	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 (JDs) reviewed*	*30% of JDs reviewed*	*15% (13) JDs reviewed in 2024/25.*	*20 JDs reviewed.*	*44 JDs reviewed*	*50 JDs reviewed*	*Senior Management and district JDs will be reviewed in 2026-2027.*
	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 staffing workshop training*	*30% completion*	*25.6% of hiring managers have enrolled,* *16.3% have completed staffing workshop training.*	*25% completion*	*33.3% of hiring managers have enrolled, and* *22.2% have completed staffing workshop training.*	*100% completion*	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	*Increase of Indigenous hires within corporation*	*A further +1 increase*	*2 positions were filled with eligibility lists in 2024-25 fiscal year.*	*3 positions are filled with eligibility lists*	*4 positions were filled with eligibility lists, 3 of which were Indigenous.*	*5 positions are filled with eligibility lists, 3 of which are Indigenous hires.*	
GOAL 2:	**Action 2.1:** Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*# of employees who have completed the Living Well Together training*	*65% of employees have completed training*	*68.4% of employees have enrolled, 53.8% have completed ICAST training.*	*65% of employees have completed training*	*85.3% of employees have enrolled, 70.6% have completed ICAST training*	*100% of employees have enrolled, 80% have completed ICAST 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: Ensure all 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*	*15% of employees have completed training*	*Employees – 6.2% enrolled, 3.7% complete* *Managers – 11.1% enrolled, 5.6% complete*	*10% of employees complete Equitable Workplace training* *15% of Managers complete Equitable Workplace training*	*Employees 8.2% enrolled 8.2% completed* *Managers 11.% enrolled 8.3% completed*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	
Action 2.3: Ensure employees complete the Mitigating Unconscious Bias training	*% of employees who have completed the training*		*2.6% of employees have enrolled* *1.7% have completed mitigating unconscious bias training.*	*5% of employees complete Unconscious Bias Training*	*5.5% of employees have enrolled* *1.8% have completed*	*25% of employees have enrolled and 20% have completed.*	
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*	*15% of departing employees complete an exit interview*	*Under Development*	*Department of Finance develops exit interview process and 25% of departing employees complete an exit interview*	*Under Development*	*100% of departing employees who are willing to provide an exit interview.*	

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 are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	*# of employees accessing IDTP (IMDTP)*	*3 employees have accessed IDTP*	*1 employee has accessed IDTP*	*2 employees have accessed IDTP*	*1 employee has accessed IDTP*	*2 employees have accessed IDTP*	
Action 2.6: Access Indigenous mentorship program for informal on-the-job training.	*# of employees accessing program* *# of succession plans*	*10% of Indigenous employees are participating in the program in some capacity.*	*0 employees accessing program for informal training.*	*5% of Indigenous employees are participating in the program in some capacity*	*2 indigenous employees registered with the program: 1 as a mentor and 1 as a mentee.*	*2 Indigenous employees are participating as mentees.*	*Indigenous employees and Managers at HNWT interested in this program would benefit from additional program promotions by the Department of Finance.*
Action 2.7: Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	*# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan*	*10 Indigenous employees have learning and development plans as part of their performance reviews.*	*7 Indigenous employees have identified career pathways and training needs in their Learning and Development Plan.*	*10 Indigenous employees have learning and development plans as part of their performance reviews.*	*9 Indigenous employees have identified career pathways and training needs in their Learning and Development Plan.*	*12 Indigenous employees have learning and development plans as part of their performance reviews.*	*Many managers report employees thinking more about their future and possible training opportunities. We expect a greater number of them wanting a learning and developmental plan next year.*
Action 2.8: Work with HR on succession planning with a focus on Indigenous employee development.	*# of Indigenous employees identified for succession planning*	*Five Indigenous candidates have succession plans into senior management positions.*	*0 Indigenous employees have succession plans.*	*1 or more Indigenous employees have been identified for succession planning.*	*2 employees have been identified for succession planning.*	*1 employee has a succession plan.*	
Action 2.9: Use of the Indigenous Career Gateway Program (ICGP).	*# of ICGP candidates hired*	*1 position filled using ICGP*	*0 positions filled using ICGP in 2024-25 fiscal year*	*1 position filled using ICGP*	*0 positions filled using ICGP in 2025-2026 fiscal year*	*1 position filled using ICGP*	*Housing NWT continues to request candidates from the ICGP database. Unfortunately, no applicants met the screening criteria.*

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	Action 2.10: 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* *# of Indigenous employees within Middle and Senior management roles*	*5% of TA's filled by Indigenous employees*	*16.7% of TAs filled by Indigenous employees*	*15% of TAs filled by Indigenous employees*	*25% of TAs filled by Indigenous employees*	*30% of TAs filled by Indigenous employees*	

Housing NWT
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	100	95	100	100
Indigenous employees	41	36	43	47
Net Increase Target	+8	-5	+2	+4
Percentage	41%	38%	43%	47%
Indigenous employees by job classification				
Senior Management				
Total employees	15	15	15	15
Indigenous employees (#)				
Net Increase Target	5	5	5	5
Indigenous employees (%)	0	0	0	0
	33%	33%	33%	33%
Middle Management				
Total employees	22	22	22	22
Indigenous employees (#)				
Net Increase Target	7	7	7	8
Indigenous employees (%)	0	0	0	+1
	32%	32%	32%	36%
University Equivalency				
Total employees	25	71	25	25
Indigenous employees (#)				
Net Increase Target	13	17	13	14
Indigenous employees (%)	+4	+4	0	+1
	52%		52%	56%
College/Trades Equivalency				
Total employees	31	40	31	31
Indigenous employees (#)				
Net Increase Target	11	17	16	16
Indigenous employees (%)	+3	+1	+5	+0
	35%		52%	52%
High School Equivalency or Below				
Total employees	7	7	7	7
Indigenous employees (#)				
Net Increase Target	5	2	2	4
Indigenous employees (%)	+1	0	-3	+2
	71%		29%	57%

**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**