



	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026	
			Target	Q4 Results	Target	Q4 Results	Target	
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> 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	25% of JDs in compliance  0% completion rate for Job Writing	42% of JDs in compliance  14% completion rate for Job Writing	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	Added to Performance Measure (2025/2026): % Job Writing.  0% targets indicate a metric that was not previously forecasted.
	<b>Action 1.2:</b> 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  <b>Supervisors:</b> <ul style="list-style-type: none"><li>Onboarding Training – Supervisors</li><li>Staffing Workshop</li><li>Labour Relations</li><li>Unconscious Bias</li></ul>	<b>Supervisors:</b>  0% Onboarding  30% completion rate for Staffing Workshop  0% completion rate for Labour Relations  0% completion rate for Unconscious Bias	<b>Supervisors:</b>  27% Onboarding  33% completion rate for Staffing Workshop  40% completion rate for Labour Relations  10% completion rate for Unconscious Bias	<b>Supervisors:</b>  0% Onboarding  60% completion rate for Staffing Workshop  0% completion rate for Labour Relations  0% completion rate for Unconscious Bias	<b>Supervisors:</b>  39% Onboarding  43% completion rate for Staffing Workshop  43% completion rate for Labour Relations  21% completion rate for Unconscious Bias	<b>Supervisors:</b>  45% Onboarding  50% completion rate for Staffing Workshop  50% completion rate for Labour Relations  25% completion rate for Unconscious Bias	Added to Performance Measure (2025/2026);, % Onboarding Training – Supervisors, % Labour Relations, % Unconscious Bias  0% targets indicate a metric that was not previously forecasted.
	<b>Action 1.3:</b> 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: Develop Indigenous employee eligibility database	Finance Action: Develop Indigenous employee eligibility database	Finance Action: Launch Indigenous employee eligibility database	Process under development with Finance, data not available.



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GOAL 2: Indigenous Leadership	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	% of completed Living Well Together training  <b>All Employees:</b> <ul style="list-style-type: none"><li>Living Well Together: Indigenous Cultural Awareness and Sensitivity Training</li></ul> <b>Supervisors:</b> <ul style="list-style-type: none"><li>Living Well Together: Indigenous Cultural Awareness and Sensitivity Training</li></ul>	<b>All Employees:</b>  <i>80% completion rate for Living Well Together</i>  <b>Supervisors:</b>  <i>0% completion rate for Living Well Together</i>	<b>All Employees:</b>  <i>77% completion rate for Living Well Together</i>  <b>Supervisors:</b>  <i>79% completion rate for Living Well Together</i>	<b>All Employees:</b>  <i>90% completion rate for Living Well Together</i>  <b>Supervisors:</b>  <i>0% completion rate for Living Well Together</i>	<b>All Employees:</b>  <i>81% completion rate for Living Well Together</i>  <b>Supervisors:</b>  <i>80% completion rate for Living Well Together</i>	<b>All Employees:</b>  <i>85% completion rate for Living Well Together</i>  <b>Supervisors:</b>  <i>85% completion rate for Living Well Together</i>	<i>ICAST included in HRIP.</i>  <i>0% targets indicate a metric that was not previously forecasted.</i>
	<b>Action 2.3:</b> Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training	% of completed Equitable Workplace training  <b>All Employees:</b> <ul style="list-style-type: none"><li>Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Employees</li></ul> <b>Supervisors:</b> <ul style="list-style-type: none"><li>Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Managers</li></ul>	<b>All Employees:</b>  <i>5% completion rate for Equitable Workplace</i>  <b>Supervisors:</b>  <i>10% completion rate for Equitable Workplace</i>	<b>All Employees:</b>  <i>8% completion rate for Equitable Workplace</i>  <b>Supervisors:</b>  <i>25% completion rate for Equitable Workplace</i>	<b>All Employees:</b>  <i>10% completion rate for Equitable Workplace</i>  <b>Supervisors:</b>  <i>27% completion rate for Equitable Workplace</i>	<b>All Employees:</b>  <i>12% completion rate for Equitable Workplace</i>  <b>Supervisors:</b>  <i>33% completion rate for Equitable Workplace</i>	<b>All Employees:</b>  <i>17% completion rate for Equitable Workplace</i>  <b>Supervisors:</b>  <i>38% completion rate for Equitable Workplace</i>	



