



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022-2023		2023-2024			2024-2025
			Target	Result	Target	Status as of Q4		
GOAL 1: Indigenous Representation	Action 1.1: <ul style="list-style-type: none"> Review all JD's to target systemic barriers. Develop guidelines to assist in determining the education and experience required. Develop resources to associate Indigenous cultural and social factors to JD's. 	<i># of job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none"> 631 active positions 	20% (109) of JDs reviewed Development of Job Description Guide	26.5% (130) of JDs reviewed Job Description Guide Launched	35% (192) of JDs reviewed	48% (308) of JDs reviewed	55% (347) of JDs reviewed 10% increase of Indigenous applicants	
	Action 1.2: <ul style="list-style-type: none"> Develop a staffing review framework. Develop process to request Indigenous representation on hiring committees. Develop mandatory training on the staffing process, recruitment programs, systemic and unconscious racism and bias within the hiring process and ensure Hiring managers complete the training. 	<i># of staffing processes reviewed</i> <i>Staffing review framework developed</i> <i>Process developed to request Indigenous representation on hiring committees</i> <i>Training developed</i> <i># of managers who complete staffing process training</i>	Hiring Managers training launched Develop process to request Indigenous representation on hiring committees	Hiring Managers training launched 16.8% of Managers have completed the Staffing Process Training Indigenous representation on hiring committees developed and launched	30% managers have completed staffing process training	20.3% of managers have completed staffing process training Indigenous representation on hiring committees under review . Will be relaunched 2024-2025	26% managers have completed staffing process training Process to request Indigenous representation on hiring committees launched Review of staffing processes complete	



						carried over to 2024-2025	
<p>Action 1.3:</p> <ul style="list-style-type: none"> Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition. Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition. Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students. Partner with the Department of Education, Culture, and Employment to identify northern Indigenous post-secondary students to target for employment opportunities. 	<p><i>Database of eligible Indigenous candidates</i></p> <p><i>Network strategy developed with ECE</i></p>	<p>Development and launch of Indigenous eligibility list</p>	Under Development	<p>Development and launch of Indigenous eligibility list</p> <p>3 positions are filled through eligibility lists</p>	<p>Indigenous eligibility process launched.</p> <p>2 positions filled through Indigenous eligibility list</p>	<p>5 of positions filled through eligibility lists</p>	
		<p>Develop network strategy with ECE to target Indigenous students</p>	Under Development	<p>Develop network strategy with ECE to target Indigenous students</p>	<p>Develop network strategy with ECE to target Indigenous students</p> <p>target carried over to 2024-2025</p>	<p>Develop network strategy with ECE to target Indigenous students</p>	
<p>Action 1.4:</p> <ul style="list-style-type: none"> Create resources and tools to improve applicants experience when applying for positions. Develop Communication strategy to ensure applicants are aware of the hiring process resources available. Develop Community outreach plan with Indigenous governments to increase awareness of career opportunities. 	<p><i>Increase in Indigenous applicants who screen into positions</i></p> <p><i># of virtual information sessions for community members</i></p> <p><i># of presentations provided to Indigenous govts</i></p>	<p>Develop resources/tools to improve applicants' experience</p>	Under Development	<p>Development Community outreach plan with Indigenous governments to increase awareness of career opportunities</p>	<p>Development Community outreach plan with Indigenous governments to increase awareness of career opportunities target carried over to 2024-2025</p>	<p>Develop resources/tools to improve applicants' experience</p>	
		<p>Develop communication strategy on hiring process and resources</p>	Under Development			<p>Develop communication strategy on hiring process and resources</p>	



GOAL 2: Indigenous Leadership	<p>Action 2.1: Ensure that all employees complete the Living Well Together training modules.</p>	<p><i># of employees who have completed the training</i></p>	85% of employees have completed training	83.9% of employees have completed training	85% of employees have completed training	87.4% of employees have completed training	90% of employees have completed training	2022/2023 note – Living Well Target achievement is due to adding 10 new positions
	<p>Action 2.2:</p> <ul style="list-style-type: none"> Collaborate with the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous Languages. Recognize GNWT employees who use Indigenous languages at work through the bilingual designation employee recognition campaign. 	<p><i>Development of program</i></p> <p><i># of employees accessing the program</i></p> <p><i># of employees recognized in the campaign</i></p>	N/A	N/A	Development of Indigenous languages professional development program	Development of Indigenous languages professional development program target carried over to 2024-25	Development of Indigenous languages professional development program	<p>2022/2023 Note – Met with ECE about increasing Indigenous presence/visibility of Indigenous language in public service/Indigenous language services and focusing on certain Departments.</p> <p>Create a working group to discuss project schedule/realistic timelines and identify current EE who would be on this group. IE: D & I, ECE EE,</p> <p>Bilingual bonus for Indigenous speaking EE already in place, Create information similar to French and advertise in public service.</p>
	<p>Action 2.3:</p> <ul style="list-style-type: none"> Develop Unconscious Bias training. Ensure Finance employees complete Unconscious Bias training. Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training. 	<p><i># of employees who have completed the training</i></p> <p><i># of sessions available</i></p>	Pilot unconscious bias training	Mitigating Unconscious bias training launched	15% of employees have completed the Mitigating Unconscious Bias Training	13.5% of employees have completed The Mitigating Unconscious Bias Training	20% of employees have completed the Unconscious Bias training	
			17% of employees have completed Equitable Workplace training	12.8% of Employees have completed the Mitigating Unconscious Bias in the Workplace	25% of employees have completed Equitable Workplace training	22.9% of employees have completed Equitable Workplace Training	30% of employees have completed Equitable Workplace training	28% of Managers



