



| GOAL 1: Indigenous Representation   | ACTIONS  | PERFORMANCE MEASURE   | MILESTONES   |   |  |  |   | NOTES |
|---|--|---|--|---|--|--|---|-------|
|   |  |   | 2023/2024  |   | 2024/2025  |  | 2025/2026   |       |
|   |  |   | Target   | Q4 Results  | Target   | Q4 Results   | Target  |       |
| <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<br><br>% supervisor completion rate for Job Writing training   | 25% of JDs in compliance<br><br>0% completion rate for Job Writing  | 42% of JDs in compliance<br><br>14% completion rate for Job Writing  | 55% of JDs in compliance<br><br>0% completion rate for Job Writing  | 51% of JDs in compliance<br><br>14% completion rate for Job Writing  | 60% of JDs in compliance<br><br>20% completion rate for Job Writing  | Added to Performance Measure (2025/2026): % Job Writing.<br><br>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<br><br><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><br>0% Onboarding<br><br>30% completion rate for Staffing Workshop<br><br>0% completion rate for Labour Relations<br><br>0% completion rate for Unconscious Bias | <b>Supervisors:</b><br>27% Onboarding<br><br>33% completion rate for Staffing Workshop<br><br>40% completion rate for Labour Relations<br><br>10% completion rate for Unconscious Bias | <b>Supervisors:</b><br>0% Onboarding<br><br>60% completion rate for Staffing Workshop<br><br>0% completion rate for Labour Relations<br><br>0% completion rate for Unconscious Bias | <b>Supervisors:</b><br>39% Onboarding<br><br>43% completion rate for Staffing Workshop<br><br>43% completion rate for Labour Relations<br><br>21% completion rate for Unconscious Bias | <b>Supervisors:</b><br>45% Onboarding<br><br>50% completion rate for Staffing Workshop<br><br>50% completion rate for Labour Relations<br><br>25% completion rate for Unconscious Bias | Added to Performance Measure (2025/2026); % Onboarding Training – Supervisors, % Labour Relations, % Unconscious Bias<br><br>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.   |       |



| ACTIONS                              | PERFORMANCE MEASURE  | MILESTONES                                   |   |   |  |   | NOTES  |  |   |
|--------------------------------------|--|--|---|---|--|---|--|--|---|
|                                      |  | 2023/2024                                    |   | 2024/2025   |  | 2025/2026   |  |  |   |
|                                      |  | Target                                       | Q4 Results  | Target  | Q4 Results   | Target  |  |  |   |
| <b>GOAL 2: Indigenous Leadership</b> | <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><br>• Living Well Together: Indigenous Cultural Awareness and Sensitivity Training<br><br><b>Supervisors:</b><br>• Living Well Together: Indigenous Cultural Awareness and Sensitivity Training                | <b>All Employees:</b><br>80% completion rate for Living Well Together<br><br><b>Supervisors:</b><br>0% completion rate for Living Well Together | <b>All Employees:</b><br>77% completion rate for Living Well Together<br><br><b>Supervisors:</b><br>79% completion rate for Living Well Together | <b>All Employees:</b><br>90% completion rate for Living Well Together<br><br><b>Supervisors:</b><br>0% completion rate for Living Well Together | <b>All Employees:</b><br>81% completion rate for Living Well Together<br><br><b>Supervisors:</b><br>80% completion rate for Living Well Together | <b>All Employees:</b><br>85% completion rate for Living Well Together<br><br><b>Supervisors:</b><br>85% completion rate for Living Well Together | <i>ICAST included in HRIP.</i><br><br><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><br>• Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Employees<br><br><b>Supervisors:</b><br>• Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Managers | <b>All Employees:</b><br>5% completion rate for Equitable Workplace<br><br><b>Supervisors:</b><br>10% completion rate for Equitable Workplace   | <b>All Employees:</b><br>8% completion rate for Equitable Workplace<br><br><b>Supervisors:</b><br>25% completion rate for Equitable Workplace    | <b>All Employees:</b><br>10% completion rate for Equitable Workplace<br><br><b>Supervisors:</b><br>27% completion rate for Equitable Workplace  | <b>All Employees:</b><br>12% completion rate for Equitable Workplace<br><br><b>Supervisors:</b><br>33% completion rate for Equitable Workplace   | <b>All Employees:</b><br>17% completion rate for Equitable Workplace<br><br><b>Supervisors:</b><br>38% completion rate for Equitable Workplace   |   |



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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: 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<br># of employees accessing IMDTP  | <i>0 IMDTP department wide communication</i><br><i>2 employees access the IMDTP</i>                    | <i>0 IMDTP department wide communication</i><br><i>1 employee accessed the IMDTP</i>                   | <i>0 IMDTP department wide communication</i><br><i>4 employees access the IMDTP</i>                    | <i>0 IMDTP department wide communication</i><br><i>1 employee accessed the IMDTP</i>                   | <i>1 IMDTP department wide communication</i><br><i>2 employees access the IMDTP</i>                   | <i>Added to Performance Measure (2025/2026): IMDTP communication</i><br><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<br># 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 identified in their performance development objectives  | # 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>  |



|  | ACTIONS   | PERFORMANCE MEASURE   | MILESTONES   |  |  |  |  | NOTES   |
|--|---|---|--|--|--|--|--|---|
|  |   |   | 2023/2024  |  | 2024/2025  |  | 2025/2026  |   |
|  |   |   | Target   | Q4 Results   | Target   | Q4 Results   | Target   |   |
|  | <b>Action 2.6.1:</b> 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  |
|  | <b>Action 2.6.2:</b> Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees. | % of Indigenous employees who participated in TAs<br><br>% of Indigenous employees who acted for < 5 days<br><br>% of Indigenous employees who acted for > 5 days | 11% participation rate for TAs<br><br>0% participation rate for acting < 5 days<br><br>0% participation rate for acting > 5 days | 33% participation rate for TAs<br><br>25% participation rate for acting < 5 days<br><br>23% participation rate for acting > 5 days | 30% participation rate for TAs<br><br>0% participation rate for acting < 5 days<br><br>0% participation rate for acting > 5 days | 16% participation rate for TAs<br><br>25% participation rate for acting < 5 days<br><br>22% participation rate for acting > 5 days | 20% participation rate for TAs<br><br>25% participation rate for acting < 5 days<br><br>25% participation rate for acting > 5 days | Added to Performance Measure (2025/2026): Indigenous employee participation rates for acting (development opportunities).<br><br>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) through 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**

|  | <b>SHORT-TERM<br/>RESULTS<br/>(March 31, 2024)</b> | <b>INTERM-YEAR<br/>RESULTS<br/>(March 31, 2025)</b> | <b>MEDIUM-TERM<br/>TARGETS<br/>(March 31, 2026)</b> | <b>LONG-TERM<br/>TARGETS<br/>(March 31, 2028)</b> |
|--|--|---|---|---|
| <b>STAFFED POSITIONS</b>                             |  |   |   |   |
| 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%   |
| <b>JOB CLASSIFICATION (MANAGEMENT POSITIONS)</b>     |  |   |   |   |
| <b>Senior Management</b>                             |  |   |   |   |
| 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%   |
| <b>Middle Management</b>                             |  |   |   |   |
| 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%   |
| <b>JOB CLASSIFICATION (NON-MANAGEMENT POSITIONS)</b> |  |   |   |   |
| <b>University Equivalency</b>                        |  |   |   |   |
| 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%   |
| <b>College/Trade Equivalency</b>                     |  |   |   |   |
| 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%   |
| <b>High School Equivalency or Below</b>              |  |   |   |   |
| 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.