



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.	<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>	15% of JDs in compliance	Job Description Guide Launched  5.6% of JDs in compliance	25% of JDs in compliance	40% of JDs in compliance	
	<b>Action 1.2:</b> 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>	Pending Finance Action- Development and launch of Training Guidelines	Hiring Manager Training Launched  6.3% of Employees completed training	30% completion (HMs 6months +)	60% completion (HMs 6months +)	
	<b>Action 1.3:</b> 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>	Pending Finance Action - Development and launch of eligibility database	Under development	Minimum of 1 position filled with eligibility lists	Minimum of 3 positions filled with eligibility lists	



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES			Notes	
			2022/2023		2023/2024		
			Target	Status as 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	70% completion (All EE 6months +)	72.6% of employees have completed training	80% completion (All EE 6months +)	90% completion (All EE 6months +)	
	<b>Action 2.3:</b> 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+)	
	<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	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	
	<b>Action 2.5.1:</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 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	



ACTIONS	PERFORMANCE MEASURE	MILESTONES			Notes	
		2022/2023		2023/2024		
		Target	Status as of Q4			
<b>Action 2.5.2:</b> Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program	<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>	
	# of succession plans					
<b>Action 2.5.3</b> 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>	
<b>Action 2.6.1:</b> 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>	
<b>Action 2.6.2:</b> 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**

	<b>CURRENT</b> <b>(March 31, 2023)</b>	<b>SHORT-TERM TARGETS</b> <b>(March 31, 2024)</b>	<b>MEDIUM- TERM TARGETS</b> <b>(March 31, 2026)</b>	<b>LONG-TERM TARGETS</b> <b>(March 31, 2028)</b>
<b>Staffed positions</b>				
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%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
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%
<b>Middle Management</b>				
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%
<b>Positions Requiring University Equivalency</b>				
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%
<b>Positions Requiring College/Trade Equivalency</b>				
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%
<b>Positions Requiring High School Equivalency or No Formal Education</b>				
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.*