



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023-2024		2024-2025		2025-2026 Targets		
			Target	Status as of Q4	Target	Status as of Q4			
	<b>Action 1.1:</b> <ul style="list-style-type: none"><li>Review all JD's to target systemic barriers.</li><li>Develop guidelines to assist in determining the education and experience required.</li><li>Develop resources to associate Indigenous cultural and social factors to JD's.</li></ul>	# of job descriptions (JDs) reviewed. <ul style="list-style-type: none"><li>634 active positions</li></ul>	35% (192) of JDs reviewed	48% (308) of JDs reviewed	55% (347) of JDs reviewed	67% (429) of JDs reviewed	75% of JDs reviewed		
	<b>Action 1.2:</b> <ul style="list-style-type: none"><li>Develop a staffing review framework.</li><li>Develop process to request Indigenous representation on hiring committees.</li><li>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.</li></ul>	# of staffing processes reviewed  Staffing review framework developed  Process developed to request Indigenous representation on hiring committees  Training developed # of managers who complete staffing process training	30% managers have completed staffing process training  Indigenous representation on hiring committees under review . Will be relaunched 2024-2025	20.3% of managers have completed staffing process training  Process to request Indigenous representation on hiring committees launched	26% managers have completed staffing process training  Process to request Indigenous representation on hiring committees prepared to launch in the 2025/2026 fiscal year .	40.8% of managers have completed staffing workshop training.  Indigenous Employment Policy developed to launch beginning in the 2025/2026 fiscal and staffing process updates are to be made in accordance with the IEP.	60% of managers have completed staffing workshop training.  Review staffing review framework.  Continue to review staffing processes.		



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		2023-2024		2024-2025			
		Target	Status as of Q4	Target	Status as of Q4		
		processes complete	processes complete target carried over to 2024-2025				
<b>Action 1.3:</b> <ul style="list-style-type: none"><li>Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition.</li><li>Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.</li><li>Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students.</li><li>Partner with the Department of Education, Culture, and Employment to identify northern Indigenous post-secondary students to target for employment opportunities.</li></ul>	<i>Database of eligible Indigenous candidates</i>  <i>Network strategy developed with ECE</i>	Development and launch of Indigenous eligibility list  3 positions are filled through eligibility lists  Develop network strategy with ECE to target Indigenous students	Indigenous eligibility process launched.  2 positions filled through Indigenous eligibility list  Develop network strategy with ECE to target Indigenous students target carried over to 2024-2025	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. Work included: <ul style="list-style-type: none"><li>Visiting the Aurora College and CDETNO to present to upcoming post-secondary graduates and provide information on services offered by the GNWT.</li><li>Provide information on how to submit their applications for employment with the GNWT once students have completed their post-secondary programs.</li><li>ECE provides FIN list of Indigenous students to ensure they are registered with Internship program, if</li></ul>	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.	



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		2023-2024		2024-2025		2025-2026 Targets		
		Target	Status as of Q4	Target	Status as of Q4			
					not they are contacted and offered assistance.			
<b>Action 1.4:</b> <ul style="list-style-type: none"><li>• Create resources and tools to improve applicants experience when applying for positions.</li><li>• Develop Communication strategy to ensure applicants are aware of the hiring process resources available.</li><li>• Develop Community outreach plan with Indigenous governments to increase</li></ul>	<i>Increase in Indigenous applicants who screen into positions</i>  <i># of virtual information sessions for community members</i>  <i># of presentations provided to Indigenous govts</i>	Development Community outreach plan with Indigenous governments to increase awareness of career opportunities	Development Community outreach plan with Indigenous governments to increase awareness of career opportunities	Develop resources/tools to improve applicants' experience	The GNWT Careers Website ( <a href="https://www.gov.nt.ca/careers">https://www.gov.nt.ca/careers</a> ) 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	Continue to review and update resources/tools to improve applicants' experience.		



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023-2024		2024-2025		2025-2026 Targets		
			Target	Status as of Q4	Target	Status as of Q4			
	awareness of career opportunities.			over to 2024-2025		shares social media messaging on a pre-planned calendar as well as responsive and situational posts about time-sensitive or pertinent events.			
	<b>Action 2.1:</b> Ensure that all employees complete the Living Well Together training modules.	# of employees who have completed the training	85% of employees have completed training	87.4% of employees have completed 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.		
	<b>Action 2.2:</b> <ul style="list-style-type: none"><li>Collaborate with the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous Languages.</li><li>Recognize GNWT employees who use Indigenous languages at work through the bilingual designation employee recognition campaign.</li></ul>	Development of program # of employees accessing the program  # of employees recognized in the campaign	Development of Indigenous languages professional development program	Development of Indigenous languages professional development program target carried over to 2024-25	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.		



