

	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022-2023		2023-2024	2024-2025	
			Target	Status as of Q4			
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> <ul style="list-style-type: none"><li>Review all JD’s to target systemic barriers.</li><li>Develop guidelines to assist in determining the education and experience required.</li><li>Develop resources to associate Indigenous cultural and social factors to JD’s.</li></ul>	<i># of job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none"><li>549 active positions</li></ul>	20% (109) of JDs reviewed	26.5% (130) of JDs reviewed	35% (192) of JDs reviewed	50% (274) of JDs reviewed	
			Development of Job Description Guide	Job Description Guide Launched		10% increase of Indigenous applicants	
	<b>Action 1.2:</b> <ul style="list-style-type: none"><li>Develop a staffing review framework.</li><li>Develop process to request Indigenous representation on hiring committees.</li><li>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.</li></ul>	<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  Develop process to request Indigenous representation on hiring committees	Hiring Managers training launched  16.8% of Managers have completed the Staffing Process Training  Indigenous representation on hiring committees developed and launched	30% managers have completed staffing process training	50% managers have completed staffing process training	
				Under Development	Development of staffing review framework  Review of staffing processes complete		

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			Target	Status as of Q4			
	<b>Action 1.3:</b> <ul style="list-style-type: none"><li>Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition.</li><li>Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.</li><li>Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students.</li><li>Partner with the Department of Education, Culture, and Employment to identify northern Indigenous post-secondary students to target for employment opportunities.</li></ul>	<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			
	<b>Action 1.4:</b> <ul style="list-style-type: none"><li>Create resources and tools to improve applicants experience when applying for positions.</li><li>Develop Communication strategy to ensure applicants are aware of the hiring process resources available.</li><li>Develop Community outreach plan with Indigenous governments to increase awareness of career opportunities.</li></ul>	<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	Under Development	Development Community outreach plan with Indigenous governments to increase awareness of career opportunities	Minimum of 4 presentations per year	
			Develop communication strategy on hiring	Under Development			

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		<i># of presentations provided to Indigenous govts</i>	process and resources				
GOAL 2: Indigenous Leadership	<b>Action 2.1:</b> Ensure that all employees complete the Living Well Together training modules.	<i># of employees who have completed the training</i>	85% of employees have completed training	83.9% of employees have completed training	85% of employees have completed training	90% of employees have completed training	Living Well Target achievement is due to adding 10 new positions
	<b>Action 2.2:</b> <ul style="list-style-type: none"><li>Collaborate with the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous Languages.</li><li>Recognize GNWT employees who use Indigenous languages at work through the bilingual designation employee recognition campaign.</li></ul>	<i>Development of program</i> <i># of employees accessing the program</i>  <i># of employees recognized in the campaign</i>	N/A	N/A	Development of Indigenous languages professional development program	Launch of Indigenous languages professional development program	Met with ECE about increasing Indigenous presence/visibility of Indigenous language in public service/Indigenous language services and focusing on certain Departments.  Create a working group to discuss project schedule/realistic timelines and identify current EE who would be on this group. IE: D &I, ECE EE,  Bilingual bonus for Indigenous speaking EE already in place, Create information similar to French and advertise in public service.
	<b>Action 2.3:</b> <ul style="list-style-type: none"><li>Develop Unconscious Bias training.</li><li>Ensure Finance employees complete Unconscious Bias training.</li></ul>	<i># of employees who have completed the training</i>  <i># of sessions available</i>	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	2024-2025	
		Target	Status as of Q4			
<ul style="list-style-type: none"><li>Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.</li></ul>			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	
<b>Action 2.4:</b> <ul style="list-style-type: none"><li>Provide Indigenous Wellness Supports for employees.</li><li>Develop cultural competency training.</li><li>Develop exit interviews that include questions on bias, racism and cultural insensitivity.</li></ul>	<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	Launched an AbilityCBT Indigenous Program with 21 employees utilizing it.  Working with HSS on the expansion of in-person Cultural Competency training	100 employees have accessed AbilityCBT Indigenous Program  Continue to support HSS in the expansion of in-person cultural competency training  Develop exit interview	Launch Indigenous Wellness Supports, Cultural Competency Training & exit interviews	
<b>Action 2.5:</b> <ul style="list-style-type: none"><li>Ensure Indigenous employees utilize Indigenous Development Training Program(IDTP).</li><li>Develop an Indigenous mentorship program guideline.</li><li>Develop succession planning guidelines and toolkit that has a focus on Indigenous employee development.</li></ul>	<i># of employees accessing IDTP</i> <i># of succession plans</i>	2 of Indigenous employees have accessed IDTP	5 Indigenous employees have accessed IDTP	3 of Indigenous employees have accessed IDTP	5 of Indigenous employees have accessed IDTP	
		Development of Indigenous mentorship and succession planning guidelines	Succession Planning Guidelines developed. Will be launched in 2023/24.	Development of Indigenous mentorship and succession planning guidelines	10% of Indigenous employees are participating in the program in some capacity	

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