	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027	
			Target	Q4 Results	Target	Q4 Results	Target	
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) in compliance % supervisor completion rate for Job Writing training	*55% of JDs in compliance* *0% completion rate for Job Writing*	*51% of JDs in compliance* *14% completion rate for Job Writing*	*60% of JDs in compliance* *20% completion rate for Job Writing*	*68% of JD's in compliance* *27.5% completion rate for Job Writing*	*72% of JD's in compliance* *30% completion rate for Job Writing*	*Added to Performance Measure (2025/2026): % Job Writing.* *0% targets indicate a metric that was not previously forecasted.*
	Action 1.2: Supervisors will complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	% completion rate for relative recruitment and retention process training **Supervisors:** • Onboarding Training – Supervisors • Staffing Workshop • Labour Relations	***Supervisors:*** *0% Onboarding* *60% completion rate for Staffing Workshop* *0% completion rate for Labour Relations*	***Supervisors:*** *39% Onboarding* *43% completion rate for Staffing Workshop* *43% completion rate for Labour Relations*	***Supervisors:*** *45% Onboarding* *50% completion rate for Staffing Workshop* *50% completion rate for Labour Relations*	***Supervisors:*** *42% Onboarding* *52% completion rate for Staffing Workshops* *64% completion rate for Labour Relations*	***Supervisors:*** *45% Onboarding* *55% completion rate for Staffing Workshop* *67% completion rate for Labour Relations*	*Added to Performance Measure (2025/2026): % Onboarding Training – Supervisors, % Labour Relations, % Unconscious Bias* *0% targets indicate a metric that was not previously forecasted.*
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	Increase of Indigenous hires within department	*Finance Action: Develop Indigenous employee eligibility database*	*Finance Action: Develop Indigenous employee eligibility database*	*Finance Action: Launch Indigenous employee eligibility database*	*Finance Action: Launch Indigenous employee eligibility database*	*1 position filled through the Indigenous Eligibility List or Indigenous Pre-Qualified Candidate List, subject to qualified candidates and staffing opportunities.*	*Results will depend on staffing opportunities and the availability of qualified candidates through the Indigenous Eligibility List or Indigenous Pre-Qualified Candidate List. As the Indigenous Eligibility List was established after the 2025/26 reporting period, 2026/27 will be the first reporting period in which the department can track its use and assess its effectiveness as a staffing tool.*

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027	
			Target	Q4 Results	Target	Q4 Results	Target	
GOAL 2: Indigenous Leadership	**Action 2.1:** Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	% of completed Living Well Together training **All Employees:** • Living Well Together: Indigenous Cultural Awareness and Sensitivity Training **Supervisors:** • Living Well Together: Indigenous Cultural Awareness and Sensitivity Training	***All Employees:*** *90% completion rate for Living Well Together* ***Supervisors:*** *0% completion rate for Living Well Together*	***All Employees:*** *81% completion rate for Living Well Together* ***Supervisors:*** *80% completion rate for Living Well Together*	***All Employees:*** *85% completion rate for Living Well Together* ***Supervisors:*** *85% completion rate for Living Well Together*	***All employees:*** *79% Completion Rate for Living Well Together* ***Supervisors:*** ***84%** Completion rate for Living Well together*	***All employees:*** *81% Completion Rate for Living Well Together* ***Supervisors:*** ***86%** Completion rate for Living Well together*	*ICAST included in HRIP.* *0% targets indicate a metric that was not previously forecasted.*

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Q4 Results	Target	Q4 Results	Target	
Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training	% of completed Equitable Workplace training **All Employees:** • Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Employees **Supervisors:** • Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Managers	***All Employees:*** *10% completion rate for Equitable Workplace* ***Supervisors:*** *27% completion rate for Equitable Workplace*	***All Employees:*** *12% completion rate for Equitable Workplace* ***Supervisors:*** *33% completion rate for Equitable Workplace*	***All Employees:*** *17% completion rate for Equitable Workplace* ***Supervisors:*** *38% completion rate for Equitable Workplace*	***All employees:*** *9% Completion rate for Equitable Workforce* ***Supervisors:*** *8% completion rate for equitable Workforce*	*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 Mitigating Unconscious Bias training*	*0% completion rate for Unconscious Bias*	*21% completion rate for Unconscious Bias*	*25% completion rate for Unconscious Bias*	*15% completion rate for Unconscious Bias*	*20% completion rate for Unconscious Bias*	
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	*Finance Action: Develop employee exit interview process*	*Finance Action: Develop employee exit interview process*	*Finance Action: Launch employee exit interview process*	*Finance Action: Under development by Department of Finance*	*Launch and promote the GNWT exit interview process among managers and establish a departmental baseline participation rate to inform future*	*The GNWT has introduced an optional exit interview process to support workplace improvement by gathering feedback from employees who are resigning or retiring conducted by an independent third party. As part of the offboarding process, please:* • *Advise departing employees that exit interviews are*

