



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022-2023**		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.	# of job descriptions (JDs) reviewed <ul style="list-style-type: none"> 440 JDS to review (based on positions filled) 	ENR - 25% (123) of JDs reviewed	ENR - Job Description Guide Launched, no reviews have been completed	25% (122) of JDs reviewed.	17% (76) of JD reviewed	50% (243) of JDs reviewed.
			LANDS - 25% (27) of JDs reviewed	LANDS - Job Description Guide Launched			
	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	ENR - FIN Training launch	ENR - Hiring Managers training launched 8.4% of employees have completed training	30% of hiring managers have completed the training.	36% of hiring managers have completed the training.	50% of hiring managers have completed the training.
		LANDS - Training launch	LANDS - Hiring Managers Training 23.9% of employees completed training				
	Action 1.2: Ensure internal training to ECC P1 staff interested in partaking on ECC Hiring Committees. Every ECC Hiring	% of ECC hiring processes that have an Indigenous rep	ENR - FIN develop training/ECC ensure staff trained	ENR - Training developed, TOR completed, Training in progress	80% of ECC hiring processes have Indigenous Representation	80% of ECC hiring processes have	100% of ECC hiring processes have Indigenous Representation <i>This includes competitions that were completed and cancelled for various reasons.</i>

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			2022-2023**		2023-2024			2024-2025
			Target	Results	Target	Status as of Q4		
	Committee will have an Indigenous representative.	# of Indigenous staff on hiring committees who have been trained on staffing process	LANDS – N/A	LANDS – N/A	4 Committee Members	Indigenous Representation 6 committee members have completed the staffing process training	4 Committee Members	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	% of positions filled without a competition	ENR - Launch of eligibility FIN database	ENR - Under development	5% of positions are filled within the Department including from eligibility lists.		7% of positions are filled within the Department including from eligibility lists.	
		Increase of Indigenous hires within department	LANDS - Launch of eligibility database	LANDS - Under development	20% of hires were Indigenous	19.5% of external hires were Indigenous	30% of external hires were Indigenous	
GOAL 2: Indigenous	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	ENR - 85% of employees have completed training	ENR - 93.4% of employees have completed training	90% of employees have completed training.	93% of employees have completed training	90% of employees have completed training.	
			LANDS – 85% of employees have completed training	LANDS – 87.0% of employees completed training				

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		2022-2023**		2023-2024		2024-2025	
		Target	Results	Target	Status as of Q4		
Action 2.1: Ensure that all employees complete sharing circle after the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training. Sharing circles will be facilitated by the ECC Diversity and Inclusion team.	# of employees who have completed sharing circles after modules.	<i>ENR - 85% of employees have completed sharing circles</i>	<i>ENR - 89% of employees have completed sharing circles</i>	<i>90% of employees have completed sharing circles</i>	89% of employees previously completed ICAS ^T sharing circles.	<i>Host optional sharing circle(s) online for new ECC staff completing training</i>	2023/2024 Note – Due to merger of two departments, the D&I Team updated/changed the D&I workshop format – the new format does not include an ICAS ^T specific sharing circle. However, we do a sharing circle after KBE and D&I workshop on learning and thoughts.
		<i>LANDS – N/A</i>	<i>LANDS – N/A</i>				
Action 2.1: Ensure that all employees complete the Kairos Blanket Exercise. The Kairos Blanket Exercise will be facilitated by the ECC Diversity and Inclusion team.	<i># of employees who have completed the training (22-33/ 23-24)</i>	<i>ENR - 60% of employees have completed training</i>	<i>ENR - 39% of employees have completed training</i>	<i>70% of employees have completed training.</i>	56% of employees have completed KBE.	<i>. 3 KBE sessions were offered within ECC</i>	2023/2024 Note – Delivery to 65 employees was postponed to fiscal 2024-25 due to unprecedented fire season and a community tragedy that resulted in workshop cancellation. Once complete the following 2 KBE exercises resulting in a target of 73%
	<i># of KBE sessions delivered by ECC D&I to staff. (24-25)</i>	<i>LANDS – N/A</i>	<i>LANDS – N/A</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>ENR - 8% of employees have completed training</i>	<i>ENR -16.5% of employees have completed 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 training</i>	
		<i>LANDS – 12% of employees have completed training</i>	<i>LANDS – 31.5% of employees have completed training</i>				
Action 2.3: ECC Diversity and Inclusion Team to support	<i># of diversity and inclusion Initiatives implemented with ECC</i>	<i>ENR - Establish D&I Team</i>	<i>ENR- D & I Team established</i>	<i>3 initiatives completed</i>	<i>9 D&I Initiatives completed</i>	<i>Moved to HRIP and reported on</i>	

