	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 JD's to target systemic barriers. • Develop guidelines to assist in determining the education and experience required. • Develop resources to associate Indigenous cultural and social factors to JD's.	*% of job descriptions (JDs) reviewed.* ▪ *634 active positions*	55% (347) of JDs reviewed	67% (429) of JDs reviewed	75% of JDs reviewed	84% (534) JDs reviewed	90% JDs reviewed	
	Action 1.2: • Develop a staffing review framework. • Develop process to request Indigenous representation on hiring committees. • Develop mandatory training on the staffing process, recruitment programs, systemic and unconscious racism and bias within the hiring process and ensure Hiring managers complete the training.	*# of staffing processes reviewed* *Staffing review framework developed* *Process developed to request Indigenous representation on hiring committees* *Training developed* *%of managers who complete the staffing workshop training*	26% managers have completed staffing process training Process to request Indigenous representation on hiring committees launched Review of staffing processes complete	40.8% of managers have completed staffing workshop training. Process to request Indigenous representation on hiring committees prepared to launch in the 2025/2026 fiscal year . Indigenous Employment Policy developed to launch beginning in the 2025/2026 fiscal and staffing process updates made in.	60% of managers have completed staffing workshop training. Review staffing review framework. Continue to review staffing processes.	59.3% of active managers have completed staffing workshop training. The Indigenous Committee Member (ICM) process to request Indigenous representation on hiring committees launched on July 3, 2025. Indigenous Employment Policy launched on April 1, 2024. All staffing processes were reviewed and updated to reflect the new policy	65% of active managers have completed staffing workshop training. Continue to monitor the ICM process and perform updates as needed. Continue to review and monitor all staffing processes to ensure they are up to date and reflect current GNWT policy	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 1.3: • Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition. • Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition. • Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students. • Partner with the Department of Education, Culture, and Employment to identify northern Indigenous post-secondary students to target for employment opportunities.	*Database of eligible Indigenous candidates* *Network strategy developed with ECE*	5 positions filled through eligibility lists Develop network strategy with ECE to target Indigenous students	1 position filled through Indigenous eligibility lists. Work on network strategy underway between FIN and ECE to target Indigenous Students.	5 positions filled through eligibility lists. Continue to work and finalize network strategy to target Indigenous students and increase number of Indigenous interns and summer students.	3 positions filled through Indigenous eligibility lists.	10 positions filled through eligibility lists. Continue to work and finalize network strategy to target Indigenous students and increase number of Indigenous interns and summer students.	Work on network strategy underway between FIN and ECE to target Indigenous Students. Work included:[AC1.1] - Visiting the Aurora College and CDETNO to present to upcoming post-secondary graduates and provide information on services offered by the GNWT. - Provide information on how to submit their applications for employment with the GNWT once students have completed their post-secondary programs. ECE provides FIN list of Indigenous students to ensure they are registered with Internship program, if not they are contacted and offered assistance.

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	Action 1.4: • Create resources and tools to improve applicants experience when applying for positions. • Develop Communication strategy to ensure applicants are aware of the hiring process resources available. • Develop Community outreach plan with Indigenous governments to increase awareness of career opportunities.	*Increase in Indigenous applicants who screen into positions* *# of virtual information sessions for community members* *# of presentations provided to Indigenous govts*	Develop resources/tools to improve applicants' experience Develop communication strategy on hiring process and resources	The GNWT Careers Website (https://www.gov.nt.ca/careers) has the Hiring Process resources publicly available for use by GNWT employment applicants. A specific Human Resource social media account, dealing with all thing's recruitment, was established and went live in January 2024. The account shares social media messaging on a pre-planned calendar as well as responsive and situational posts about time-sensitive or pertinent events.	Continue to review and update resources/tools to improve applicants' experience.	Have begun discussing and planning different types of interactive resources/tools to improve applicant experience and understanding of the Staffing Process.	Finalize new resources/tools and continue to review and update existing materials.	
GOAL 2:	**Action 2.1:** Ensure that all employees complete the Living Well Together training modules.	*% of employees who have completed the Living Well Together training*	90% of employees have completed training	89.7% of employees have enrolled 82.2% have completed ICAST training.	90% of employees have completed training.	88.1% of active employees have completed ICAST training.	90% of employees have completed training.	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.2: • Collaborate with the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous Languages. • Recognize GNWT employees who use Indigenous languages at work through the bilingual designation employee recognition campaign.	*Development of program* *# of employees accessing the program* *# of employees recognized in the campaign*	Development of Indigenous languages professional development program	FIN and ECE have started preliminary discussions on developing an Indigenous language professional development program. FIN and ECE have started preliminary discussion on a promotions strategy that celebrates bilingual bonus employees.	Development of Indigenous languages professional development program. Development of a recognition campaign that recognizes and celebrates GNWT employees who use Indigenous languages at work.	We have partnered with the Indigenous Languages Instructor Education Program at ECE to provide funding through IDTP.	Coordinate a program for GNWT employees to access Indigenous language courses/learning for the purposes of providing GNWT services in Indigenous languages, and initiate a bilingual bonus recognition campaign	
Action 2.3: • Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	*# of employees who have completed the Equitable Workplace training* *# of sessions available*	30% of employees have completed Equitable Workplace training	10.7% of employees have completed Equitable Workplace training. 39.2% of managers have completed Equitable Workplace training.	15% of employees have completed Equitable Workplace training. 45% of managers have completed Equitable Workplace training.	12.0% of active employees have completed Equitable Workplace training. 37.2% of active managers have completed Equitable Workplace training.	Equitable workplace training has been paused. New targets will be set with the development of the new 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: • Ensure Finance employees complete Unconscious Bias training.	*% of employees who have completed the Mitigating Unconscious Bias training*	20% of employees have completed the Unconscious Bias training	14.3% have completed mitigating unconscious bias training.	20% of employees have completed the Unconscious Bias training.	15.6% of active employees have completed the Unconscious Bias training.	20% of employees have completed the Unconscious Bias training.	
Action 2.4: • Provide Indigenous Wellness Supports for employees. • Develop cultural competency training. • Develop exit interviews that include questions on bias, racism and cultural insensitivity.	*# of employees who access Indigenous wellness supports* *# of employees who complete training* *# of exit interviews completed*	Launch Indigenous Wellness Supports, Cultural Competency Training & exit interviews	RFP went out for new EAP program for employees, service provide that includes an all-Indigenous virtual mental wellness clinic, to support the wellness needs of Indigenous Peoples (First Nation, Inuit, Métis). RFP for Exit interviews set for completion in 2025/2026 fiscal year – program to launch 2025/26 fiscal year. FIN continues to support HSS in the Cultural Competency Training.	Launch and promotion of Noojimo, all-Indigenous virtual mental wellness clinic, to support the wellness needs of Indigenous Peoples (First Nation, Inuit, Métis) to ensure employees are aware of the resources. Launch exit interviews program. Initiate discussion with HSS on corporate Cultural Competency Training.	Noojimo, all-Indigenous virtual mental resource is available for all GNWT employees and their dependents, Diversity and Inclusion continue to assist HSS with facilitation and delivery of Cultural Competency Training	Ongoing promotion of Noojimo, all-Indigenous virtual mental wellness clinic, including reoccurring webinars and supports. Launch Exit Interview Program to all GNWT Employees. Regularly report Exit interview findings to senior leadership on a quarterly basis. Develop action plans to address key trends and issues identified.	Exit Interview Program launched June 2026.

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.5: • Ensure Indigenous employees utilize Indigenous Development Training Program(IDTP). • Develop an Indigenous mentorship program guideline. • Develop succession planning guidelines and toolkit that has a focus on Indigenous employee development. • Review LDP to ensure Indigenous perspectives are included.	*# of employees accessing IDTP* *# of succession plans*	5 Indigenous employees have accessed IDTP	10 Indigenous employees have accessed IDTP.	5 Indigenous employees have accessed IDTP.	8 Indigenous employees have accessed IDTP.	8 Indigenous employees have accessed IDTP.	
		Indigenous mentorship program to launch 2024-2025	Indigenous Mentorship Initiative set to launch in the 2025/2026 fiscal year	Launch Indigenous mentorship program.	Indigenous Mentorship Program was launched In February 2026.	2nd cohort of Indigenous Mentorship Program launch	
Action 2.6: • Utilize Indigenous Career Gateway Program (ICGP). • Support Building Capacity with Indigenous Governments Program (BCIG). • Develop Equitable Access to Training directive to address unequal access to training opportunities for Indigenous employees. • Promote the use of transfer assignments (TAs).	*# of ICGP candidates hired* *# of secondments through BCIG* *# of employees on transfer assignments (TA) or Secondments* *# of Indigenous employees within Middle and Senior management roles*	4 positions filled using ICGP	2 positions filled using ICGP in 2024-25 fiscal year.	4 positions filled using ICGP.	6 positions filled using ICGP in 2025-2026 fiscal year	5 positions filled using ICGP	
		1-2 secondments supported through BCIG	1 secondment supported through BCIG.	1-2 secondments supported through BCIG.	1 secondment supported through BCIG.	1-2 secondment supported through BCIG	
		Launch of training directive	Development of training directive underway.	Launch of training directive.	Draft of training directive underway	Launch of training directive.	
		30% of TAs filled by Indigenous employees	25.8% of TAs filled by Indigenous employees.	30% of TAs filled by Indigenous employees.	34.6% of TAs filled by Indigenous employees	35% of TAs filled by Indigenous employees	

DEPARTMENT OF FINANCE
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	490	594	490	594
Indigenous employees	160	172	177	200
Net Increase Targets	+12	+12	+18	+28
Percentage	33%	29%	36%	33%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	25	32	25	32
Indigenous employees (#)	7	4	8	8
Net Increase Target	+2	-4	+2	+4
Indigenous employees (%)	28%	13%	32%	25%
Middle Management				
Total employees	69	84	69	84
Indigenous employees (#)	14	13	18	18
Net Increase Target	+3	-5	+4	+5
Indigenous employees (%)	20%	15%	26%	31%
University Equivalency				
Total employees	204	244	204	244
Indigenous employees (#)	49	57	53	62
Net Increase Target	+3	+4	+4	+5
Indigenous employees (%)	24%	23%	25%	25%
College/Trades Equivalency				
Total employees	94	139	94	139
Indigenous employees (#)	37	45	41	52
Net Increase Target	+2	+4	+4	+7
Indigenous employees (%)	39%	32%	44%	37%
High School Equivalency or Below				
Total employees	98	95	98	95
Indigenous employees (#)	53	53	57	60
Net Increase Target	+2	-4	+4	+7
Indigenous employees (%)	54%	56%	58%	63%

**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**