



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				Notes
			2022/2023		2023/2024	2024/2025	
			Target	Status as of Q4			
GOAL 1: Indigenous Representation	Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i>% of job descriptions (JDs) in compliance</i> <i>Increased applicants applying on job postings (compared to historical data)</i> <i>Increased applicants screened in with equivalencies (compared to historical data)</i>	<i>15% of JDs in compliance</i>	<i>Job Description Guide Launched</i> <i>5.6% of JDs in compliance</i>	<i>25% of JDs in compliance</i>	<i>40% of JDs in compliance</i>	
	Action 1.2: Hiring managers will complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	<i>% of hiring managers who complete the training</i> <i># of sessions available to hiring managers</i>	<i>Pending Finance Action- Development and launch of Training Guidelines</i>	<i>Hiring Manager Training Launched</i> <i>6.3% of Employees completed training</i>	<i>30% completion (HMs 6months +)</i>	<i>60% completion (HMs 6months +)</i>	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	<i>% of positions filled without a competition</i> <i>Increase of Indigenous hires within department</i> <i>Increased number of candidates added to database</i>	<i>Pending Finance Action - Development and launch of eligibility database</i>	<i>Under development</i>	<i>Minimum of 1 position filled with eligibility lists</i>	<i>Minimum of 3 positions filled with eligibility lists</i>	



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GOAL 2: Indigenous Leadership	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	70% completion (All EE 6months +)	72.6% of employees have completed training	80% completion (All EE 6months +)	90% completion (All EE 6months +)	
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training (Employee & Manager)	# of hiring managers who have completed the training (# of manager sessions – limited spots available) # of employees who have completed the training (# of employee sessions – limited spots available)	5% completion (3% HMs & 2% EEs 6mths+)	7.1% of employees completed training	15% completion (10% HMs & 5% EEs 6mths+)	25% completion (15% HMs & 10% EEs 6mths+)	
	Action 2.4: 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	Pending Finance Action- Development of EE experience exit interview process	Under development	Pending Finance Action- Development of EE experience exit interview process	25% of departing employees complete an exit interview	
	Action 2.5.1: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	# of employees accessing program (Finance) # of employees with IMDTP in performance plan	2 employee utilizes IMDTP	3 employees have currently accessed IMDTP	2 employees utilize IMDTP	4 employees utilize IMDTP	



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	Action 2.5.2: Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program # of succession plans	<i>Pending Finance Action- Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>Under development</i>	<i>Pending Finance Action- Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</i>	<i>5% of Indigenous employees are participating in the program in some capacity</i>	
	Action 2.5.3 Support 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 with career pathways and training needs identified in their performance development objectives	<i>Pending Finance Action- Development of resources to assist employees with development career pathways</i>	<i>Under development</i>	<i>Pending Finance Action- Development of resources to assist employees with development career pathways</i>	<i>10% of Indigenous EEs identified a career path within performance dev. Process</i>	
	Action 2.6.1: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired # of ICGP applications	<i>1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	
	Action 2.6.2: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of employees on transfer assignments (TA) # of Indigenous employees within Middle and Senior management roles # of Indigenous employees identified for transfer assignments	<i>Transfer assignments opportunities are communicated to Indigenous Employees</i>	<i>23.5% of TAs filled by Indigenous employees / 8.2% of EE in TAs (12/146)</i>	<i>11% of identified EEs in TAs or in a cross-training program</i>	<i>15% of identified EEs in TAs or in a cross-training program</i>	<i>51 employees X 23.5% indigenous = 12 indigenous employees</i>

DEPARTMENT OF JUSTICE
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2023)	SHORT-TERM TARGETS (March 31, 2024)	MEDIUM- TERM TARGETS (March 31, 2026)	LONG-TERM TARGETS (March 31, 2028)
Staffed positions				
All filled positions	532	524	524	524
Indigenous Aboriginal employees	146	161	171	181
Net Increase Target	11	26	10	10
Percentage	27%	31%	33%	35%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	15	16	16	16
Indigenous employees (#)	3	4	5	5
Net Increase Target	-1	1	1	0
Indigenous employees (%)	20%	25%	31%	31%
Middle Management				
Total employees	25	25	25	25
Indigenous employees (#)	13	14	15	16
Net Increase Target	0	1	1	1
Indigenous employees (%)	52%	56%	60%	64%
Positions Requiring University Equivalency				
Total employees	128	125	125	125
Indigenous employees (#)	30	30	32	34
Net Increase Target	5	5	2	2
Indigenous employees (%)	23%	24%	26%	27%
Positions Requiring College/Trade Equivalency				
Total employees	88	87	87	87
Indigenous employees (#)	36	35	37	39
Net Increase Target	5	4	2	2
Indigenous employees (%)	41%	40%	43%	45%
Positions Requiring High School Equivalency or No Formal Education				
Total employees	276	271	271	271
Indigenous employees (#)	64	78	82	87
Net Increase Target	1	15	4	5
Indigenous employees (%)	23%	29%	30%	32%

As of March 31, 2023 Data

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.

Professional - Position requiring university equivalency.

Paraprofessional - Position requiring college or trades equivalency.

Administrative - Position requiring high school equivalency.