					have completed Equitable Workplace Training		
<p>Action 2.4:</p> <ul style="list-style-type: none"> Provide Indigenous Wellness Supports for employees. Develop cultural competency training. Develop exit interviews that include questions on bias, racism and cultural insensitivity. 	<p><i># of employees who access Indigenous wellness supports</i> <i># of employees who complete training</i> <i># of exit interviews completed</i></p>	Research Indigenous Wellness supports	Launched an AbilityCBT Indigenous Program with 21 employees utilizing it.	100 employees have accessed AbilityCBT Indigenous Program	Indigenous services were added to TELUS Health in October 2022.	Launch Indigenous Wellness Supports, Cultural Competency Training & exit interviews	
			Working with HSS on the expansion of in-person Cultural Competency training	Continue to support HSS in the expansion of in-person cultural competency training	60 employees have accessed TELUS Health Indigenous Program	Finance continues to support HSS in the expansion of in-person cultural competency training	
<p>Action 2.5:</p> <ul style="list-style-type: none"> Ensure Indigenous employees utilize Indigenous Development Training Program(IDTP). Develop an Indigenous mentorship program guideline. Develop succession planning guidelines and toolkit that has a focus on Indigenous employee 	<p><i># of employees accessing IDTP</i> <i># of succession plans</i></p>	2 of Indigenous employees have accessed IDTP	5 Indigenous employees have accessed IDTP	3 of Indigenous employees have accessed IDTP	7 indigenous employees have accessed IDTP	5 of Indigenous employees have accessed IDTP	
		Development of Indigenous mentorship and succession planning guidelines	Succession Planning Guidelines developed. Will be launched in 2023/24.	Development of Indigenous mentorship program and resources	Launch of Indigenous mentorship program target carried over to 2024-2025	Indigenous mentorship program to launch 2024-2025	



<ul style="list-style-type: none"> development. Review LDP to ensure Indigenous perspectives are included. 			Development of Indigenous mentorship work has been deferred until 2023/24.					
	Action 2.6: <ul style="list-style-type: none"> Utilize Indigenous Career Gateway Program (ICGP). Support Building Capacity with Indigenous Governments Program (BCIG). Develop Equitable Access to Training directive to address unequal access to training opportunities for Indigenous employees. Promote the use of transfer assignments (TAs). 	<i># of ICGP candidates hired</i>	2 positions filled using ICGP	7 positions filled using ICGP	4 positions filled using ICGP	3 positions filled using ICGP	4 positions filled using ICGP	
		<i># of secondments through BCIG</i>	1-2 secondments supported through BCIG	1 Secondment supported through BCIG	1-2 secondments supported through BCIG	0 secondments supported through BCIG	1-2 secondments supported through BCIG	
		<i># of employees on transfer assignments (TA) or Secondments</i>	Development of training directive	Under development	Launch of training directive	Launch of training directive target carried over to 2024-2025	Launch of training directive	
		<i># of Indigenous employees within Middle and Senior management roles</i>	Minimum of 5% of TAs filled by Indigenous employees	29.1 % of TAs filled by Indigenous employees	20% of TAs filled by Indigenous employees	33% of TAs filled by Indigenous employees	30% of TAs filled by Indigenous employees	



**DEPARTMENT OF FINANCE
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	RESULTS SHORT- TERM	MEDIUM-TERM (By March 31, 2026)	LONG- TERM (By March 31, 2028)
Staffed positions					
All filled positions	490	490	489	490	490
Indigenous Aboriginal employees	148	160	142	183	217
Net Increase Targets	-	+12	-6	+23	+34
Percentage	30%	33%	29%	37%	44%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	25	25	28	25	25
Indigenous employees (#)	5	7	6	10	14
Net Increase Target	-	+2	+1	+3	+4
Indigenous employees (%)	20%	28%	21%	40%	56%
Middle Management					
Total employees	69	69	73	69	69
Indigenous employees (#)	11	14	11	20	27
Net Increase Target	(6)	+3	0	+6	+7
Indigenous employees (%)	16%	20%	15%	29%	39%
University Equivalency					
Total employees	204	204	199	204	204
Indigenous employees (#)	46	49	46	55	63
Net Increase Target	-	+3	0	+6	+8
Indigenous employees (%)	23%	24%	23%	27%	31%
College/Trades Equivalency					
Total employees	94	94	100	94	94
Indigenous employees (#)	35	37	34	41	48
Net Increase Target	-	+2	-1	+4	+7
Indigenous employees (%)	37%	39%	34%	44%	51%
High School Equivalency or Below					
Total employees	98	98	89	98	98
Indigenous employees (#)	51	53	45	57	65
Net Increase Target	-	+2	-6	+4	+8
Indigenous employees (%)	52%	54%	51%	58%	66%

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.

NOTES: