



	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023-2024		2024-2025		2025-2026	
			Target	Status as of Q4	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># of applicants on job postings</i> <i>Increased use of equivalencies</i>	10% (5) of JDs reviewed	<u>As JDs are reviewed, they are adjusted. I count on staff at Job Evaluation to guide us through this review.</u>	20% (10) of JDs reviewed  2% increase in applicants	<u>As positions open or are posted, we review them with the guidance of Job Evaluation staff.</u>	75% of teacher position JDs are reviewed and adjused as needed. 100% of UNW Support Assistant positions are reviewed and adjusted as needed.	
	<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>	50% of hiring managers have completed the training	50% of hiring manager have completed this training	75% of hiring managers have completed the training	25% of hiring managers have enrolled in staffing workshop training, 0 have completed  0 have enrolled or completed mitigating unconscious bias training	100% of hiring managers will have enrolled in the staffing workshop training.  100% will have completed	
GOAL 2:	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	50% of employees have completed training	50% of employees have completed training	90% of employees have completed training	72.9% employees have enrolled, 28.8% have completed the training	100% of employees with have enrolled, 100% will have completed the training	



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		2023-2024		2024-2025		2025-2026	
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<b>Action 2.3:</b> 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>8% of employees have completed training</i>	<i>8% of employees have completed training</i>	<i>15% of employees have completed training</i>	<i>Employees – 1.8% enrolled, 0% completed</i>  <i>Managers – 75% enrolled, 50% completed</i>	<i>100% of Managers and Senior Management will complete training</i>	
<b>Action 2.5:</b> Ensure staff is aware of the Indigenous Management Development and Training Program (IMDTP).	<i># of Indigenous employees aware of and utilize IMDTP</i>	<i>Indigenous employees from department have accessed IDTP</i>	<i>No employees have accessed IDTP</i>	<i>Indigenous employees from department have accessed IDTP</i>	<i>No employees have accessed IDTP</i>	<i>100% of staff is aware of IDTP</i>	
<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP).	<i># of ICGP candidates hired</i>	<i>0 positions filled using ICGP</i>	<i>0 positions filled using ICGP</i>	<i>0 positions filled using ICGP</i>	<i>0 ICGP hires</i>	<i>0 positions filled using ICGP</i>	

DEPARTMENT OF CSFTNO  
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT-TERM TARGETS	MEDIUM-TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	49	49	49	49	49
Indigenous Aboriginal employees	-	-	-	-	-
Net Increase Target	-	-	-	1	+1
Percentage	0%	0%	0%	2%	4%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	1	1	1	1	1
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Middle Management					
Total employees	3	3	3	3	3
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring University Equivalency					
Total employees	29	29	27	29	29
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring College/Trades Equivalency					
Total employees	3	3	7	3	3
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	0	0
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring High School Equivalency or No Formal Education					
Total employees	13	13	11	13	13
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	1	1
Indigenous employees (%)	0%	0%	0%	2%	4%

*\*Job classification definitions:*  
*Senior Management - Position belonging to DM or SRM union code.*  
*Middle Management - Position belonging to management NOC occupational code.*

**Notes:**

\*CSFTNO’s language of work and instruction is French. Except relief custodians who work in the evenings and/or weekends, the French language is preferred, and an effort could be made to provide language training following the hire. Please refer to the minority education legislation found in section 23 of the *Charter of Rights and Freedoms*.