



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024/2025			
			Target	Status as of Q4	Target	Status as of Q4		
	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 • 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	



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023/2024		2024/2025		2025/2026 Targets		
			Target	Status as of Q4	Target	Status as of Q4			
		<p>approval to proceed. This reaffirms that Managers are adhering to Action 1.3 and Indigenous Representation within the recruitment process.</p> <ul style="list-style-type: none">• If the top applicant is not an AA candidate, Clerk approval is required prior to contacting the applicants references.	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.		
	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	% of employees who have completed all 8 modules of ICAST	70% of employees complete training	63% of employees have completed training 76.1% of employees are enrolled in training.	75% of employees complete training	89.7% of employees enrolled, 76.9% have completed or were exempt from the ICAST training.	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.	% of employees who have completed the training # of sessions available	25% of employees have completed training	35% of employees have completed training	30% of employees have completed training	Employees – 17.9% enrolled, 5.1% completed Managers – 22% enrolled and completed	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.	% of exit interviews offered with employees who leave their position	Department of Finance develops exit interview process	Under development	75% of departing employees offered an exit interview	Under development	50% of departing employees offered an exit interview once exit interview is launched		



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		2023/2024		2024/2025			
		Target	Status as of Q4	Target	Status as of Q4		
<p>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.</p> <p>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.</p> <p>Action 2.5: Implement the Legislative Assembly's succession plan with a focus on Indigenous employee development.</p> <p>Action 2.6: Use the Indigenous Career Gateway Program (ICGP).</p> <p>Action 2.6: Promote the use of transfer assignments and cross-training to</p>	% of employees accessing program	<i>10% employees from Assembly have accessed IMDTP</i>	6 employees have accessed IDTP or 12% of employees have accessed IDTP	<i>15% employees from Assembly have accessed IDTP</i>	5 employees applied and 3 employees accessed IMDTP or 12.5% applied and 7.5% accessed IMDTP	15% employees apply or access IMDTP	
	% of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	Staff Identification process to launch Fall 2024	<i>20% of employees have identified a career path</i>	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
	% of Indigenous employees identified for succession planning	<i>30% of Indigenous employees identified within succession plans</i>	Staff Identification process to launch Fall 2024.	<i>50% of Indigenous employees identified within succession plans</i>	Staff Identification process to launch Fall 2025	50% of Indigenous employees identified with succession plans	
	% of ICGP candidates hired into vacant positions.	<i>2% vacant entry level positions filled using ICGP</i>	No positions currently filled using ICGP	<i>2% entry level positions filled using ICGP</i>	All staffing actions reviewed ICGP; 0 positions filled using ICGP in 2024-25 fiscal year	<i>2% entry level positions filled using ICGP</i>	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.
	% of employees on transfer assignments (TA) or Secondments	<i>20% of TAs filled by Indigenous employees</i>	25%	<i>25% of TAs filled by Indigenous employees</i>	75% of TAs filled by Indigenous Aboriginal employees	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	+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	+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: