



	OBJECTIVE	ACTIONS	PERFORMANCE MEASURE	MILESTONES			
				2022/2023	2023/2024	2024/2025	
GOAL 1: Indigenous Representation	Address bias, racism, and discrimination throughout the staffing process, resulting in improved cultural competency in the public service.	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) reviewed.</i> <ul style="list-style-type: none"> 13 JDs for review (based on filled position)s. 	40% of JDs reviewed (5 JDs reviewed)	75% of JDs reviewed (9 JDs review)	100% of JDs reviewed (13 JDs reviewed)	
		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.	<i># of hiring managers who complete the training</i>	Training launch	75% of hiring managers have completed the training	80% of hiring managers have completed the training.	10% increase in applicants
		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>	Launch of eligibility database	1 position filled with eligibility lists	1 position filled with eligibility lists	

GOAL 1: Indigenous Leadership	Encourage and support Indigenous people to join and stay with the Public Service by fostering a culturally inclusive workplace that addresses bias, racism and discrimination, and that is free of harassment.	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	<i>100% of employees have completed training</i>	<i>100% of employees have completed training</i>	<i>100% of employees have completed training</i>
		Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<i># of employees who have completed the training # of sessions available</i>	<i>8% of employees have completed training</i>	<i>20% of employees have completed training</i>	<i>40% of employees have completed training</i>
		Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	<i># of exit interviews completed with employees who leave their position</i>	<i>Department of Finance to develop exit interview process/questions.</i>		<i>85% of departing employees complete an exit interview</i>
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	<i># of employees accessing program</i>	<i>N/A employees from BDIC have accessed IMDTP</i>	<i>1 Indigenous employees from BDIC have accessed IMDTP</i>	<i>1 Indigenous employees from BDIC have accessed IMDTP</i>
		Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	<i># of employees accessing program # of succession plans</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>		<i>85% of Indigenous employees are participating in the program in some capacity</i>
		Action 2.5: Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>100% of Indigenous employees have identified a career path</i>	
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	<i># of Indigenous employees identified for succession planning</i>	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>		<i>100% of managers have identified Indigenous employees within succession plans</i>
		Action 2.6: Use the Indigenous Career Gateway Program	<i># of ICGP candidates hired</i>	<i>Minimum of 1 of positions filled using ICGP</i>	<i>1 of positions filled using ICGP</i>	<i>1 of positions filled using ICGP</i>
		Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i># of employees on transfer assignments (TA) or Secondments</i>	<i>Minimum of 5% of TAs filled by Indigenous</i>	<i>5% of TAs filled by Indigenous employees</i>	<i>10% of TAs filled by Indigenous employees</i>

			<i># of Indigenous employees within Middle and Senior management roles</i>	<i>employees</i>		
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BUSINESS DEVELOPMENT & INVESTMENT CORPORATION
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	13	16	16	16
Indigenous Aboriginal employees	-	2	4	5
Net Increase Targets	-	+2	+2	+1
Percentage	0%	13%	25%	31%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	2	2	2	2
Indigenous employees (#)	-	-	-	1
Net Increase Target	-			+1
Indigenous employees (%)	0%	0%	0%	50%
Middle Management				
Total employees	2	2	2	2
Indigenous employees (#)	-	-	1	1
Net Increase Target	-		+1	
Indigenous employees (%)	0%	0%	50%	50%
University Equivalency				
Total employees	8	9	9	9
Indigenous employees (#)	-	-	1	1
Net Increase Target	-		+1	
Indigenous employees (%)	0%	0%	11%	11%
College/Trades Equivalency				
Total employees	1	2	2	2
Indigenous employees (#)	-	1	1	1
Net Increase Target	-	+1		
Indigenous employees (%)	0%	50%	50%	50%
High School Equivalency or Below				
Total employees	-	1	1	1
Indigenous employees (#)	-	1	1	1
Net Increase Target	-	+1		
Indigenous employees (%)	0%	100%	100%	100%

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.