



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			Immediate		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
GOAL 1: Indigenous Representation	<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 adds 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>20% (50) of JDs reviewed</p>	<p>Job Description Guide Launched</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>2022/2023 Note – Applied in recent posts regarding student support services</p> <p>Systemic barriers were removed at the inception of SSDEc Jds- few need to be corrected</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>	<p># of hiring managers who complete the training</p>	<p>Training Launched</p>	<p>Hiring Managers Training Launched</p> <p>0% of employees completed training</p>	<p>25% of hiring managers have completed the training</p>	<p>50% of hiring managers have completed the training</p>	<p>50% of hiring managers have completed the training</p>	<p>2022/2023 Note – Applied All principals and administrators have completed training</p>
	<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>	<p>Launch of eligibility database</p> <p>100% of ads will be fluid and flexible in expectations from applicants</p>	<p>Under development</p>	<p>2 positions are filled with eligibility lists</p>	<p>Consideration for experience as as substitute for educational training for indigenous applicants</p>	<p>2 positions are filled with eligibility lists</p>	<p>2022/2023 Note – Applied to recent vacancy for ILE teacher No hires from pre qualified candidate list</p>



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			Target	Results	Target	Status as of Q4		
GOAL 2: Indigenous Leadership	<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>	<i># of employees who have completed the training</i>	<i>27.5% of employees have completed training</i>	<i>55.5% of employees completed training</i>	<i>40% of employees have completed training</i>	<i>50% of employees were reported to have completed training</i>	<i>50% of employees have completed training</i>	<i>2022/2023 Note – In Progress On target Indigenous employees were supported throughout the school year with initiatives targeted at empowerment and new employment opportunities</i>
	<p>Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.</p>	<p><i># of employees who have completed the training</i></p> <p><i># of sessions available</i></p>	<i>1.6 % of employees have completed the training</i>	<i>0.4% of employees completed training</i>	<i>10% of employees have completed the training</i>	<i>15% of employees reported having completed the training</i>	<i>15% of Employees have completed the training</i>	<i>2022/2023 Note – In Progress On target</i>
	<p>Action 2.5: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.</p>	<i># of exit interviews completed with employees who leave their position</i>	<i>Department of Finance develops exit interview process</i>	<i>Under development</i>	<i>Department of Finance develops exit interview process</i>	<i>Under development</i>	<i>20% of departing employees complete an exit interview</i>	<i>2022/2023 Note – Met target for the year Timing of departure of employees does not allow for consistency of exit interviews Most employees move between jobs within the region</i>
	<p>Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program.</p>	<i># of Indigenous employees accessing program</i>	<i>1 Indigenous employee has accessed IMDTP</i>	<i>No employees have currently accessed IMDTP</i>	<i>2 indigenous employees have accessed IMDTP</i>	<i>No employees have currently accessed IMDTP (IDTP) No employees have been reported to have accessed this service</i>	<i>2 Indigenous employees have accessed IMDTP</i>	<i>2022/2023 Note – In progress Principals have been provided with information to disseminate to indigenous employees interested in pursuing educational opportunities leading to leadership skill attainment</i>



ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		Immediate		2023/2024		2024/2025	
		Target	Results	Target	Status as of Q4		
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	<i># of employees on transfer assignments (TA) or Secondments</i> <i># of Indigenous employees within Middle and Senior management roles</i> <i># of ICGP candidates hired</i>	<i>5% of TAs filled by Indigenous employees</i> <i>1 position filled using ICGP</i>	<i>20% of TAs filled by Indigenous employees</i>	<i>5% of TAs filled by Indigenous employees</i> <i>1 position filled using ICGP</i>	N/A	<i>5% of TAs filled by Indigenous employees</i> <i>2 position filled using ICGP</i>	<i>2022/2023 Note –Applied to several vacancies in place Transfer assignments are on going in the division. Several have been fulfilled through his pathway- unable to determine if indigenous employees were the beneficiaries of these transfers.</i>



**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 forthcoming with this information. We have it on good authority that we, as a division, under report on indigenous staffing because of this systemic gap.