

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. Identify equivalencies for consideration.	# of job descriptions (JDs) reviewed (164 JD's in total) - Increased use of equivalencies # of Indigenous applicants on job postings	30% (49) of JDs reviewed	39% (64) JD's reviewed	70% (115) of JDs reviewed 5% increase in Indigenous applicants	90% (148) JDs reviewed	93% (153) of JD's reviewed 5% increase in indigenous applicants	
	Action 1.2: Review the recruitment practices and tools to ensure there are no systemic barriers and that the process is equitable.	# of competitions per quarter - Amend materials and processes to remove barriers (i.e. Screening, Assignment and Interview)	50% of hiring processes/practices review of posted positions	Reviewed job posters, screening criteria for 42 competitions	75% of hiring processes/practices review of posted positions 5% increase in Indigenous applicants	Reviewed job posters, screening criteria for 49 competitions	75% of hiring processes/practices review of posted positions 5% increase in Indigenous applicants	
	Action 1.3: WSCC hiring managers and supervisors to complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process, once training is launched.	# of hiring managers/supervisors who complete the training	25% of employees to complete training	38% of hiring managers completed the training (14 WSCC employees)	30% of employees to completed training (14 WSCC employees)	62% of hiring managers completed the training (21 WSCC Employees)	70% of employees to completed training	
	Action 1.4: WSCC to create an Indigenous/Nunavut Beneficiary eligibility list for pre-qualified candidates in Nunavut prior to initiating a northern/external job competition for positions based in the Nunavut office.	# of positions filled without a competition Increase of Indigenous/Nunavut Beneficiaries hires within WSCC Nunavut office	1 position on NU is filled with eligibility list	0 positions in NU filled with eligibility list	1 position in NU is filled with eligibility lists	0 positions in NU filled with eligibility list	1 position in NU is filled with eligibility lists	

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			
	Action 1.5: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a northern/external job competition, following the database launch in NT.	# of positions filled without a competition Increase of Indigenous hires within WSCC	1 position filled using eligibility list	0 positions filled using eligibility list	1 position filled using eligibility list	1 position filled using eligibility list	2 positions filled using eligibility list		
	Action 2.1: Ensure that WSCC employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training <u>within 6 months of hire</u>	100% of employees have completed training within 6 months of hire	92% (154) of employees have completed the training	100% of employees have completed training within 6 months of hire	94% (155) of employees have completed training within 6 months of hire	100% of employees have completed training within 6 months of hire		
	Action 2.2: Ensure that WSCC employees complete the Equitable Workplace: Cultivating attitudes of Anti-racism and Allyship training.	# of employees who have completed training	25% of employees have completed training	29% (48) of employees have completed the training	30% of employees have completed training	31% (61) of employees have completed training within 6 months of hire.	50% of employees have completed training	WSCC surpassed the target by 1%, anticipating more employees to participate once schedule workshops are posted.	
	Action 2.3: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity. Employees will be supported and provided time to participate in process.	# of exit interviews completed with employees who leave their position	15% of departing employees complete an exit interview 100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview	28% of departing employees complete an exit interview 100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview	30% of departing employees complete an exit interview 100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview	45% of departing employees complete an exit interview 100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview	50% of departing employees complete an exit interview 100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview		

