30% of employees have identified a career path*	Under Development with the Department of Finance	*30% of employees have identified a career path*	0 employees participated in the first cohort of Indigenous mentorship program	*30% of employees participate in the Indigenous Mentorship Program*	
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*	*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*	0 managers have identified Indigenous employees within succession plans	*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*	*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*		*5% of managers have identified Indigenous employees within succession plans*	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	*# of ICGP candidates hired*	*5% of positions filled using ICGP*	1 ICGP candidate hired (3 hired, but 2 of these have resigned)	2 ICGP candidate hired	2 ICGP candidates hired	2 ICGP candidate hired	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	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*	*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	15% of TAs filled by Indigenous employees	20% of TAs filled by Indigenous employees	

Aurora College
INDIGENOUS EMPLOYMENT TARGETS

	PREVIOUS TERM RESULTS (By March 31st 2024)	CURRENT RESULTS (By March 31st 2026	SHORT-TERM TARGETS (By March 31, 2026)	MEDIUM TERM TARGETS (By March 31, 2028)
Staffed positions				
All filled positions	274	236	257	257
Indigenous Aboriginal employees	92	75	80	87
Net Increase Target	+18	-17	+7	+8
Percentage	34%	32%	31%	34%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	10	9	10	10
Indigenous employees (#)	2	1	2	3
Net Increase Target	+1	-1	+1	+1
Indigenous employees (%)	20%	11%	20%	30%
Middle management				
Total employees	43	14	29	29
Indigenous employees (#)	12	4	7	8
Net Increase Target	0	-8	+1	+1
Indigenous employees (%)	28%	29%	24%	28%
Positions Requiring University Equivalency				
Total employees	121	159	138	138
Indigenous employees (#)	15	31	21	23
Net Increase Target	+5	16	+1	+2
Indigenous employees (%)	13%	19.5%	15%	17%
Positions Requiring College/Trades Equivalency				
Total employees	64	53	48	48
Indigenous employees (#)	38	32	28	30
Net Increase Target	+12	-6	+2	+2
Indigenous employees (%)	59%	60%	58%	63%
Positions Requiring High School Equivalency or No Formal Education				
Total employees	36	24	32	32
Indigenous employees (#)	24	12	24	26
Net Increase Target	+2	-12	+2	+2
Indigenous employees (%)	66%	50%	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:

****Long term targets are being considered and will be updated in the next reporting period**