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Q4 Results	Target	Q4 Results	Target	
						target-setting and measure progress over time.	*available (link has been added to the Resignation Acceptance form and checklist)* • *Direct them to the GNWT exit interview webpage and request form on MyHR: https://my.hr.gov.nt.ca/exit-interviews* • *Respect that participation is voluntary* *Managers and supervisors must not request or collect exit interview feedback directly.*
Action 2.5.1: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP).	# of IMDTP communications # of employees accessing (IDTP) IMDTP	*0 IMDTP department wide communication* *4 employees access the IMDTP*	*0 IMDTP department wide communication* *1 employee accessed the IMDTP*	*1 IMDTP department wide communication* *2 employees access the IMDTP*	*0 employees have accessed IDTP (IMDTP)*	*1 IMDTP department wide communication* *2 employees access the IMDTP*	*Added to Performance Measure (2025/2026):* *IMDTP communication* *0 targets indicate a metric that was not previously forecasted.*
Action 2.5.2: Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program # of succession plans	*Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit*	*Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit*	*Finance Action: Launch Indigenous Mentorship Program and succession planning guide and toolkit*	*Finance Action: Launched in February 2026, 1 Justice employee participating as a mentor in the current cohort*	*One employee participate and complete the current cohort December 2026/January 2027*	*The Department of Finance launched the Indigenous Mentorship Program in January 2026. Participation is voluntary and depends on employee interest, capacity, mentor availability, and the broader GNWT program process.* *Justice currently has one employee participating as a mentor in the current cohort scheduled to wrap up in December 2026 and the end of*

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Q4 Results	Target	Q4 Results	Target	
							program gathering to take place in January 2027
Action 2.5.3 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 with career pathways and training needs identified in their performance development objectives	*Finance Action: Develop resources to assist employees with development career pathways*	*Finance Action: Develop resources to assist employees with development career pathways*	*Finance Action: Launch resources to assist employees with development career pathways*	*Finance Action:*	*Finance Action: Launch resources to assist employees with development career pathways*	*Process under development with Finance*
Action 2.6.1: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired	*2 positions filled using ICGP*	*1 position filled using ICGP*	*2 positions filled using ICGP*	*0 positions filled using ICGP*	*1 position filled using ICGP*	*Data provided from Finance*
Action 2.6.2: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	% of Indigenous employees who participated in TAs % of Indigenous employees who acted for < 5 days % of Indigenous employees who acted for > 5 days	*30% participation rate for TAs* *0% participation rate for acting < 5 days* *0% participation rate for acting > 5 days*	*16% participation rate for TAs* *25% participation rate for acting < 5 days* *22% participation rate for acting > 5 days*	*20% participation rate for TAs* *25% participation rate for acting < 5 days* *25% participation rate for acting > 5 days*	*18% participation rate for Tas* *24% participation for acting < 5 days* *22% participation for acting > 5 days*	*20% participation rate for Tas* *26% participation for acting < 5 days* *25% participation for acting > 5 days*	*Added to Performance Measure (2025/2026): Indigenous employee participation rates for acting (development opportunities).* *0% targets indicate a metric that was not previously forecasted.*

Department of Justice Notes:

Training - Training statistics exclude casual employees, relief employees, employees within 6 months of employment and non-active employees (i.e., leave of absence). A large portion of training courses are contingent on availability (dates/limited spaces) though ELM, which limits training opportunities, especially when competing with operational capacity requirements.
Supervisors - The Department considers positions with direct reports as supervisors; this method has been brought to the attention of the Business Performance Unit as it may cause minor discrepancies in the overall GNWT statistics related to middle management.

DEPARTMENT OF JUSTICE

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				
Total employees	557	535	521	521
Indigenous employees (#)	143	142	133	144
Net Increase Target	0	-1	8	11
Indigenous employees (%)	26%	26.5%	26%	28%
JOB CLASSIFICATION (MANAGEMENT POSITIONS)				
Senior Management				
Total employees	14	**13**	14	14
Indigenous employees (#)	2	3	4	5
Net Increase Target	0	1	1	1
Indigenous employees (%)	14%	23.1%	29%	36%
Middle Management				
Total employees	73	**67**	70	70
Indigenous employees (#)	23	23	23	26
Net Increase Target	0	0	2	3
Indigenous employees (%)	32%	34%	33%	37%
JOB CLASSIFICATION (NON-MANAGEMENT POSITIONS)				
University Equivalency				
Total employees	124	125	120	120
Indigenous employees (#)	30	28	29	29
Net Increase Target	0		0	0
Indigenous employees (%)	24%	22%	24%	24%
College/Trade Equivalency				
Total employees	74	**74**	82	82
Indigenous employees (#)	27	28	28	28
Net Increase Target	0		0	0
Indigenous employees (%)	36%	38%	34%	34%
High School Equivalency or Below				
Total employees	272	259	235	235
Indigenous employees (#)	61	60	49	56
Net Increase Target	0		5	7
Indigenous employees (%)	22%	23%	21%	24%

As of March 31, 2025 Data

Department of Justice Notes:

Total Employees - The employee count includes all statuses (i.e., active, leave of absence) and relief positions.

Middle Management - The Department considers positions with direct reports as supervisors; this method has been brought to the attention of the Business Performance Unit as it may cause minor discrepancies in the overall GNWT statistics related to middle management.

****Long term targets are being considered and will be updated in the next reporting period**