	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.	*% of job descriptions reviewed since April 1, 2023.*	*50% of Job Descriptions reviewed*	*57% of Job Descriptions reviewed*	*65% of Job Descriptions reviewed*	*65% of Job Descriptions reviewed*	*70% of Job Descriptions reviewed*	
	Action 1.2: Take steps to ensure the staffing processes are free from barriers, bias, and systemic and unconscious racism.	*% of hiring managers overall who have completed the staffing workshop training.*	*50% of hiring managers have completed the training.*	*36% have completed the training.*	*40% of managers have completed the training.*	*38% have completed the training*	*42% of managers have completed the training*	
		% of ECC hiring processes that have an Indigenous representative	*100% of ECC hiring processes have Indigenous Representation*	*100% of ECC hiring processes have Indigenous Representation*	*100% of ECC hiring processes have Indigenous Representation where candidates identified they wanted an Indigenous representative.*	*100% of ECC hiring processes have Indigenous Representation where candidates identified they wanted an Indigenous representative.*	*100% of ECC hiring processes have Indigenous Representation where candidates identified they wanted an Indigenous representative.*	*In 2025-26 there was a new GNWT-wide initiative for all competitions that includes Indigenous Representation where candidates identify that they would like an Indigenous representative.*
	Action 1.3: Enhance employment opportunities for Indigenous Candidates, including: • Indigenous Employment Policy (IEP)	*Increase of Indigenous representation within the department*	*40% of ECC employees are Indigenous*	*40% of ECC employees are Indigenous*	*42% of ECC employees are Indigenous*	*44% of ECC employees are Indigenous*	*45% of ECC employees are Indigenous*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	• Transfer Assignments • Limited Competitions			*For 2024-25, there were:* *54 TAs (33% Indigenous)* *6 Direct Appointments (50% Indigenous)* *96 Transfers/ promotions (53% Indigenous)* *37 external hires (32% Indigenous)*		*For 2025-26, there were:* *48 TAs (46% Indigenous)* *9 Direct Appointments (44% Indigenous)* *75 Transfers/ promotions (43% Indigenous)* *51 external hires (31% Indigenous)*		

ACTIONS		PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
GOAL 2: Indigenous Leadership	**Action 2.1:** Offer Indigenous cultural awareness and sensitivity training to support the Government's commitment to building and maintaining a workforce that embraces diversity through cultural awareness and Inclusion.	*% of employees who have completed the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.*	*90% of employees have completed training.*	87% have completed the training	*90% of employees have completed training.*	*87% have completed the training*	*90% of employees have completed training*	
	Action 2.3: Empower GNWT employees to question social norms and discover tools to help them reshape how they see the world and their interactions with each other.	*% of employees who have completed the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.*	*25% of employees have completed the training* *35% of managers have completed the training*	13% of Employees have completed the training 30% of Managers have completed the training	*25% of Employees have completed the training* *35% of Managers have completed the training*	*11% of Employees have completed the training* *24% of Managers have completed the training*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	
		% of employees who have completed Mitigating Unconscious Biases Training.	*N/A*	N/A	*10% of all employees have completed the training*	*6% of all employees have completed the training*	*10% of all employees have completed the training*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.3: Increase cultural awareness and promote a diverse and inclusive workplace at ECC by promoting diversity and inclusion resources available to ECC staff.	*Promote diversity and inclusion resources for staff through departmental newsletter quarterly.*	*N/A*	*N/A*	*Quarterly promotion within Landslide of diversity and inclusion resources available to staff.*	*Diversity and inclusion resources for staff were promoted four times through the Landslide – ECCs newsletter.*	*Quarterly promotion within Landslide of diversity and inclusion resources available to staff.*	
Action 2.5: Improve development and training options and opportunities for Indigenous employees' career advancement	*# of indigenous employees, with the support of ECC management, who receive funding under the Indigenous Development and Training Program (IDTP)*	*ECC will promote and support the use of this program.*	*2 indigenous employees received funding under the IDTP*	*ECC will promote and support the use of this program.*	*4 indigenous employees received funding under IDTP.*	*ECC will promote and support the use of this program* *1 indigenous employee receives funding under IDTP.*	*Applications to this program are assessed by a GNWT reviewed committee and only accepted applicants are funded.*
Action 2.6: Encourage capacity building and career development for Indigenous employees.	*% of managers who have completed Performance Development for Managers Training.*	*N/A*	*N/A*	*35% of managers who have completed the training.*	*33% of managers have completed the training.*	*35% of managers who have completed the training.*	

ACTIONS		PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
		% of employees with work objectives and learning plans established within the Performance Development process (completed step 1A of the Performance Development Process)	60% of indigenous ECC employees have work objectives and learning plans established within the Performance Development process.	*66% of indigenous ECC employees have established work objectives and learning plans.*	*70% of indigenous ECC employees have work objectives and learning plans established within the Performance Development process.*	*69% of indigenous ECC employees have established work objectives and learning plans.*	*70% of indigenous ECC employees have work objectives and learning plans established within the Performance Development process.*	
		# of employees supported through Building Capacity with Indigenous Government Secondments.	*ECC will support secondment opportunities for staff.*	*2 employees supported with BCIG secondments.*	*ECC will support secondment opportunities for staff.*	*2 employees supported with BCIG secondments.*	*ECC will support secondment opportunities for staff.*	*This program and targets are led by the Department of Finance.*
		# of employees hired through the Indigenous Career Gateway Program (ICGP).	*ECC will promote and support the use of this program.*	*No ICGP hires*	*ECC will promote and support the use of this program.*	*1 new ICGP hire.*	*ECC will promote and support the use of this program.* *1 new ICGP hire.*	*This program and targets are led by the Department of Finance.*

DEPARTMENT OF ENVIRONMENT AND CLIMATE CHANGE**
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	440	451	440	440
Indigenous Aboriginal employees	176	198	173	180
Net Increase	+8	+22	+6	+7
Percentage	40%	44%	39%	41%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	29	27	29	29
Indigenous employees (#)	7	8	7	9
Net Increase	+1	-2	+1	+2
Indigenous employees (%)	24%	30%	24%	31%
Middle Management				
Total employees	56	56	56	56
Indigenous employees (#)	19	18	22	23
Net Increase	+1	+1	+1	+1
Indigenous employees (%)	34%	32%	39%	41%
University Equivalency				
Total employees	169	248	169	169
Indigenous employees (#)	28	62	26	30
Net Increase	+2	+34	+3	+4
Indigenous employees (%)	17%	25%	15%	18%
College/Trade Equivalency				
Total employees	101	114	101	101
Indigenous employees (#)	59	74	63	65
Net Increase	+2	+15	+2	+2
Indigenous employees (%)	58%	65%	62%	64%
High School Equivalency or Below				
Total employees	85	89	85	85
Indigenous employees (#)	63	62	58	60
Net Increase	+2	-1	+2	+2
Indigenous employees (%)	74%	70%	68%	71%

**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**

****** Current Indigenous Employment Targets Table based on the Department of Environment and Climate Change (ECC) after the merge of ENR and LANDS