



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status of Q4			
	<b>Action 1.1:</b> Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements	# of job descriptions (JDs) reviewed <ul style="list-style-type: none"><li>207 active JDS total for review</li></ul> # of applicants on job postings <i>Increased use of equivalencies</i>	15% of JDs reviewed (Note: 31 JDs projected)	Job Description Guide Launched  13% JDs reviewed (26 JDs)	25% of JDs reviewed (Note: 52 JDs projected)	50% of JDs reviewed (Note: 104 JDs projected)  4% increase in applicants	
	<b>Action 1.2:</b> Hiring managers complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	# of hiring managers who complete the training	Training launch	Hiring Managers training launched  17% of Managers have completed training	30% of hiring managers have completed the training	50% of hiring managers have completed the training	
	<b>Action 1.2:</b> Filter and modify interview questions to be more reflective of the work appropriate to the position being considered.	# of interview questions reviewed/modified	Review the screening material for 3 competitions	Met the target of reviewing of the screening material for 3 competitions	Review the screening material for 4 competitions	Review the screening material for 7 competitions	
	<b>Action 1.3:</b> Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	# of positions filled without a competition  <i>Increase of Indigenous hires within department</i>  <i>Increased number of candidates added to database</i>	Launch of eligibility database	N/A - Under development	3 positions are filled with eligibility lists	5 positions are filled with eligibility lists	



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status of Q4			
	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	60% of employees have completed training (Note: 109 employees projected)	72% of employees have complete training	80% of employees have completed training (Note: 146 employees projected)	90% of employees have completed training (Note: 155 employees projected)	
	<b>Action 2.1:</b> Promote the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training to audiences outside the GNWT.	# of referrals to other jurisdictions/working groups	2 referrals/promotion of training per year	Met the target of 2 referrals/promotion of training per year	2 referrals/promotion of training per year	4 referrals/promotion of training per year	
	<b>Action 2.3:</b> Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training  # of sessions available	10% of employees have completed training	10% of employees have completed training	15% of employees have completed training	20% of employees have completed training	
	<b>Action 2.4:</b> 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	N/A Under development	Department of Finance develops exit interview process	25% of departing employees complete an exit interview	
	<b>Action 2.5:</b> Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	# of Indigenous employees accessing program	1 Indigenous employee from the department has accessed IMDTP	3 employees have accessed IMDTP	3 Indigenous employees from the department have accessed IMDTP	3 Indigenous employees from the department have accessed IMDTP	
	<b>Action 2.5:</b> Access Indigenous mentorship program for informal on-the-job training.	# of employees accessing program  # of succession plans	Department of Finance develops and promotes Indigenous Mentorship Program	N/A - Under development	Department of Finance develops and promotes Indigenous Mentorship Program	10% of Indigenous employees are participating in the program in some capacity	
	<b>Action 2.5:</b> Work with HR on succession planning with a focus on Indigenous employee development. Support	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning	N/A - Under development	Department of Finance creates succession planning	10% of employees have identified a career path	



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employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	guide and resources to identify career pathways; department works with HR to develop Succession Plan		guide and resources to identify career pathways; department works with HR to develop Succession Plan		
<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP).	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan # of ICGP candidates hired	3 positions filled using ICGP	3 positions filled using ICGP	3 positions filled using ICGP	4 positions filled using ICGP	
<b>Action 2.6:</b> Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of employees on transfer assignments (TA) or Secondments  # of Indigenous employees within Middle and Senior management roles	5% of Secondments filled by Indigenous employees (Note: 3 employees projected)	23% of TAs filled by Indigenous Aboriginal employees; 1 out of 2 employees on Secondment through Building Capacity with Indigenous Governments Program.  28% Senior Management filled by Indigenous employees; 14% Middle Management filled by Indigenous employees.	20% of TAs filled by Indigenous employees (Note: 6 employees projected)	25% of TAs filled by Indigenous employees (Note: 7 employees projected)	



**DEPARTMENT OF INDUSTRY, TOURISM & INVESTMENT**  
**INDIGENOUS EMPLOYMENT TARGETS**

	<b>CURRENT (March 31, 2023)</b>	<b>SHORT-TERM (By March 31, 2024)</b>	<b>MEDIUM-TERM (By March 31, 2026)</b>	<b>LONG-TERM (By March 31, 2028)</b>
<b>Staffed positions</b>				
All filled positions	177	177	177	177
Indigenous Aboriginal employees	51	61	70	79
Net Increase Targets	-	+10	+9	+9
Percentage	29%	34%	40%	45%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
Total employees	18	18	18	18
Indigenous employees (#)	5	6	6	7
Net Increase Target	-	+1	+0	+1
Indigenous employees (%)	28%	33%	33%	39%
<b>Middle Management</b>				
Total employees	42	42	42	42
Indigenous employees (#)	6	7	9	11
Net Increase Target	-	+1	+2	+2
Indigenous employees (%)	14%	17%	21%	26%
<b>University Equivalency</b>				
Total employees	80	80	80	80
Indigenous employees (#)	22	25	27	29
Net Increase Target	-	+3	+2	+2
Indigenous employees (%)	28%	31%	34%	36%
<b>College/Trades Equivalency</b>				
Total employees	22	22	22	22
Indigenous employees (#)	9	11	14	17
Net Increase Target	-	+2	+3	+3
Indigenous employees (%)	41%	50%	64%	77%
<b>High School Equivalency or Below</b>				
Total employees	15	15	15	15
Indigenous employees (#)	9	12	14	15
Net Increase Target	-	+3	+1	+1
Indigenous employees (%)	60%	80%	93%	100%

#REF!

*\*Job classification definitions:*

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

*Middle Management - Position belonging to management NOC occupational code.*