



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status as 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	20% of JDs reviewed	20% of JDs reviewed	35% of JDs reviewed	50% of JDs reviewed	
	<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 11.5% of employees have complete training	40% of hiring managers have completed the training	70% of hiring managers have completed the training	
	<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	Under development	3% position filled with eligibility lists	5% position filled with eligibility lists	
	<b>Action 1.4:</b> All Managers Complete the Staffing Options Checklist within the Assembly's Staffing Guidelines and Procedures.	100% - Accountability from top down <ul style="list-style-type: none"><li>• Hiring Manager completes the Assembly's Staffing Approval Checklist &amp; receives Clerk approval to proceed. This reaffirms that Managers are adhering to Action 1.3 and Indigenous Representation within the recruitment process.</li><li>• If the top applicant is not an AA candidate, Clerk approval is required</li></ul>	100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.	100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition	100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition	100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.	



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/2023		2023/2024		
			Target	Status as of Q4			
		<i>prior to contacting the applicants references.</i>					
<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.		<i>% of employees who have completed all 8 modules of ICAST</i>	<i>50% of employees have completed training</i>	<i>59.6% of employees have completed training</i> <i>71.2% of employees are enrolled in training.</i>	<i>70% of employees complete training</i>	<i>75% of employees complete training</i>	
		<i>% of employees who have completed the training</i> <i># of sessions available</i>	<i>8% of employees have completed training</i>	<i>19.2% of employees have completed training</i>	<i>25% of employees have completed training</i>	<i>30% of employees have completed training</i>	
		<i>% of exit interviews offered 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>75% of departing employees offered an exit interview</i>	
		<i>% of employees accessing program</i>	<i>10% employees from Assembly have accessed IMDTP</i> <i>(1 from NWT human rights commission)</i>	<i>4 employees have accessed IMDTP</i>	<i>10% employees from Assembly have accessed IMDTP</i>	<i>15% employees from Assembly have accessed IMDTP</i>	
		<i>% of employees accessing program</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>Under development</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>10% Indigenous employees are participating in the program in some capacity</i>	



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		2022/2023		2023/2024		
		Target	Status as of Q4			
<b>Action 2.5:</b> Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	<i>% of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	Under development	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>20% of employees have identified a career path</i>	
<b>Action 2.5:</b> Implement the Legislative Assembly's succession plan with a focus on Indigenous employee development.	<i>% of Indigenous employees identified for succession planning</i>	<i>Launch the Legislative Assembly's Succession Plan</i>	Succession Plan launched July 2023	<i>30% of Indigenous employees identified within succession plans</i>	<i>50% of Indigenous employees identified within succession plans</i>	
<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP).	<i>% of ICGP candidates hired into vacant positions.</i>	<i>2% vacant entry level positions filled using ICGP</i>	1 position filled	<i>2% vacant entry level positions filled using ICGP</i>	<i>2% entry level positions filled using ICGP</i>	
<b>Action 2.6:</b> Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i>% of employees on transfer assignments (TA) or Secondments</i>  <i>% of Indigenous employees within Middle and Senior management roles</i>	<i>Minimum of 50% of TAs filled by Indigenous employees</i>	16.67% of TAs filled by Indigenous employees	<i>20% of TAs filled by Indigenous employees</i>	<i>25% of TAs filled by Indigenous employees</i>	



**LEGISLATIVE ASSEMBLY OF THE NORTHWEST TERRITORIES**  
**INDIGENOUS EMPLOYMENT TARGETS**

	<b>CURRENT (March 31, 2022)</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	51	51	51	51
Indigenous Aboriginal employees	19	22	24	27
Net Increase Targets	-	+3	+2	+3
Percentage	37%	43%	47%	53%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
Total employees	4	3	3	3
Indigenous employees (#)	-	1	1	2
Net Increase Target	-	+1		+1
Indigenous employees (%)	0%	33%	33%	67%
<b>Middle Management</b>				
Total employees	2	3	3	3
Indigenous employees (#)	-	1	1	2
Net Increase Target	-	+1		+1
Indigenous employees (%)	0%	33%	33%	67%
<b>University Equivalency</b>				
Total employees	26	26	26	26
Indigenous employees (#)	8	8	9	9
Net Increase Target	-		+1	
Indigenous employees (%)	31%	31%	35%	35%
<b>College/Trades Equivalency</b>				
Total employees	9	9	9	9
Indigenous employees (#)	4	4	5	5
Net Increase Target	-		+1	
Indigenous employees (%)	44%	44%	56%	56%
<b>High School Equivalency or Below</b>				
Total employees	10	10	10	10
Indigenous employees (#)	7	8	8	9
Net Increase Target	-	+1		+1
Indigenous employees (%)	70%	80%	80%	90%

\*Job classification definitions:

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

Middle Management - Position belonging to management NOC occupational code.