



	OBJECTIVE	ACTIONS	PERFORMANCE MEASURE	MILESTONES		
				2022/2023	2023/2024	2024/2025
<b>GOAL 1: Indigenous Representation</b>	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</i> <i># of applicants on job postings</i> <i>Increased use of equivalencies</i>	<i>25% (22) of JDs reviewed</i>	<i>50% (43) of JDs reviewed</i>	<i>75% (65) of JDs reviewed</i>  <i>10% 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>30% completion</i>	<i>50% completion</i>
		<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>	<i>Launch of eligibility database</i>	<i>3 positions are filled with eligibility lists</i>	<i>5 positions are filled with eligibility lists</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.	# of employees who have completed the training	60% of employees have completed training	80% of employees have completed training	90% of employees have completed training
		<b>Action 2.3:</b> Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training # of sessions available	7% of employees have completed training	10% of employees have completed training	15% of employees have completed training
		<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	Department of Finance develops exit interview process		15% of departing employees complete an exit interview
	Improve retention of Indigenous employees through professional development and career progression.	<b>Action 2.5:</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	1 employees from department have accessed IMDTP	3 employees from department have accessed IMDTP	3 employees from department have accessed IMDTP
		<b>Action 2.5:</b> Access Indigenous mentorship program for informal on-the-job training.	# of employees accessing program # of succession plans	Department of Finance develops and promotes Indigenous Mentorship Program		10% of Indigenous employees are participating in the program in some capacity
		<b>Action 2.5:</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 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		15% of employees have identified a career path
	Improve retention of Indigenous employees through professional development and career progression.	<b>Action 2.5:</b> 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		10% of managers have identified Indigenous employees within succession plans
		<b>Action 2.6:</b> Use of the Indigenous Career Gateway Program. (ICGP).	# of ICGP candidates hired	Minimum of 1 position filled using ICGP	2 positions filled using ICGP	3 positions filled using ICGP
		<b>Action 2.6:</b> Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous	# of employees on transfer assignments (TA) or Secondments	Minimum of 5% of TAs filled by	5% of TAs filled by Indigenous employees	5% of TAs filled by Indigenous



	employees.	<i># of Indigenous employees within Middle and Senior management roles</i>	<i>Indigenous employees</i>		<i>employees</i>
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**Housing NWT  
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>
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**Staffed positions**

All filled positions	86	106	106	106
Indigenous Aboriginal employees	31	39	40	43
Net Increase Target	-	+8	+1	+3
Percentage	36.4%	36.8%	37.7%	40.6%

**Indigenous Aboriginal employees by job classification**

**Senior Management**

Total employees	11	12	12	12
Indigenous employees (#)	4	4	4	5
Net Increase Target	-	-	-	+1
Indigenous employees (%)	36.4%	33.3%	33.3%	41.7%

**Middle management**

Total employees	18	20	20	20
Indigenous employees (#)	7	7	7	8
Net Increase Target	-	-	-	+1
Indigenous employees (%)	38.9%	35.0%	35.0%	40%

**Positions Requiring University Equivalency**

Total employees	23	33	33	33
Indigenous employees (#)	8	12	12	13
Net Increase Target	-	+4	-	+1
Indigenous employees (%)	34.8%	36.4%	36.4%	39.4%

**Positions Requiring University/Trade Equivalency**

Total employees	28	31	31	31
Indigenous employees (#)	8	11	11	11
Net Increase Target	-	+3	-	-
Indigenous employees (%)	28.6%	35.5%	35.5%	35.5%

**Positions Requiring High School Equivalency or No Formal Education**

Total employees	6	10	10	10
Indigenous employees (#)	4	5	6	6
Net Increase Target	-	+1	+1	-
Indigenous employees (%)	66.7%	50.0%	60.0%	60.0%