	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027	
			Target	Status of Q4	Target	Status 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* • *205 active JDS total for review* *# of applicants on job postings* *Increased use of equivalencies*	*45% of JDs reviewed (Note: 92 JDs projected)*	*28% JDs reviewed (58 JDs)*	*41% of JDs reviewed (Note: 83 JDs projected)*	*49% JDs reviewed (100 JDs)*	*60% of JDs reviewed (Note: 125 JDs projected)*	
	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*	*40% of hiring managers have completed the training*	*40.7% of hiring managers have enrolled, 37.3% have completed the staffing workshop training.*	*50% of hiring managers have completed the training*	*50.9% of hiring managers have enrolled, 43.4% have completed the staffing workshop training*	*60% of hiring managers have completed the training*	
	Action 1.2: Filter and modify interview questions to be more reflective of the work appropriate to the position being considered.	*# of interview questions reviewed/modified*	*Review the screening material for 8 competitions*	*Reviewed the screening material for 19 competitions*	*Review the screening material for 15 competitions*	*Reviewed the screening material for 22 competitions*	*Review the screening material for 15 competitions*	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	*# of positions filled without a competition* *Increase of Indigenous hires within department* *Increased number of candidates added to database*	*2 positions are filled from Indigenous eligibility lists*	*No position filled from Indigenous eligibility lists*	*2 positions are filled from Indigenous eligibility lists*	*No position filled from Indigenous eligibility lists*	*2 positions are filled from Indigenous eligibility lists*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027	
			Target	Status of Q4	Target	Status of Q4		
GOAL 2: Indigenous Leadership	**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*	*90% of employees have completed training (Note: 155 employees projected)*	*87.7% of employees have enrolled, 72.7% have completed the ICAST training*	*93% of employees have completed training (Note: 170 employees projected)*	*90.8% of employees have enrolled, 77.8% have completed the ICAST training*	*93% of employees have completed training (Note: 171 employees projected)*	
	Action 2.1: Promote the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training to audiences outside the GNWT.	*# of referrals to other jurisdictions/working groups*	*10 referrals/ promotion of training per year*	*35 referrals/ promotion of training per year*	*10 referrals/ promotion of training per year*	*>15 referrals/ promotion of training completed*	*10 referrals/ promotion of training per year*	*2024/2025 Note - Sahtu referred to Deline Got'ine Government to be used for internally and externally; in North Slave Regional Office referred to all Park Campground contractors, approximately 27 contractor staff have completed this; South Slave Regional Office referred to the Town of Fort Smith and Northern Life Museum staff; Client Services and Community Relations unit referred to 2 Provincial and 2 Northern Mines staff.* *2025/2026 Note – Referral to program clients, contractor and tour operator, Major Project Offices, CanNor Office.*
	Action 2.3: 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*	*20% of employees have completed training*	*Employees – 9.8% enrolled, 3.9% completed* *Managers – 34.6% enrolled, 26.9% completed*	*15% of employees have completed training*	*Employees – 6.0% enrolled, 5.0% completed* *Managers – 32.1% enrolled, 26.4% completed*	*Equitable workplace training has been paused. FIN will be replacing the course to launch Fall 2026.*	*Senior managers will be promoting and encouraging the employees to complete the new course.*

