



| | ACTIONS | PERFORMANCE MEASURE | MILESTONES | | | | | NOTES |
|-----------------------------------|--|--|--|---|--|---|---|-------|
| | | | 2023-2024 | | 2024-2025 | | 2025-2026 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. | <i>Job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none">257 JDs for review (based on filled positions) | 30% of JDs reviewed (71 total JDs reviewed) | 63 additional JDs reviewed 54% of JDs reviewed | 40% of JDs reviewed (103 total JDs reviewed) 5% increase in applicants | 50 additional JDs reviewed. 73% of JDs reviewed | 7 additional JDs reviewed 206 total JDs reviewed. 80% 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. | <i># of hiring managers who complete the training</i> | 15% of hiring managers completed the training | 6.9% have enrolled and 3.8% have completed | 10% of hiring managers have completed the training 7.9% of employees have enrolled and 4.0% have completed the mitigating unconscious bias training | 19.6% of hiring managers have enrolled and 10.9% have completed the staffing workshop | 12% of hiring managers complete the workshops | |
| | 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> | 3 positions are filled with eligibility lists | AC/HR does not have access to this information. | 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 | |



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| | 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 | |
| GOAL 1: Indigenous Leadership | Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training. | <i># of employees who have completed the training</i> | <i>30% of employees have completed training</i> | 46.5% enrolled and 28.1% completed | <i>50% of employees have completed training</i> | 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. | <i># of employees who have completed the training</i> <i># of sessions available</i> | <i>10% of employees have completed training</i> | Employees – 9.2% enrolled, 5% completed. Managers – 19.4% enrolled and 6.5% completed | <i>15% of employees have completed training</i> | 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. | <i># of exit interviews completed with employees who leave their position</i> | <i>Department of Finance develops exit interview process</i> | 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 | <i># of employees accessing program</i> | <i>2 Indigenous employees from the department</i> | 2 Aurora College Indigenous employees have | <i>2 Indigenous employees from the department</i> | 4 Aurora College Indigenous employees have accessed IDTP | 5 Aurora College Indigenous employees have accessed IDTP | |



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| | Development and Training Program (IMDTP), and that it is fully subscribed. | | <i>have accessed IMDTP</i> | accessed IDTP (IDTP) | <i>have accessed IMDTP</i> | (IDTP) in the last year. | (IDTP) in the last year. | |
| | Action 2.5: Access Indigenous mentorship program for informal on-the-job training. | <i># of employees accessing program</i> <i># of succession plans</i> | <i>Department of Finance develops and promotes Indigenous Mentorship Program</i> | Indigenous Mentorship Program still under development. | <i>30% of employees have identified a career path</i> | Under Development with the Department of Finance | <i>30% of employees have identified a career path</i> | |
| | 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. | <i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i> | <i>Department of Finance to develop resources for employees to identify career pathways within their Learning and Development Plan</i> | Succession planning pathway presentation – next goal = more tracking with staff, will continue in the fall | <i>5% of managers have identified Indigenous employees within succession plans</i> | Under Development with the Department of Finance | <i>5% of managers have identified Indigenous employees within succession plans</i> | |
| | Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development. | <i># of Indigenous employees identified for succession planning</i> | <i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i> | Succession planning pathway presentation – next goal = more tracking with staff, will continue in the fall | <i>5% of managers have identified Indigenous employees within succession plans</i> | Under Development with the Department of Finance | <i>5% of managers have identified Indigenous employees within succession plans</i> | |
| | Action 2.6: Use the Indigenous Career Gateway Program (ICGP). | <i># of ICGP candidates hired</i> | <i>4% of positions filled using ICGP</i> | Two positions currently filled, of which, one since resigned using ICGP (2 hired for | <i>5% of positions filled using ICGP</i> | 1 ICGP candidate hired | 2 ICGP candidate hired | |



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| | | | | 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: