



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024-2025			
			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	25% (22) of JDs reviewed	21 JDs reviewed.	30% of JDs reviewed	15% (13) JDs reviewed in 2024/25.	20 JDs reviewed.	<i>Infrastructure lands and maintenance, and select homelessness JDs will be updated in 2025-26 (20 total JDs)</i>
	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	20% completion	<i>Of the courses where manager statistics are tracked separately, Housing NWT reports on average 23% have completed training</i>	30% completion	25.6% of hiring managers have enrolled, 16.3% have completed staffing workshop training.	25% completion	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	<i>Increase of Indigenous hires within department</i>	3 positions are filled with eligibility lists	Indigenous hires within Housing NWT increased by 5.	A further +1 increase	2 positions were filled with eligibility lists in 2024-25 fiscal year.	3 positions are filled with eligibility lists	
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 training	80% of employees have completed training	63.1 percent complete and 16% partially complete.	65% of employees have completed training	68.4% of employees have enrolled, 53.8% have completed ICAST training.	65% of employees have completed training	



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	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training # of sessions available	10% of employees have completed training	Equitable Workplace training for Employees - 5.4% complete Equitable Workplace training for Managers – 11.9% complete Unconscious Bias training – 1.8% complete	15% of employees have completed training Managers – 11.1% enrolled, 5.6% complete 2.6% of employees have enrolled, 1.7% have completed mitigating unconscious bias training.	Employees – 6.2% enrolled, 3.7% complete Managers – 11.1% enrolled, 5.6% complete 2.6% of employees have enrolled, 1.7% have completed mitigating unconscious bias training.	10% of employees complete Equitable Workplace training 15% of Managers complete Equitable Workplace training 5% of employees complete Unconscious Bias Training	
	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	Department of Finance develops exit interview process	Under Development	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	
	Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IDTP), and that it is fully subscribed.	# of employees accessing program	3 employees from department have accessed IDTP	2 employees have accessed IDTP	3 employees from department have accessed IDTP	1 employee from department has accessed IDTP	2 employees from department have accessed IDTP	



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			2023/2024		2024-2025		2025/2026 Targets		
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	Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	# of employees accessing program # of succession plans	Department of Finance develops and promotes Indigenous Mentorship Program	Under this program, Housing NWT has 1 Indigenous and 2 P2 staff on developmental transfers.	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	Indigenous employees and Managers at HNWT interested in this program would benefit from additional program promotions by the Department of Finance.	
	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.	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan	Four indigenous employees have learning and development plans as part of their performance reviews	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.		
	Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	Two Indigenous candidates have succession plans in progress into senior management positions.	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.	As of July 2025, we are in the process of developing a succession plan for at least one Indigenous employee.	
	Action 2.6: Use of the Indigenous Career Gateway Program. (ICGP).	# of ICGP candidates hired	2 positions filled using ICGP	0 positions filled using ICGP	1 position filled using ICGP	0 positions filled using ICGP in 2024-25 fiscal year	1 position filled using ICGP		



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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 # of Indigenous employees within Middle and Senior management roles	5% of TAs filled by Indigenous employees	1 district position is filled by an Indigenous employee on transfer assignment	5% of TA's filled by Indigenous employees	16.7% of TAs filled by Indigenous Aboriginal employees	15% of TAs filled by Indigenous employees	

Housing NWT
INDIGENOUS EMPLOYMENT TARGETS

	Baseline (March 31, 2022)	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	100	100	115	100	100
Indigenous Aboriginal employees	33	41	38	43	47
Net Increase Target	-	+8	+5	+2	+4
Percentage	33%	41%	33%	43%	47%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	15	15	15	15	15
Indigenous employees (#)	5	5	4	5	5
Net Increase Target	-	0	-1	0	0
Indigenous employees (%)	33%	33%	27%	33%	33%
Middle Management					
Total employees	22	22	22	22	22
Indigenous employees (#)	7	7	6	7	8
Net Increase Target	-	0	-1	0	+1
Indigenous employees (%)	32%	32%	27%	32%	36%
University Equivalency					
Total employees	25	25	36	25	25
Indigenous employees (#)	9	13	10	13	14
Net Increase Target	-	+4	+1	0	+1
Indigenous employees (%)	36%	52%	28%	52%	56%
College/Trades Equivalency					
Total employees	31	31	35	31	31
Indigenous employees (#)	8	11	16	16	16
Net Increase Target	-	+3	+8	+5	+0
Indigenous employees (%)	26%	35%	46%	52%	52%
High School Equivalency or Below					
Total employees	7	7	7	7	7
Indigenous employees (#)	4	5	2	2	4
Net Increase Target	-	+1	-2	-3	+2
Indigenous employees (%)	57%	71%	29%	29%	57%