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Status of Q4	Target	Status of Q4		
Action 2.3: Ensure employees complete the Mitigating Unconscious Bias training	*% of employees who have completed the Mitigating Unconscious Bias training*	*20% of employees have completed training*	*8.4% have enrolled, 5.8% have completed the mitigating unconscious bias training.*	*15% of employees have completed training*	*17.0% have enrolled, 8.5% have completed the mitigating unconscious bias training.*	*20% have enrolled, 14% have completed the mitigating 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*	*25% of departing employees complete an exit interview*	*N/A Under development*	*25% of departing employees complete an exit interview*	*N/A - Exit interview webpage go live June 2026*	*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 (IMDTP), and that it is fully subscribed.	*# of Indigenous employees accessing IDTP (IMDTP)*	*3 Indigenous employees from the department have accessed IDTP*	*4 Indigenous employees from the department have accessed IDTP*	*2 Indigenous employees have applied for the IDTP*	*1 Indigenous employee from the department accessed IDTP* *2 Indigenous employees applied for IDTP*	*2 Indigenous employees have applied for the IDTP*	
Action 2.5: 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*	*N/A Under development*	*10% of Indigenous employees are participating in the program in some capacity*	*N/A - The program was launched in 2026.*	*10% of Indigenous employees are participating in the program in some capacity*	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development. Support employees to identify career pathways and training needs in their	*# of Indigenous employees identified for succession planning*	*10% of Indigenous employees have identified a career path* *1 Indigenous*	*2 Indigenous employees have identified a career path*	*16 Indigenous employees have identified a career path*	*7 Indigenous employees have identified a career path*	*10 Indigenous employees have identified a career path*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Status of Q4	Target	Status of Q4		
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*	*employee is interested in succession planning; they are working towards meeting the training requirements needed for the job*	*3 Indigenous employees are interested in succession planning; they are working towards meeting the training requirements needed for the job*	*19 Indigenous employees are interested in succession planning; they are working towards meeting the training requirements needed for the job*	*4 Indigenous employees are interested in succession planning; they are working towards meeting the training requirements needed for the job*	*10 Indigenous employees are interested in succession planning; they are working towards meeting the training requirements needed for the job*	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	*# of ICGP candidates hired*	*3 positions filled using ICGP*	*0 positions filled using ICGP in 2024-25 fiscal year*	*2 positions filled using ICGP*	*No position filled using ICGP in 2025-2026 fiscal year*	*2 positions 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* *# of Indigenous employees within Middle and Senior management roles*	*25% of TAs filled by Indigenous employees*	*25.0% of TAs filled by Indigenous Aboriginal employees.*	*25% of TAs filled by Indigenous employees.* *1 employee on Secondment with Indigenous Government.*	*33.3% of TAs and secondment by Indigenous employees.* *1 employee on Secondment with Indigenous Government.* *5 Senior Management and 8 Middle Management are Indigenous employees*	*30% of TAs filled by Indigenous employees.* *1 employee on Secondment with Indigenous Government.* *5 Senior Management and 10 Middle Management are Indigenous employees*	

DEPARTMENT OF INDUSTRY, TOURISM & INVESTMENT

INDIGENOUS EMPLOYMENT TARGETS

	PREVIOUS TERM RESULTS (By March 31st 2024)	CURRENT RESULTS (By March 31st 2026	SHORT-TERM TARGETS (By March 31, 2027)	MEDIUM TERM TARGETS (By March 31, 2028)
Staffed positions				
All filled positions	183	171	171	171
Indigenous Aboriginal employees	54	51	56	60
Net Increase Targets	+3	-	+5	+4
Percentage	30%	30%	36%	39%
Indigenous Aboriginal employees by job classification				
Senior Management				
7Total employees	16	18	18	18
Indigenous employees (#)	5	5	5	5
Net Increase Target	-	-	0	-
Indigenous employees (%)	38%	28%	33%	33%
Middle Management				
Total employees	38	36	36	36
Indigenous employees (#)	6	8	10	11
Net Increase Target	-	+2	+2	+1
Indigenous employees (%)	16%	22%	27%	31%
University Equivalency				
Total employees	86	83	83	83
Indigenous employees (#)	20	20	22	23
Net Increase Target	+2	-	+2	+1
Indigenous employees (%)	23%	24%	27%	29%
College/Trades Equivalency				
Total employees	28	26	26	26
Indigenous employees (#)	12	12	12	13
Net Increase Target	+3	-	0	+1
Indigenous employees (%)	43%	46%	62%	69%
High School Equivalency or Below				
Total employees	15	8	8	8
Indigenous employees (#)	11	6	7	8
Net Increase Target	+2	-	+1	+1
Indigenous employees (%)	73%	75%	100%	100%

**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**