Actions	Performance Measure	Milestones					Notes	
		2023/2024		2024/2025		2025/2026 Targets		
		Target	Status as of Q4	Target	Status as of Q4			
Action 2.4: Initiate activities and events that ignite and encourage cultural safety and inclusivity in the WSCC NT and Nunavut offices, in consultation with the Cultural Safety Advisory Committee.	# of employees who participates in activities that promote cultural sensitivity and awareness	30% (48) of employees participated in the activities	5 activities initiated – 88% (145) of employee participation overall	40% (64) of employees participated in the activities	2 activities initiated – 90% (149) of employee participation overall	75% of employees participated in the activities		
	# of activities initiated	2 activities		3 activities	2 activities	2 activities		
	# of Indigenous employees inquiring about the program	Increased awareness based on # of inquiries to HR about IDTP	1 employee has accessed IDTP	Increased awareness based on # of inquiries to HR about IDTP	0 employees accessed IDTP	Increased awareness based on # of inquiries to HR about IDTP		
Action 2.5: Ensure Indigenous employees are aware of Indigenous Management Development and Training Program (IMDTP).	# of Indigenous employees accessing program	1 employee accessed IDTP		2 employees accessed IDTP				
	# of Indigenous employees identified for Workforce Development Program	WSCC HR to develop and implement the Workforce Development Program and work with each division to utilize the Career path tool	21% (5) Indigenous employees following a Career Path and Learning Plan	17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.	17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.	40% of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.		
	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	Engage and encourage employees to identify career path and learning plan						
Action 2.6 Develop a Career path with a focus on Indigenous employee development, as part of the WSCC Workforce Development Program.	# of Indigenous employees identified for Workforce Development Program	WSCC HR to develop and implement the Workforce Development Program and work with each division to utilize the Career path tool	21% (5) Indigenous employees following a Career Path and Learning Plan	17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.	17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.	40% of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.		
	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	Engage and encourage employees to identify career path and learning plan						
	# of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.							

ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
		2023/2024		2024/2025			
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.7: Ensure divisions are aware and use the Indigenous Career Gateway Program (ICGP)	# of Indigenous employees inquiring about the program	Increased awareness based on # of inquiries to HR about ICGP	1 position filled using ICGP	# of inquiries to HR about ICGP	0 positions filled using ICGP 9% (2 employees) accessed the ICGP program	1 position filled using ICGP	
	# of Indigenous employees accessing the program					2 employees access ICGP program	
Action 2.8: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of Indigenous employees on transfer assignments (TA) or Secondments	4% (1) of TAs filled by Indigenous employees	0% (0) of TAs filled by Indigenous employees	9% (2) of TAs filled by Indigenous employees	4% (1) of TA's filled by Indigenous employees	9% (2) of TAs filled by Indigenous employees	

**Workers' Safety and Compensation Commission
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (June 16, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT-TERM TARGET	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	164	164	164	164	164
Indigenous Aboriginal employees	20	23	23	28	34
Net Increase Target	-	+3	+3	+5	+6
Percentage	12%	14%	14%	17%	21%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	6	6	6	6	6
Indigenous employees (#)	0	0	0	1	1
Net Increase Target	-	-	0	+1	-
Indigenous employees (%)	0.0%	0%	0	16.7%	16.7%
Middle management					
Total employees	21	21	21	21	21
Indigenous employees (#)	2	2	3	3	4
Net Increase Target	-	-	+3	+1	+1
Indigenous employees (%)	9.5%	9.5%	14%	14.3%	19%
Positions Requiring University Equivalency					
Total employees	81	81	81	81	81
Indigenous employees (#)	8	9	9	10	11
Net Increase Target	-	+1	+1	+1	+1
Indigenous employees (%)	9.8%	11%	11%	12.3%	13.6%
Positions Requiring University/Trade Equivalency					
Total employees	51	51	51	51	51
Indigenous employees (#)	8	9	9	10	13
Net Increase Target	-	+1	+1	+1	+3
Indigenous employees (%)	15.7%	17.6%	17.6%	19.6%	25.5%
Positions Requiring High School Equivalency or No Formal Education					
Total employees	5	5	5	5	5
Indigenous employees (#)	2	3	3	4	5
Net Increase Target	-	+1	+1	+1	+1
Indigenous employees (%)	40%	60%	60%	80%	100%

**Job classification definitions:*

Senior Management - Position belonging to DM or SRM union code.

Middle Management - Position belonging to management NOC occupational code.

Professional - Position requiring university equivalency.

Paraprofessional - Position requiring college or trades equivalency.

Administrative - Position requiring high school equivalency.

Notes: