

	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"> 207 active JDS total for review <i># of applicants on job postings</i> <i>Increased use of equivalencies</i>	15% of JDs reviewed <i>(Note: 31 JDs projected)</i>	25% of JDs reviewed <i>(Note: 52 JDs projected)</i>	50% of JDs reviewed <i>(Note: 104 JDs projected)</i>
		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	30% of hiring managers have completed the training	45% of hiring managers have completed the training
		Action 1.2: Filter and modify interview questions to be more reflective of the work appropriate to the position being considered.	<i># of interview questions reviewed/modified</i>	Review the screening material for 3 competitions	Review the screening material for 4 competitions	Review the screening material for 7 competitions
		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	3 positions are filled with eligibility lists	5 positions are filled with eligibility lists

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				2022/2023	2023/2024	2024/2025
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.	# of employees who have completed the training	60% of employees have completed training (Note: 109 employees projected)	80% of employees have completed training (Note: 146 employees projected)	85% of employees have completed training (Note: 155 employees projected)
		Action 2.1: Promote the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training to audiences outside the GNWT.	# of referrals to other jurisdictions/working groups	2 referrals/promotion of training per year	2 referrals/promotion of training per year	4 referrals/promotion of training per year
		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 # of sessions available	10% of employees have completed training	15% of employees have completed training	20% of employees have completed training
		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		25% of departing employees complete an exit interview
	Improve retention of Indigenous employees through professional development and career progression. 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.	# of Indigenous employees accessing program	1 Indigenous employee from the department has accessed IMDTP	3 Indigenous employees from the department have accessed IMDTP	5 Indigenous employees from the department have accessed IMDTP
		Action 2.5: 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
		Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development. Support employees to identify career pathways and training needs in their Learning	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning guide and resources to identify career pathways; department works with HR to		10% of employees have identified a career path



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	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>develop Succession Plan</i>		
	Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan # of ICGP candidates hired</i>	<i>3 positions filled using ICGP</i>	<i>3 positions filled using ICGP</i>	<i>5 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 # of Indigenous employees within Middle and Senior management roles</i>	<i>5% of Secondments filled by Indigenous employees (Note: 3 employees projected)</i>	<i>8% of TAs filled by Indigenous employees (Note: 4 employees projected)</i>	<i>9% of TAs filled by Indigenous employees (Note: 5 employees projected)</i>



**DEPARTMENT OF INDUSTRY, TOURISM & INVESTMENT
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	182	182	182	182
Indigenous Aboriginal employees	53	67	79	90
Net Increase Targets	-	+14	+12	+11
Percentage	29%	37%	43%	49%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	18	18	18	18
Indigenous employees (#)	4	6	8	9
Net Increase Target	-	+2	+2	+1
Indigenous employees (%)	22%	33%	44%	50%
Middle Management				
Total employees	39	39	39	39
Indigenous employees (#)	7	8	10	12
Net Increase Target	-	+1	+2	+2
Indigenous employees (%)	18%	21%	26%	31%
University Equivalency				
Total employees	82	82	82	82
Indigenous employees (#)	22	26	28	30
Net Increase Target	-	+4	+2	+2
Indigenous employees (%)	27%	32%	34%	37%
College/Trades Equivalency				
Total employees	27	27	27	27
Indigenous employees (#)	11	14	18	23
Net Increase Target	-	+3	+4	+5
Indigenous employees (%)	41%	52%	67%	85%
High School Equivalency or Below				
Total employees	16	16	16	16
Indigenous employees (#)	9	13	15	16
Net Increase Target	-	+4	+2	+1
Indigenous employees (%)	56%	81%	94%	100%

#REF!

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.

