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GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022/2023		2023/2024	2024/2025		
			Target	Status as of Q4 (end of March 2023)				
	<b>Action 1.1:</b> Pending the development of guidelines and resources by the Department of Finance, INF will 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>586 JDS for review (based on filled positions)</li></ul>	15% of JDS reviewed (88 JDS reviewed)	14% of JDS submitted for review (82)	35% of JDS reviewed (205 JDS reviewed)	50% of JDS reviewed (293 JDS reviewed)		
	<b>Action 1.2:</b> Pending the development of training for hiring managers by the Department of Finance, INF hiring managers will 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	8.5% of employees completed training	40% of hiring managers have completed training	50% of hiring managers have completed training		
	<b>Action 1.3:</b> Hiring managers in INF will review Indigenous eligibility lists prepared by the Department of Finance prior to initiating any job competitions.	# of vacant positions filled through eligibility list	Launch of eligibility database	Under development	5 positions filled with eligibility lists	8 positions filled with eligibility lists		
	<b>Action 1.3:</b> INF will work with other GNWT departments to develop a networking strategy with secondary and post-secondary institutions and Indigenous governments to target Indigenous students for career opportunities in INF.	Participation in GNWT initiative	Department of Finance to develop networking strategy to increase awareness of career opportunities  TBD	Under development	Department of Finance to develop networking strategy to increase awareness of career opportunities  TBD	Partner with Finance to provide a minimum of 4 presentations per year		
	<b>Action 1.3:</b> INF will explore opportunities to work with professional organizations and external partners to target Indigenous students for career opportunities in INF. (ie NAPEG, Guides and Scouts, Skills NT).	# of activities	5 activities/year	In partnership with Engineers Canada, INF staff organized an event with the Girl Guides and Scouts to obtain	5 activities/year	5 activities/year		



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		2022/2023		2023/2024	2024/2025		
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			their Engineering Crest. Recent graduates of engineering have also been invited to speak with the Girl Guides to share their experience. The Beaufort Delta Regional Office has been working with the Inuvialuit Regional Corporation and local schools to get support for apprentices and SNAP students. On April 15, 2023, in celebration of National Engineering and Geoscience Week, NAPEG sponsored an outreach event that offered young people in Yellowknife the opportunity to take				



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		2022/2023		2023/2024	2024/2025		
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			part in fun and educational STEM activities and learn more about what it's like to work in these jobs. About 30 children and youth participated in the event, where they had the chance to try several different hands-on activities, including computer coding, 3D printing, flying a drone, exploring the world of rocks and minerals, chart your course, and learning about various engineering disciplines. Staff from INF supported the event.  Note: These events target all students. The Department does not have data that demonstrates the number of				



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			2022/2023		2023/2024	2024/2025		
			Target	Status as of Q4 (end of March 2023)				
				Indigenous students reached as part of these initiatives.				
	<b>Action 1.3:</b> INF will establish awards for Indigenous students at NWT schools as part of annual Math and Science Awards to promote STEM careers.	# of awards presented to Indigenous students	Establish awards	Math and Science Awards program established for NWT students in grades 7, 8 and 9. All NWT schools invited to participate. For the 2022-2023 school year, 54 students were presented with the award across the NWT. The Department does not currently collect data on Indigenous status of the recipients. However, it can be reported that 29 awards were presented to students in communities outside of Yellowknife and Hay River.	5 awards presented	5 awards presented		



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		2022/2023		2023/2024		
		Target	Status as of Q4 (end of March 2023)			
GOAL 2: Indigenous Leadership	Action 2.1: INF will ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	75% of employees have completed training	77.8% of employees have completed training	80% of employees have completed training	90% of employees have completed training
	Action 2.3: INF will ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training	7% of employees have completed training	12.4% of employees have completed training	10% of employees have completed training	15% of employees have completed training
	Action 2.4: INF will 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	Under development	Department of Finance develops exit interview process	30% of departing employees requested to complete an exit interview
	Action 2.5: INF will work with the Department of Finance to promote the Indigenous Management Development and Training Program (IMDTP) and encourage Indigenous employees to apply.	# of employees accessing program	2 Indigenous employees have accessed IMDTP	3 employees have accessed IMDTP	3 Indigenous employees have accessed IMDTP	3 Indigenous employees have accessed IMDTP
	Action 2.5: Pending the development of the Indigenous mentorship program by the Department of Finance, INF will promote and encourage Indigenous employees to access informal on-the-job training.	# of employees accessing program	Department of Finance develops and promotes Indigenous Mentorship Program	Under development	Department of Finance develops and promotes Indigenous Mentorship Program	10% of Indigenous employees are participating in the program in some capacity
	Action 2.5: Pending the development of succession planning guidance by the Department of Finance, INF will work with HR on succession planning with a focus on Indigenous employee development.	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning guide;	Under development	Department of Finance creates succession planning guide;	10% of managers have identified Indigenous employees within succession plans
	Action 2.6: INF will use the Indigenous Career Gateway Program where applicable (ICGP).	# of ICGP candidates hired	Minimum of 3 positions filled using ICGP	4 positions filled using ICGP	4 positions filled using ICGP	5 positions filled using ICGP



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		2022/2023		2023/2024		
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Action 2.6: INF will 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	Minimum of 5% of TAs filled by Indigenous employees	27.2% TAs filled by Indigenous employees	Minimum of 20% of TAs filled by Indigenous employees	Minimum of 28% of TAs filled by Indigenous employees	

**DEPARTMENT OF INFRASTRUCTURE**  
**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<sup>1</sup></b>				
All filled positions	586	586	586	586
Indigenous Aboriginal employees	203	213	227	244
Net Increase Targets	-	+10	+14	+17
Percentage	35%	36%	39%	42%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
Total employees	24	24	24	24
Indigenous employees (#)	8	8	9	10
Net Increase Target	-	0	+1	+1
Indigenous employees (%)	33%	33%	38%	42%
<b>Middle Management</b>				
Total employees	70	70	70	70
Indigenous employees (#)	8	11	15	20
Net Increase Target	-	+3	+4	+5
Indigenous employees (%)	11%	16%	21%	29%
<b>University Equivalency</b>				
Total employees	129	129	129	129
Indigenous employees (#)	15	16	17	19
Net Increase Target	-	+1	+1	+2
Indigenous employees (%)	12%	12%	13%	15%
<b>College/Trades Equivalency</b>				
Total employees	244	244	244	244
Indigenous employees (#)	104	107	111	115
Net Increase Target	-	+3	+4	+4
Indigenous employees (%)	43%	44%	45%	47%
<b>High School Equivalency or Below</b>				
Total employees	119	119	119	119
Indigenous employees (#)	68	70	73	76
Net Increase Target	-	+2	+3	+3 <sup>2</sup>
Indigenous employees (%)	57%	59%	61%	63%

