



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			Immediate		2023			2024
			Target	Results	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) 	15% of JDs reviewed (39 total JDs reviewed)	74	30% of JDs reviewed (71 total JDs reviewed)	63 additional JDs 54% of JDs reviewed	40% of JDs reviewed (103 total JDs reviewed)	2022/2023 Note – There are only 255 positions (June 29, 2023). 2023/2024 Note – 74 JD reviewed in 2022/2023, 63+74=137. 137/255 positions 54%
		Department of Finance (GNWT) developing guidelines.	Job Description Guide Launched			5% increase in applicants		
	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 who complete the training	Training launch (GNWT)	Hiring Managers training launched 5.9 % have completed the training	15% of hiring managers completed the training	6.9% have enrolled and 3.8% have completed	10% 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	Launch of eligibility database Department of Finance (GNWT) is establishing eligibility listings	Under Development	3 positions are filled with eligibility lists	AC/HR does not have access to this information.	5-positions are filled with eligibility lists	2022/2023 Note – ** I don't have access to these files
Action 1.4: Work with Department of Finance to utilize and access GNWT hiring programs, address current challenges to limited GNWT program	Increase in understanding of GNWT hiring programs Increase in # of applicants on AC	2 presentations from HR on hiring programs	HR provided 2 presentations to AC in Spring 2023 and the Fall 2022	2 presentations from HR on hiring programs	1 presentation and 1 was requested but not delivered	2 presentations from HR on hiring programs	2022/2023 Note – N/A	



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	registration, and strengthen recruitment and advertising to address the Colleges unique situation.	competitions Increase in presentations from Human Resources to AC on hiring programs	AC will continue to work with the Department of Finance (HR) on hiring challenges for the College		AC will continue to work with the Department of Finance (HR) on hiring challenges for the College		2022/2023 Note – N/A	
GOAL 1: Indigenous	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>25% of employees have completed training</i>	21.1% of employees have completed the training	<i>30% of employees have completed training</i>	46.5% enrolled and 28.1% completed	<i>50% of employees have completed training</i>	
	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>2% of employees have completed training</i>	8 % of employees have completed training	<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>	
	Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism,	<i># of exit interviews completed with employees who leave their position</i>	<i>Department of Finance develops exit interview process</i>	Under development	<i>Department of Finance develops exit interview process</i>	Department of Finance exit interview process is still under	30% of departing employees complete an exit interview	2022/2023 Note – N/A



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discrimination, harassment and cultural insensitivity.					development.		
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.	<i># of employees accessing program</i>	<i>1 Indigenous employee from the department have accessed IMDTP</i>	1 Indigenous Employee has accessed IMDTP	<i>2 Indigenous employees from the department have accessed IMDTP</i>	2 Aurora College Indigenous employees have accessed IMDTP (IDTP)	<i>2 Indigenous employees from the department have accessed IMDTP</i>	2022/2023 Note – N/A with my files
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>	Under Development	<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>	2022/2023 Note – N/A
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>	Under Development	<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>	2022/2023 Note – N/A
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>	Under Development	<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>	2022/2023 Note – N/A



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Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	<i># of ICGP candidates hired</i>	<i>Minimum of 3% of positions filled using ICGP</i>	No positions currently filled using ICGP	<i>4% of positions filled using ICGP</i>	Two positions currently filled, of which, one since resigned using ICGP (2 hired for 2023-2024, both resigned)	<i>5% of positions filled using ICGP</i>	2022/2023 Note – N/A
Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i># of employees on transfer assignments (TA) or Secondments</i> <i># of Indigenous employees within Middle and Senior management roles</i>	<i>Minimum of 3% of TAs filled by Indigenous employees</i>	25.81% of TA's filled by Indigenous employees	<i>25% of TAs filled by Indigenous employees</i>	29% of Transfer Assignments are filled with IE	<i>30% of TAs filled by Indigenous employees</i>	2022/2023 Note – N/A

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)
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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.

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