

GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022-2023		2023-2024		
			Target	Status as of Q4			
Action 1.1: <ul style="list-style-type: none">Review all JD's to target systemic barriers.Develop guidelines to assist in determining the education and experience required.Develop resources to associate Indigenous cultural and social factors to JD's.	<i># of job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none">549 active positions	20% (109) of JDs reviewed	26.5% (130) of JDs reviewed	35% (192) of JDs reviewed	50% (274) of JDs reviewed	10% increase of Indigenous applicants	
		Development of Job Description Guide	Job Description Guide Launched				
Action 1.2: <ul style="list-style-type: none">Develop a staffing review framework.Develop process to request Indigenous representation on hiring committees.Develop mandatory training on the staffing process, recruitment programs, systemic and unconscious racism and bias within the hiring process and ensure Hiring managers complete the training.	<i># of staffing processes reviewed</i> <i>Staffing review framework developed</i> <i>Process developed to request Indigenous representation on hiring committees</i> <i>Training developed</i> <i># of managers who complete staffing process training</i>	Hiring Managers training launched	Hiring Managers training launched	30% managers have completed staffing process training	50% managers have completed staffing process training		
		Develop process to request Indigenous representation on hiring committees	16.8% of Managers have completed the Staffing Process Training				
		Indigenous representation on hiring committees developed and launched	Under Development	Development of staffing review framework	Review of staffing processes complete		

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		2022-2023		2023-2024		
		Target	Status as of Q4			
Action 1.3: <ul style="list-style-type: none"> Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition. Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition. Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students. Partner with the Department of Education, Culture, and Employment to identify northern Indigenous post-secondary students to target for employment opportunities. 	<i>Database of eligible Indigenous candidates</i> <i>Network strategy developed with ECE</i>	Development and launch of Indigenous eligibility list	Under Development	3 positions are filled through eligibility lists	7 of positions filled through eligibility lists	
		Develop network strategy with ECE to target Indigenous students	Under Development			
Action 1.4: <ul style="list-style-type: none"> Create resources and tools to improve applicants experience when applying for positions. Develop Communication strategy to ensure applicants are aware of the hiring process resources available. Develop Community outreach plan with Indigenous governments to increase awareness of career opportunities. 	<i>Increase in Indigenous applicants who screen into positions</i> <i># of virtual information sessions for community members</i>	Develop resources/tools to improve applicants' experience Develop communication strategy on hiring	Under Development Under Development	Development Community outreach plan with Indigenous governments to increase awareness of career opportunities	Minimum of 4 presentations per year	

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		2022-2023		2023-2024		
		Target	Status as of Q4			
	# of presentations provided to Indigenous govts	process and resources				
GOAL 2: Indigenous Leadership	Action 2.1: Ensure that all employees complete the Living Well Together training modules.	# of employees who have completed the training	85% of employees have completed training	83.9% of employees have completed training	85% of employees have completed training	
	Action 2.2:	Development of program # of employees accessing the program # of employees recognized in the campaign	N/A	N/A	Development of Indigenous languages professional development program Launch of Indigenous languages professional development program	
	Action 2.3:	# of employees who have completed the training # of sessions available	Pilot unconscious bias training	Mitigating Unconscious bias training launched 12.8% of Employees have completed the	15% of employees have completed the Mitigating Unconscious Bias Training 25% of employees have completed the Unconscious Bias training	

