



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023-2024		2024-2025			
			Target	Status as of Q4	Target	Status as of Q4		
	Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i>% of job descriptions reviewed since April 1, 2023.</i>	<i>25% of Job Descriptions reviewed</i>	<i>47% (258/553) of Job Descriptions reviewed</i>	<i>50% of Job Descriptions reviewed</i>	<i>57% (313/553) of Job Descriptions reviewed</i>	<i>65% of Job Descriptions reviewed</i>	
	Action 1.2: Take steps to ensure the staffing processes are free from barriers, bias, and systemic and unconscious racism.	<i>% of hiring managers overall who have completed the staffing workshop training.</i>	<i>30% of hiring managers have completed the training.</i>	<i>33% (148/445) of hiring managers have completed the training.</i>	<i>50% of hiring managers have completed the training.</i>	<i>36% (161/445) have completed the training.</i>	<i>40% of managers have completed the training.</i>	
		<i>% of ECC hiring processes that have an Indigenous representative</i>	<i>80% of ECC hiring processes have Indigenous Representation</i>	<i>80% of ECC hiring processes have Indigenous Representation</i>	<i>100% of ECC hiring processes have Indigenous Representation</i>	<i>100% of ECC hiring processes have Indigenous Representation</i>	<i>100% of ECC hiring processes have Indigenous Representation where candidates identified they wanted an Indigenous representative.</i>	
	Action 1.3: Enhance employment opportunities for Indigenous Candidates, including:	<i>Increase of Indigenous representation within the department</i>	<i>N/A</i>	<i>N/A</i>	<i>40% of ECC employees are Indigenous</i>	<i>40% of ECC employees are Indigenous</i>	<i>42% of ECC employees are Indigenous</i>	



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		2023-2024		2024-2025			
		Target	Status as of Q4	Target	Status as of Q4		
<ul style="list-style-type: none">• Indigenous Employment Policy (IEP)• Indigenous Career Gateway Program (ICGP).• Transfer Assignments• Limited Competitions					<p><i>The 40% is being met through the following</i></p> <p>For 2024-25: 54 TAs (33% Indigenous) 6 Direct Appointments (50% Indigenous) 96 Transfers/promotions (53% Indigenous) 37 external hires (32% Indigenous)</p>		



ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
		2023-2024		2024-2025		2025-2026 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.	<i>% of employees who have completed the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.</i>	<i>90% of employees have completed training.</i>	<i>93% of employees have completed training</i>	<i>90% of employees have completed training.</i>	<i>87% have completed the training</i>	<i>90% of employees have completed training.</i>	
	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.	<i>% of employees who have completed the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.</i>	<i>15% of employees have completed training</i>	<i>37.9% of employees have completed training</i>	<i>25% of employees have completed the training</i> <i>35% of managers have completed the training</i>	<i>13% of Employees have completed the training</i> <i>30% of Managers have completed the training</i>	<i>25% of Employees have completed the training</i> <i>35% of Managers have completed the training</i>	
		<i>% of employees who have completed Mitigating Unconscious Biases Training.</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>10% of all employees have completed the training</i>	



ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
		2023-2024		2024-2025		2025-2026 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	N/A	N/A	Quarterly promotion within Landslide of diversity and inclusion resources available to staff.		
Action 2.4: Ensure indigenous employees who are departing the GNWT are offered the opportunity to complete an exit interview that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	% of Indigenous employees departing the GNWT that are offered an opportunity to complete an exit interview	Department of Finance develops exit interview process	Under Development	Department of Finance develops exit interview process	Under Development	100% of Indigenous employees departing the GNWT are offered an opportunity to complete an exit interview		
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	N/A	N/A	35% of managers who have completed the training.		



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		2023-2024		2024-2025		2025-2026 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
	<p><i>% of employees with work objectives and learning plans established within the Performance Development process (completed step 1A of the Performance Development Process)</i></p>	<p><i>Department of Finance will create resources for succession planning and career planning.</i></p>	<p><i>53.9% of indigenous ECC employees.</i></p>	<p><i>60% of indigenous ECC employees have work objectives and learning plans established within the Performance Development process.</i></p>	<p><i>65.7% of indigenous ECC employees.</i></p>	<p><i>70% of indigenous ECC employees have work objectives and learning plans established within the Performance Development process.</i></p>	



DEPARTMENT OF ENVIRONMENT AND CLIMATE CHANGE
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (June 30, 2023)	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	440	440	437	440	440
Indigenous Aboriginal employees	168	176	167	173	180
Net Increase Target	-	+8	-1	+6	+7
Percentage	38%	40%	38%	39%	41%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	29	29	29	29	29
Indigenous employees (#)	6	7	6	7	9
Net Increase Target	-	+1	0	+1	+2
Indigenous employees (%)	21%	24%	21%	24%	31%
Middle Management					
Total employees	56	56	60	56	56
Indigenous employees (#)	18	19	21	22	23
Net Increase Target	-	+1	+3	+1	+1
Indigenous employees (%)	32%	34%	35%	39%	41%
University Equivalency					
Total employees	169	169	160	169	169
Indigenous employees (#)	26	28	23	26	30
Net Increase Target	-	+2	-3	+3	+4
Indigenous employees (%)	15%	17%	14%	15%	18%
College/Trade Equivalency					
Total employees	101	101	107	101	101
Indigenous employees (#)	57	59	61	63	65
Net Increase Target	-	+2	+4	+2	+2
Indigenous employees (%)	56%	58%	57%	62%	64%
High School Equivalency or Below					
Total employees	85	85	83	85	85
Indigenous employees (#)	61	63	56	58	60
Net Increase Target	-	+2	-5	+2	+2
Indigenous employees (%)	72%	74%	67%	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:

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