



	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.	<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) reviewed # of applicants on job postings Increased use of equivalencies</i>	<i>20% (10) of JDs reviewed</i>	<i>50% (24) of JDs reviewed</i>	<i>75% (37) of JDs reviewed  5% increase in applicants</i>
		<b>Action 1.2:</b> 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>	<i>Training launch</i>	<i>50% of hiring managers have completed the training</i>	<i>75% of hiring managers have completed the training</i>

<b>GOAL 1: Indigenous Leadership</b>	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.	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	<i>20% of employees have completed training</i>	<i>50% of employees have completed training</i>	<i>90% of employees have completed training</i>
		<b>Action 2.3:</b> Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<i># of employees who have completed the training</i>	<i>5% of employees have completed training</i>	<i>8% of employees have completed training</i>	<i>15% of employees have completed training</i>
	Improve retention of Indigenous employees through professional development and career progression.	<b>Action 2.5:</b> Ensure staff is aware of the Indigenous Management Development and Training Program (IMDTP).	<i># of Indigenous employees aware of and utilize IMDTP</i>	<i>Indigenous employees from department have accessed IMDTP</i>	<i>Indigenous employees from department have accessed IMDTP</i>	<i>Indigenous employees from department have accessed IMDTP</i>
		<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP).	<i># of ICGP candidates hired</i>	<i>0 positions filled using ICGP</i>	<i>0 positions filled using ICGP</i>	<i>0 positions filled using ICGP</i>

**DEPARTMENT OF CSFTNO  
INDIGENOUS EMPLOYMENT TARGETS**

	<b>CURRENT (March 31, 2022)</b>	<b>SHORT-TERM TARGETS (By March 31, 2024)</b>	<b>MEDIUM- TERM TARGETS (By March 31, 2026)</b>	<b>LONG TERM TARGETS (By March 31, 2028)</b>
<b>Staffed positions</b>				
All filled positions	49	49	49	49
Indigenous Aboriginal employees	-	-	-	-
Net Increase Target	-	-	+1	+1
Percentage	0%	0%	2%	4%
<b>Indigenous Aboriginal employees by job classification</b>				
<b>Senior Management</b>				
Total employees	1	1	1	1
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%
<b>Middle management</b>				
Total employees	3	3	3	3
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%
<b>Positions Requiring University Equivalency</b>				
Total employees	29	29	29	29
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%
<b>Positions Requiring University/Trade Equivalency</b>				
Total employees	3	3	3	3
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-	0	0
Indigenous employees (%)	0%	0%	0%	0%
<b>Positions Requiring High School Equivalency or No Formal Education</b>				
Total employees	13	13	13	13
Indigenous employees (#)	-	-	-	-
Net Increase Target	-	-	1	1
Indigenous employees (%)	0%	0%	2%	4%

*\*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.*

\*CSFTNO's language of work and instruction is French. Except relief custodians who work in the evenings and/or weekends, the French language is preferred, and an effort could be made to provide language training following the hire. Please refer to the minority education legislation is found in section 23 of the *Charter of Rights and Freedoms*.