



	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026 Targets	
			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	35% of JDs reviewed	60% of JDs reviewed	50% of JDs reviewed	67% of JDs reviewed	70% of JDs reviewed	Exceeded performance measures
	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	40% of hiring managers have completed the training	20% of hiring managers have completed the training	70% of hiring managers have completed the training	30% of hiring managers have enrolled and completed the staffing workshop training. 10.3% of employees have enrolled, 5.1% have completed mitigating unconscious bias training.	75% of hiring managers have completed the training	
	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	3% position filled with eligibility lists	4% position filled with eligibility lists	5% position filled with eligibility lists	All staffing actions reviewed eligibility lists; 0 positions were filled with eligibility lists in 2024-25 fiscal year	5% positions filled with eligibility lists	As part of the NTLA’s Staffing Guidelines & Procedures eligibility lists are screened for suitability based on the job description of the new staffing action.
	Action 1.4: All Managers Complete the Staffing Options Checklist within the Assembly’s Staffing Guidelines and Procedures.	100% - Accountability from top down <ul style="list-style-type: none">Hiring Manager completes the Assembly’s Staffing Approval Checklist & receives Clerk	100% Managers adhere to the staffing options checklist – which	100% Managers adhere to the staffing options checklist – which	100% Managers adhere to the staffing options checklist – which	100% Managers adhere to the staffing options checklist – which	100% Managers adhere to the staffing options checklist – which	



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		<i>approval to proceed. This reaffirms that Managers are adhering to Action 1.3 and Indigenous Representation within the recruitment process.</i> <ul style="list-style-type: none"><i>If the top applicant is not an AA candidate, Clerk approval is required prior to contacting the applicants references.</i>	requires Clerk approval prior to initiating a competition.	requires Clerk approval prior to initiating a competition.	requires Clerk approval prior to initiating a competition.	requires Clerk approval prior to initiating a competition.	requires Clerk approval prior to initiating a competition.	
GOAL 2: Indigenous Leadership	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i>% of employees who have completed all 8 modules of ICAST</i>	<i>70% of employees complete training</i>	63% of employees have completed training 76.1% of employees are enrolled in training.	<i>75% of employees complete training</i>	<i>89.7% of employees enrolled, 76.9% have completed or were exempt from the ICAST training.</i>	90% of employees complete training	Exceeded performance measures
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<i>% of employees who have completed the training</i> <i># of sessions available</i>	<i>25% of employees have completed training</i>	<i>35% of employees have completed training</i>	<i>30% of employees have completed training</i>	<i>Employees – 17.9% enrolled, 5.1% completed</i> <i>Managers – 22% enrolled and completed</i>	35% of employees have completed training	
	Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	<i>% of exit interviews offered with employees who leave their position</i>	<i>Department of Finance develops exit interview process</i>	Under development	<i>75% of departing employees offered an exit interview</i>	<i>Under development</i>	<i>50% of departing employees offered an exit interview once exit interview is launched</i>	



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	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 employees accessing program	10% employees from Assembly have accessed IMDTP	6 employees have accessed IDTP or 12% of employees have accessed IDTP	15% employees from Assembly have accessed IDTP	5 employees applied and 3 employees accessed IMDTP or 12.5% applied and 7.5% accessed IMDTP	15% employees apply or access IMDTP	
	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	Staff Identification process to launch Fall 2024	20% of employees have identified a career path	61.5% of Indigenous employees completed their Performance Document which includes a section on Learning and Development.	50% of Indigenous employees identified a career path	Exceeded performance measures
	Action 2.5: Implement the Legislative Assembly’s succession plan with a focus on Indigenous employee development.	% of Indigenous employees identified for succession planning	30% of Indigenous employees identified within succession plans	Staff Identification process to launch Fall 2024.	50% of Indigenous employees identified within succession plans	Staff Identification process to launch Fall 2025	50% of Indigenous employees identified with succession plans	
	Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	% of ICGP candidates hired into vacant positions.	2% vacant entry level positions filled using ICGP	No positions currently filled using ICGP	2% entry level positions filled using ICGP	All staffing actions reviewed ICGP; 0 positions filled using ICGP in 2024-25 fiscal year	2% entry level positions filled using ICGP	As part of the NTLA’s Staffing Guidelines & Procedures eligibility lists are screened for suitability based on the job description of the new staffing action.
	Action 2.6: Promote the use of transfer assignments and cross-training to	% of employees on transfer assignments (TA) or Secondments	20% of TAs filled by Indigenous employees	25%	25% of TAs filled by Indigenous employees	75% of TAs filled by Indigenous Aboriginal	30% of TAs filled by Indigenous employees	Exceeded performance measures



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	encourage mobility and development for Indigenous employees.	% of Indigenous employees within Middle and Senior management roles				employees. 83.3% filled by Indigenous Aboriginal + Indigenous Non-Aboriginal employees.		



LEGISLATIVE ASSEMBLY OF THE NORTHWEST TERRITORIES

INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM TARGETS (March 31, 2024)	RESULTS SHORT- TERM TARGET	MEDIUM-TERM TARGETS (March 31, 2026)	LONG-TERM TARGETS (March 31, 2028)
Staffed positions					
All filled positions	55	51	50	51	51
Indigenous Aboriginal employees	20	22	20	24	27
Net Increase Target	-	+3	+0	+2	+3
Percentage	36%	43%	40%	47%	53%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	8	3	3	3	3
Indigenous employees (#)	1	1	1	1	2
Net Increase Target	-	+1	+0	-	+1
Indigenous employees (%)	13%	33%	33%	33%	67%
Middle Management					
Total employees	2	3	3	3	3
Indigenous employees (#)	-	1	-	1	2
Net Increase Target	-	+1	0	-	+1
Indigenous employees (%)	0%	33%	0%	33%	67%
Positions Requiring University Equivalency					
Total employees	26	26	28	26	26
Indigenous employees (#)	8	8	10	9	9
Net Increase Target	-		+2	+1	
Indigenous employees (%)	31%	31%	36%	35%	35%
College/Trade Equivalency					
Total employees	9	9	8	9	9
Indigenous employees (#)	4	4	4	5	5
Net Increase Target	-		0	+1	
Indigenous employees (%)	44%	44%	50%	56%	56%
High School Equivalency or Below					
Total employees	10	10	8	10	10
Indigenous employees (#)	7	8	5	8	9
Net Increase Target	-	+1	-2		+1
Indigenous employees (%)	70%	80%	63%	80%	90%

As of March 31, 2023 Data

*Job classification definitions:
Senior Management - Position belonging to DM or SRM union code.
Middle Management - Position belonging to management NOC occupational code.

Notes:

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