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		2022-2023**		2023-2024		2024-2025	
		Target	Results	Target	Status as of Q4		
Indigenous staff, increase cultural awareness to promote a diverse and inclusive workplace.		LANDS – N/A	LANDS – N/A			most there as well	
Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	# of exit interviews completed with employees who leave their position	ENR - Department of Finance develops exit interview process	ENR- Under Development	Department of Finance develops exit interview process	HR Develop	25% of departing employees complete an exit interview	
		LANDS – Department of Finance develops exit interview process	LANDS – Under development				
Action 2.4: ENR monthly podcast and speaker series initiatives	# of podcasts/Ted Talks distributed	5 podcast/TedTalks presented	4 podcast/ted talks presented.		N/A		Moved to HRIP
	# of speaker presentations delivered	3 speaker presentations	0 speaker series presentations				
	# of monthly round tables	5 round tables completed	2 round tables completed				
Action 2.5: Ensure Indigenous employees are aware of and apply for educational supports from within the department and the Indigenous Management	# of employees accessing program based on available HR funding	ENR - 2 employees from department have accessed IMDTP	ENR- 1 employee has accessed IMDTP	3 employees from department have accessed IMDTP.	7 employs have accessed IMDTP (IDTP)	3 employees from department have accessed IMDTP.	2022/2023 Note (ENR) - Lack of awareness of the program contributed to low uptake. Focus became educating staff on programs available. Program was promoted and

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		2022-2023**		2023-2024		2024-2025	
		Target	Results	Target	Status as of Q4		
Development and Training Program (IMDTP).		<i>LANDS – 1 employee from department has accessed IMDTP</i>	<i>LANDS – No employees have accessed IMDTP</i>				<i>details shared at all divisional and regional workshops as well via email after workshops. 2022/2023 Note (LANDS) - Due to the merger of departments and movement of currently employees this program was not utilized. Focus is shift to awareness and promoting use.</i>
Action 2.5: Access Indigenous mentorship program for informal on-the-job training	<i># of employees accessing program # of succession plans</i>	<i>ENR – Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>ENR – Under Development</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>Under Development by D&I at Dept of FIN 6 informal internal ECC succession plans have been completed</i>	<i>10% of Indigenous employees are participating in the program in some capacity</i>	
		<i>LANDS – Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>LANDS – Under Development</i>				

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		2022-2023**		2023-2024		2024-2025	
		Target	Results	Target	Status as of Q4		
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>ENR – Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>ENR – Under Development</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>HR Develop</i>	<i>10% of employees have identified a career path</i>	
		<i>LANDS – Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>LANDS – Under Development</i>				
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	<i># of succession plans completed including or for Indigenous employees</i>	<i>ENR – Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>ENR – Under Development</i>	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>HR developed and ECC is working on implementing. ECC has requested HR to present the Succession</i>	<i>5 succession plans completed</i>	

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		2022-2023**		2023-2024		2024-2025	
		Target	Results	Target	Status as of Q4		
		LANDS – Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	LANDS – Under Development		Planning Guide and process to SMC.		
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired based on available HR support	ENR – Minimum of 3 positions filled using ICGP	ENR – 3 positions filled using ICGP	3 positions filled using ICGP	1 position filled using ICGP	3 positions filled using ICGP.	2023/2024 Note – although not included in target ECC support 1 BCIG secondment in the 2023-2024 fiscal year
		LANDS – Minimum of 1 position filled using ICGP	LANDS - No positions currently filled using ICGP				
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	ENR – Minimum of 5% of TAs filled by Indigenous employees	ENR – 38.1% of TAs filled by Indigenous employees	20% of TAs filled by Indigenous employees	39% of TAs filled by Indigenous employees	20% of TAs filled by Indigenous employees.	
		LANDS - Minimum of 5% of TAs filled by Indigenous employees	LANDS - 37.5% of TAs filled by Indigenous employees				

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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.

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