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		2023/2024		2024/2025		2025/2026	
		Target	Q4 Results	Target	Q4 Results	Target	
<b>Action 2.4:</b> 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	<i>Finance Action: Develop employee exit interview process</i>	<i>Finance Action: Develop employee exit interview process</i>	<i>Finance Action: Develop employee exit interview process</i>	<i>Finance Action: Develop employee exit interview process</i>	<i>Finance Action: Launch employee exit interview process</i>	<i>Process under development with Finance, data not available.</i>
<b>Action 2.5.1:</b> Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP).	# of IMDTP communications  # of employees accessing IMDTP	<i>0 IMDTP department wide communication</i>  <i>2 employees access the IMDTP</i>	<i>0 IMDTP department wide communication</i>  <i>1 employee accessed the IMDTP</i>	<i>0 IMDTP department wide communication</i>  <i>4 employees access the IMDTP</i>	<i>0 IMDTP department wide communication</i>  <i>1 employee accessed the IMDTP</i>	<i>1 IMDTP department wide communication</i>  <i>2 employees access the IMDTP</i>	<i>Added to Performance Measure (2025/2026): IMDTP communication</i>  <i>0 targets indicate a metric that was not previously forecasted.</i>
<b>Action 2.5.2:</b> Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program  # of succession plans	<i>Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Finance Action: Develop Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Finance Action: Launch Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Process under development with Finance</i>
<b>Action 2.5.3</b> 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	<i>Finance Action: Develop resources to assist employees with development career pathways</i>	<i>Finance Action: Develop resources to assist employees with development career pathways</i>	<i>Finance Action: Develop resources to assist employees with development career pathways</i>	<i>Finance Action: Develop resources to assist employees with development career pathways</i>	<i>Finance Action: Launch resources to assist employees with development career pathways</i>	<i>Process under development with Finance</i>



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			Target	Q4 Results	Target	Q4 Results	Target	
	Action 2.6.1: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired	1 position filled using ICGP	0 positions filled using ICGP	2 positions filled using ICGP	1 position filled using ICGP	2 positions 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	11% participation rate for TAs	33% participation rate for TAs	30% participation rate for TAs	16% participation rate for TAs	20% participation rate for TAs	Added to Performance Measure (2025/2026): Indigenous employee participation rates for acting (development opportunities).
		% of Indigenous employees who acted for < 5 days	0% participation rate for acting < 5 days	25% participation rate for acting < 5 days	0% participation rate for acting < 5 days	25% participation rate for acting < 5 days	25% participation rate for acting < 5 days	
		% of Indigenous employees who acted for > 5 days	0% participation rate for acting > 5 days	23% participation rate for acting > 5 days	0% participation rate for acting > 5 days	22% participation rate for acting > 5 days	25% participation rate for acting > 5 days	

**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

	SHORT-TERM RESULTS (March 31, 2024)	INTERM-YEAR RESULTS (March 31, 2025)	MEDIUM-TERM TARGETS (March 31, 2026)	LONG-TERM TARGETS (March 31, 2028)
STAFFED POSITIONS				
Total employees	557	521	521	521
Indigenous employees (#)	143	125	133	144
Net Increase Target	0	0	8	11
Indigenous employees (%)	26%	24%	26%	28%
JOB CLASSIFICATION (MANAGEMENT POSITIONS)				
Senior Management				
Total employees	14	14	14	14
Indigenous employees (#)	2	3	4	5
Net Increase Target	0	0	1	1
Indigenous employees (%)	14%	21%	29%	36%
Middle Management				
Total employees	73	70	70	70
Indigenous employees (#)	23	21	23	26
Net Increase Target	0	0	2	3
Indigenous employees (%)	32%	30%	33%	37%
JOB CLASSIFICATION (NON-MANAGEMENT POSITIONS)				
University Equivalency				
Total employees	124	120	120	120
Indigenous employees (#)	30	29	29	29
Net Increase Target	0	0	0	0
Indigenous employees (%)	24%	24%	24%	24%
College/Trade Equivalency				
Total employees	74	82	82	82
Indigenous employees (#)	27	28	28	28
Net Increase Target	0	0	0	0
Indigenous employees (%)	36%	34%	34%	34%
High School Equivalency or Below				
Total employees	272	235	235	235
Indigenous employees (#)	61	44	49	56
Net Increase Target	0	0	5	7
Indigenous employees (%)	22%	19%	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.