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			2022-2023		2023-2024		
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	<ul style="list-style-type: none"> Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training. 			Mitigating Unconscious Bias in the Workplace			
			17% of employees have completed Equitable Workplace training	21.4% of employees have completed Equitable Workplace training	25% of employees have completed Equitable Workplace training	30% of employees have completed Equitable Workplace training	
	Action 2.4: <ul style="list-style-type: none"> Provide Indigenous Wellness Supports for employees. Develop cultural competency training. Develop exit interviews that include questions on bias, racism and cultural insensitivity. 	<i># of employees who access Indigenous wellness supports</i> <i># of employees who complete training</i> <i># of exit interviews completed</i>	Research Indigenous Wellness supports	<p>Launched an AbilityCBT Indigenous Program with 21 employees utilizing it.</p> <p>Working with HSS on the expansion of in-person Cultural Competency training</p> <p>Develop exit interview</p>	<p>100 employees have accessed AbilityCBT Indigenous Program</p> <p>Continue to support HSS in the expansion of in-person cultural competency training</p>	<p>Launch Indigenous Wellness Supports, Cultural Competency Training & exit interviews</p>	
	Action 2.5: <ul style="list-style-type: none"> Ensure Indigenous employees utilize Indigenous Development Training Program(IDTP). Develop an Indigenous mentorship program guideline. Develop succession planning guidelines and toolkit that has a focus on Indigenous employee development. 	<i># of employees accessing IDTP</i> <i># of succession plans</i>	<p>2 of Indigenous employees have accessed IDTP</p> <p>Development of Indigenous mentorship and succession planning guidelines</p>	<p>5 Indigenous employees have accessed IDTP</p> <p>Succession Planning Guidelines developed. Will be launched in 2023/24.</p>	<p>3 of Indigenous employees have accessed IDTP</p> <p>Development of Indigenous mentorship and succession planning guidelines</p>	<p>5 of Indigenous employees have accessed IDTP</p> <p>10% of Indigenous employees are participating in the program in some capacity</p>	

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			2022-2023		2023-2024		
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	<ul style="list-style-type: none"> Review LDP to ensure Indigenous perspectives are included. 			Development of Indigenous mentorship work has been deferred until 2023/24.			
	Action 2.6: <ul style="list-style-type: none"> Utilize Indigenous Career Gateway Program (ICGP). Support Building Capacity with Indigenous Governments Program (BCIG). Develop Equitable Access to Training directive to address unequal access to training opportunities for Indigenous employees. Promote the use of transfer assignments (TAs). 	# of ICGP candidates hired	2 positions filled using ICGP	7 positions filled using ICGP	4 positions filled using ICGP		
		# of secondments through BCIG	1-2 secondments supported through BCIG	1 Secondment supported through BCIG	1-2 secondments supported through BCIG	1-2 secondments supported through BCIG	
		# of employees on transfer assignments (TA) or Secondments	Development of training directive	Under development	Launch of training directive	30% of employees approved for education leave are indigenous	
		# of Indigenous employees within Middle and Senior management roles	Minimum of 5% of TAs filled by Indigenous employees	29.1 % of TAs filled by Indigenous employees	20% of TAs filled by Indigenous employees	30% of TAs filled by Indigenous employees	

**DEPARTMENT OF FINANCE
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions				
All filled positions	490	490	490	490
Indigenous Aboriginal employees	148	160	183	217
Net Increase Targets	-	+12	+23	+34
Percentage	30%	33%	37%	44%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	25	25	25	25
Indigenous employees (#)	5	7	10	14
Net Increase Target	-	+2	+3	+4
Indigenous employees (%)	20%	28%	40%	56%
Middle Management				
Total employees	69	69	69	69
Indigenous employees (#)	11	14	20	27
Net Increase Target	(6)	+3	+6	+7
Indigenous employees (%)	16%	20%	29%	39%
University Equivalency				
Total employees	204	204	204	204
Indigenous employees (#)	46	49	55	63
Net Increase Target	-	+3	+6	+8
Indigenous employees (%)	23%	24%	27%	31%
College/Trades Equivalency				
Total employees	94	94	94	94
Indigenous employees (#)	35	37	41	48
Net Increase Target	-	+2	+4	+7
Indigenous employees (%)	37%	39%	44%	51%
High School Equivalency or Below				
Total employees	98	98	98	98
Indigenous employees (#)	51	53	57	65
Net Increase Target	-	+2	+4	+8
Indigenous employees (%)	52%	54%	58%	66%

*Job classification definitions:

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

Middle Management - Position belonging to management NOC occupational code.