



GOAL 1: Indigenous Representation	NOTES ACTIONS	PERFORMANCE MEASURE	MILESTONES			NOTES	
			2022/23		2023/24		
			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.	# of job descriptions (JDs) reviewed <ul style="list-style-type: none">109 JDs reviewed (based on positions filled) <i>Increased use of equivalencies</i>	25% (27) of JDs reviewed	Job Description Guide Launched	40% (43) of JDs reviewed.	60% (65) of JDs reviewed	Due to the merger these reviews have been delayed. Plan to begin these reviews as part of optimization
	Action 1.2: 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 23.9% of employees completed training	40% of hiring managers have completed training	60% of hiring managers have completed training	
	Action 1.3: 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>	Launch of eligibility database	Under development	3 positions are filled with eligibility list.	5 positions are filled with eligibility list.	
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	85% of employees have completed training	87.0% of employees completed training	90% of employees have completed training	90% of employees have completed training	
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training	12% of employees have completed training	31.5% of employees have completed training	20% of employees have completed training	25% of employees have completed training	

*NOTE: Milestones 2023/2024 and 2024/2025 to be re-evaluated upon merger with ENR



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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	Department of Finance develops exit interview process	Under development	Department of Finance develops exit interview process	25% of departing employees complete an exit interview	
	# of employees accessing program	1 employee from department has accessed IMDTP	No employees have accessed IMDTP	2 employees from department have accessed IMDTP	3 employees from department have accessed IMDTP	
	# of employees accessing program # of succession plans	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	
	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan	Under development	Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan	10% of employees have identified a career path.	

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Action 2.5: 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; department works with HR to develop Succession Plan	Under development	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	10% of managers have identified Indigenous employees within succession plans	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired	Minimum of 1 position filled using ICGP	No positions currently filled using ICGP	Minimum of 2 positions filled using ICGP	Minimum of 2 positions filled using ICGP Due to the merger of departments and movement of currently employees this program was not utilized. Focus is shift to awareness and promoting use.	
Action 2.6: 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	Minimum of 5% of TAs filled by Indigenous employees	37.5% of TAs filled by Indigenous employees	Minimum of 5% of TAs filled by Indigenous employees	Minimum of 5% of TAs filled by Indigenous employees	

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DEPARTMENT OF LANDS
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions				
All filled positions	109	109	109	109
Indigenous Aboriginal employees	26	31	36	41
Net Increase Targets	-	+5	+5	+5
Percentage	24%	28%	33%	38%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	16	16	16	16
Indigenous employees (#)	3	3	4	5
Net Increase Target	-	-	+1	+1
Indigenous employees (%)	19%	19%	25%	31%
Middle Management				
Total employees	24	24	24	24
Indigenous employees (#)	2	2	3	4
Net Increase Target	-	0	+1	+1
Indigenous employees (%)	8%	8%	13%	17%
University Equivalency				
Total employees	39	39	39	39
Indigenous employees (#)	8	10	12	14
Net Increase Target	-	+2	+2	+2
Indigenous employees (%)	21%	26%	31%	36%
College/Trades Equivalency				
Total employees	27	27	27	27
Indigenous employees (#)	11	13	14	15
Net Increase Target	-	+2	+1	+1
Indigenous employees (%)	41%	48%	52%	56%
High School Equivalency or Below				
Total employees	3	3	3	3
Indigenous employees (#)	2	3	3	3
Net Increase Target	-	+1	-	-
Indigenous employees (%)	67%	100%	100%	100%

Note: Medium-term and Long-term targets to be re-evaluated upon merger with ENR.

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Indigenous Employment Plan – Lands