



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024/2025			
			Target	Status as of Q4	Target	Status as of Q4		
	<p>Action 1.1: Modify and redesign job ads to better reflect inclusivity and remove systemic barriers that may deter Indigenous applicants from applying.</p> <p>Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.</p>	<p># of ads put out with recommended changes</p> <p>job descriptions reviewed (JDS)</p> <ul style="list-style-type: none">249 JDS for reviewed (based on # of filled positions) <p># of applications on job postings</p>	<p>100% of ads redesigned to meet criteria</p> <p>40% (100) of JDS reviewed</p>	<p>100% of ads</p> <p>10% of JD (Wellness workers, Superintendent)</p>	<p>100% of ads redesigned to meet criteria</p> <p>65% (161) of JDS reviewed</p>	<p>100% (completed)</p> <p>50% (not completed)</p>	<p>Completed</p> <p>65% (161) of JDS reviewed</p>	
	<p>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.</p>	# of hiring managers who complete the training	25% of hiring managers have completed the training	50% of hiring managers have completed the training	50% of hiring managers have completed the training	7.1% of Hiring Managers have enrolled, 7.1% have completed the Staffing Workshop training. 0.8% of employees have enrolled, 0.8% have completed mitigating unconscious bias training.	25% of hiring managers have completed the training 2% of employees have completed mitigating unconscious bias training.	



GOAL 2: Indigenous	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024/2025			
			Target	Status as of Q4	Target	Status as of Q4		
	<p>Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.</p> <p>Promote positions with SSDEC in a manner that is flexible and fluid to meet the needs of potential Indigenous applicants. This includes flexible timelines, interview process, and the vetting of qualifications</p>	<p># of positions filled without a competition</p> <p>Increase of Indigenous hires within department</p> <p>Increased number of candidates added to database</p> <p># of ads that deviate from the expected timelines and traditional expectations</p>	2 positions are filled with eligibility lists	Consideration for experience as as substitute for educational training for indigenous applicants	2 positions are filled with eligibility lists	2+ positions filled with eligibility lists in 2024-25 fiscal year	2 positions are filled with eligibility lists	
	<p>Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.</p> <p>Accurately identify and support Indigenous employees within SSDEC.</p>	# of employees who have completed the training	40% of employees have completed training	50% of employees were reported to have completed training	50% of employees have completed training	58.6% of employees enrolled, 46.8% completed ICAST training.	60% of employees have completed training	
	<p>Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.</p>	<p># of employees who have completed the training</p> <p># of sessions available</p>	10% of employees have completed the training	15% of employees reported having completed the training	15% of Employees have completed the training	Employees – 1.2% enrolled, 0.4% completed Managers – 0% enrolled, 0% completed	10% of employees have completed the training	



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024/2025			
			Target	Status as of Q4	Target	Status as of Q4		
	Action 2.5: 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	Department of Finance develops exit interview process	Under development	20% of departing employees complete an exit interview	20+% completed	Completed	
	Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program.	# of Indigenous employees accessing program	2 indigenous employees have accessed IDTP	No employees have currently accessed IDTP No employees have been reported to have accessed this service	2 Indigenous employees have accessed IDTP	No employees have currently accessed IDTP	1 employee has accessed IDTP	
	Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees Utilize the Indigenous Career Gateway Program	# of employees on transfer assignments (TA) or Secondments # of Indigenous employees within Middle and Senior management roles # of ICGP candidates hired	5% of TAs filled by Indigenous employees 1 position filled using ICGP	N/A	5% of TAs filled by Indigenous employees 2 position filled using ICGP	32.8% of TAs filled by Indigenous Aboriginal employees. 36.2% filled by Indigenous Aboriginal + Indigenous Non-Aboriginal employees. 0 positions filled using ICGP in 2024-25 fiscal year	10% of TAs filled by Indigenous employees 1 position filled using ICGP	



SOUTH SLAVE DIVISIONAL EDUCATION COUNCIL INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	RESULTS SHORT-TERM	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions					
All filled positions	249	249	254	249	249
Indigenous Aboriginal employees	71	82	73	99	121
Net Increase Targets	-	+11	+2	+17	+22
Percentage	29%	33%	29%	40%	49%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	1	1	2	1	1
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	0	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Middle Management					
Total employees	8	8	8	8	8
Indigenous employees (#)	1	2	3	3	4
Net Increase Target	-	+1	+2	+1	+1
Indigenous employees (%)	13%	25%	38%	38%	50%
University Equivalency					
Total employees	113	113	108	113	113
Indigenous employees (#)	24	29	20	39	54
Net Increase Target	-	+5	-4	+10	+15
Indigenous employees (%)	21%	26%	19%	35%	48%
College/Trades Equivalency					
Total employees	13	13	15	13	13
Indigenous employees (#)	5	5	5	6	7
Net Increase Target	-	0	0	+1	+1
Indigenous employees (%)	38%	38%	33%	46%	54%
High School Equivalency or Below					
Total employees	114	114	121	114	114
Indigenous employees (#)	41	46	45	51	56
Net Increase Target	-	+5	+4	+5	+5
Indigenous employees (%)	36%	40%	37%	45%	49%

Notes:

It is impossible to accurately report on these parameters as we do not require disclosure of indigenous background. Staff that have declared their indigeneity have been included. However, not all staff are comfortable or forthcomming with this information. We have it on good authority that we, as a division, under report on indigenous staffing because of this systemic gap.