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		2023-2024		2024-2025		2025-2026 Targets		
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<b>Action 2.3:</b> <ul style="list-style-type: none"><li>Develop Unconscious Bias training.</li><li>Ensure Finance employees complete Unconscious Bias training.</li><li>Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.</li></ul>	<i># of employees who have completed the training</i>  <i># of sessions available</i>	15% of employees have completed the Mitigating Unconscious Bias Training	13.5% of employees 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.		
		25% of employees have completed Equitable Workplace training	22.9% of employees have completed Equitable Workplace Training	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.		
<b>Action 2.4:</b> <ul style="list-style-type: none"><li>Provide Indigenous Wellness Supports for employees.</li><li>Develop cultural competency training.</li><li>Develop exit interviews that include questions on bias, racism and cultural insensitivity.</li></ul>	<i># of employees who access Indigenous wellness supports</i>  <i># of employees who complete training</i>  <i># of exit interviews completed</i>	100 employees have accessed AbilityCBT Indigenous Program  Continue to support HSS in the expansion of in-person cultural	Indigenous services were added to TELUS Health in October 2022.  60 employees have accessed TELUS Health	Launch Indigenous Wellness Supports, Cultural Competency Training & exit interviews	RFP went out for new EAP program for employees, with requirements to consider Historical and Cultural Understandings of Indigenous populations in service delivery. It is set to conclude in 2025/2026 with a service provide that includes an all-Indigenous virtual mental wellness clinic, to support the	Ongoing promotion of Noojimo, all-Indigenous virtual mental wellness clinic, to support the wellness needs of Indigenous Peoples (First Nation, Inuit, Métis) to ensure		



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		2023-2024		2024-2025		2025-2026 Targets		
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		competency training Develop exit interview	Indigenous Program Finance continues to support HSS in the expansion of in-person cultural competency training Development of exit interview RFP in process		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.	employees are aware of the resources. Launch exit interviews program. Initiate discussion with HSS on corporate Cultural Competency Training.		
<b>Action 2.5:</b> <ul style="list-style-type: none"><li>Ensure Indigenous employees utilize Indigenous Development Training Program(IDTP).</li><li>Develop an Indigenous mentorship program guideline.</li><li>Develop succession planning guidelines and toolkit that has a focus on Indigenous employee development.</li><li>Review LDP to ensure Indigenous perspectives are included.</li></ul>	# of employees accessing IDTP # of succession plans	3 Indigenous employees have accessed IDTP Development of Indigenous mentorship program and resources	7 Indigenous employees have accessed IDTP Launch of Indigenous mentorship program target carried over to 2024-2025	5 Indigenous employees have accessed IDTP Indigenous mentorship program to launch 2024-2025	10 Indigenous employees have accessed IDTP. Indigenous Mentorship Initiative set to launch in the 2025/2026 fiscal year	5 Indigenous employees have accessed IDTP. Launch Indigenous mentorship program.		
<b>Action 2.6:</b>	# of ICGP candidates hired	4 positions filled using ICGP	3 positions filled using ICGP	4 positions filled using ICGP	2 positions filled using ICGP in 2024-25 fiscal year.	4 positions filled using ICGP.		



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• 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 secondments through BCIG	1-2 secondments supported through BCIG	0 secondments supported through BCIG	1-2 secondments supported through BCIG	1 secondment supported through BCIG.	1-2 secondments supported through BCIG.		
	# of employees on transfer assignments (TA) or Secondments	Launch of training directive	Launch of training directive target carried over to 2024-2025	Launch of training directive	Development of training directive underway.	Launch of training directive.		
	# of Indigenous employees within Middle and Senior management roles	20% of TAs filled by Indigenous employees	33% of TAs filled by Indigenous employees	30% of TAs filled by Indigenous employees	25.8% of TAs filled by Indigenous employees.	30% of TAs filled by Indigenous employees.		



## DEPARTMENT OF FINANCE INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	RESULTS SHORT-TERM	MEDIUM-TERM (By March 31, 2026)	LONG- TERM (By March 31, 2028)
<b>Staffed positions</b>					
All filled positions	490	490	489	490	490
Indigenous employees	148	160	142	177	206
Net Increase Targets	-	+12	-6	+18	+29
Percentage	30%	33%	29%	36%	42%
<b>Indigenous Aboriginal employees by job classification</b>					
<b>Senior Management</b>					
Total employees	25	25	28	25	25
Indigenous employees (#)	5	7	6	8	10
Net Increase Target	-	+2	+1	+2	+2
Indigenous employees (%)	20%	28%	21%	32%	40%
<b>Middle Management</b>					
Total employees	69	69	73	69	69
Indigenous employees (#)	11	14	11	18	24
Net Increase Target	(6)	+3	0	+4	+6
Indigenous employees (%)	16%	20%	15%	26%	34%
<b>University Equivalency</b>					
Total employees	204	204	199	204	204
Indigenous employees (#)	46	49	46	53	59
Net Increase Target	-	+3	0	+4	+6
Indigenous employees (%)	23%	24%	23%	25%	28%
<b>College/Trades Equivalency</b>					
Total employees	94	94	100	94	94
Indigenous employees (#)	35	37	34	41	48
Net Increase Target	-	+2	-1	+4	+7
Indigenous employees (%)	37%	39%	34%	44%	51%
<b>High School Equivalency or Below</b>					
Total employees	98	98	89	98	98
Indigenous employees (#)	51	53	45	57	65
Net Increase Target	-	+2	-6	+4	+8
Indigenous employees (%)	52%	54%	51%	58%	66%

\*Job classification definitions:

Senior Management - Position belonging to DM or SRM union code.

Middle Management - Position belonging to management NOC occupational code.

### NOTES: