



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022/2023		2023/2024			2024/2025
			Target	Results	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.	<i>% of job descriptions (JDs) reviewed</i>	<i>20% of JDs reviewed</i>	<i>20% of JDs reviewed</i>	<i>35% of JDs reviewed</i>	<i>60%</i>	<i>50% of JDs reviewed</i>	<i>Exceeded performance measures</i>
	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.	<i>% of hiring managers who complete the training</i>	<i>Training launch</i>	<i>Hiring Managers training launched 12% of employees have complete training</i>	<i>40% of hiring managers have completed the training</i>	<i>20%</i>	<i>70% of hiring managers have completed the training</i>	<i>Part of onboarding program for incoming managers</i>
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	<i>% of positions filled without a competition Increase of Indigenous hires within department Increased number of candidates added to database</i>	<i>Launch of eligibility database</i>	<i>Under development</i>	<i>3% position filled with eligibility lists</i>	<i>4%</i>	<i>5% position filled with eligibility lists</i>	<i>Exceeded performance measures</i>
	Action 1.4: All Managers Complete the Staffing Options Checklist within the Assembly's Staffing Guidelines and Procedures.	<i>100% - Accountability from top down</i> <ul style="list-style-type: none"> <i>Hiring Manager completes the Assembly's Staffing Approval Checklist & receives Clerk approval to proceed. This reaffirms that Managers are adhering to Action 1.3 and Indigenous Representation within the recruitment process.</i> <i>If the top applicant is not an AA candidate, Clerk approval is required prior to contacting the</i> 	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	



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			2022/2023		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
		<i>applicants references.</i>						
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>50% of employees have completed training</i>	60% of employees have completed training 71% of employees are enrolled in training.	<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>	
	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>8% of employees have completed training</i>	19% of employees have completed training	<i>25% of employees have completed training</i>	<i>35% of employees have completed training</i>	<i>30% of employees have completed training</i>	Exceeded performance measures
	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>Department of Finance develops exit interview process</i>	Under development	<i>75% of departing employees offered an exit interview</i>	
	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.	<i>% of employees accessing program</i>	<i>10% employees from Assembly have accessed IMDTP</i>	4 employees have accessed IMDTP (1 from NWT human rights commission)	<i>10% employees from Assembly have accessed IMDTP</i>	6 employees have accessed IMDTP (IDTP) or 12% of employees have accessed IMDTP (IDTP)	<i>15% employees from Assembly have accessed IMDTP</i>	Exceeded performance measures
	Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	<i>% of employees accessing program</i>	<i>Department of Finance develops and promotes</i>	Under development	<i>Department of Finance develops and promotes</i>	Under development	<i>10% Indigenous employees are participating in the</i>	



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		2022/2023		2023/2024		2024/2025	
		Target	Results	Target	Status as of Q4		
		<i>Indigenous Mentorship Program</i>		<i>Indigenous Mentorship Program</i>		<i>program in some capacity</i>	
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.	<i>% of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	Under development	<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>	
Action 2.5: Implement the Legislative Assembly's succession plan with a focus on Indigenous employee development.	<i>% of Indigenous employees identified for succession planning</i>	<i>Launch the Legislative Assembly's Succession Plan</i>	Succession Plan launched July 2023	<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>	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	<i>% of ICGP candidates hired into vacant positions.</i>	<i>2% vacant entry level positions filled using ICGP</i>	2%	<i>2% vacant entry level positions filled using ICGP</i>	<i>No positions currently filled using ICGP</i>	<i>2% entry level positions filled using ICGP</i>	
Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i>% of employees on transfer assignments (TA) or Secondments</i> <i>% of Indigenous employees within Middle and Senior management roles</i>	<i>Minimum of 50% of TAs filled by Indigenous employees</i>	17% of TAs filled by Indigenous employees	<i>20% of TAs filled by Indigenous employees</i>	25%	<i>25% of TAs filled by Indigenous employees</i>	Exceeded performance measures



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: