



	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>	<i>20% of JDs reviewed</i>	<i>50% of JDs reviewed</i>	<i>83% of JDs reviewed</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>	<i>Training launch</i>	<i>40% of hiring managers have completed the training</i>	<i>70% of hiring managers have completed the training</i>
		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>	<i>Launch of eligibility database</i>	<i>3% position filled with eligibility lists</i>	<i>5% position filled with eligibility lists</i>
	Accountability	Action 1.4: All Managers Complete the Staffing Options Checklist within the Assembly’s Staffing Guidelines and Procedures.	<i>100% - Accountability from top down</i> <ul style="list-style-type: none"> <i>Hiring Manager completes the Assembly's Staffing Approval Checklist & receives Clerk approval to proceed. This reaffirms that Managers are adhering to Action 1.3 and Indigenous Representation within the recruitment process.</i> <i>If the top applicant is not an AA candidate, Clerk approval is required prior to contacting the applicants references.</i> 	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>	<i>100% Managers adhere to the staffing options checklist – which requires Clerk approval prior to initiating a competition.</i>

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 all 8 modules of ICAST	50% of employees have completed training	60% of employees complete training within 1 year of hire	70% of employees complete training within 1 year of hire
		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	8% of employees have completed training	12% 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 offered with employees who leave their position	Department of Finance develops exit interview process		75% of departing employees offered an exit interview
	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 employees accessing program	10% employees from Assembly have accessed IMDTP	10% employees from Assembly have accessed IMDTP	15% employees from Assembly have accessed IMDTP
		Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	% of employees accessing program	Department of Finance develops and promotes Indigenous Mentorship Program		10% Indigenous employees are participating in the program in some capacity
		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.	% 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		20% of employees have identified a career path
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: Implement the Legislative Assembly's succession plan with a focus on Indigenous employee development.	% of Indigenous employees identified for succession planning	Launch the Legislative Assembly's Succession Plan	30% of Indigenous employees identified within succession plans	50% of Indigenous employees identified within succession plans
		Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	% of ICGP candidates hired into vacant positions.	2% vacant entry level positions filled using ICGP	2% vacant entry level positions filled using ICGP	2% entry level positions filled using ICGP
		Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	% of employees on transfer assignments (TA) or Secondments % of Indigenous employees within Middle and Senior management roles	Minimum of 50% of TAs filled by Indigenous employees	50% of TAs filled by Indigenous employees	50% of TAs filled by Indigenous employees

**LEGISLATIVE ASSEMBLY OF THE NORTHWEST TERRITORIES
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	51	51	51	51
Indigenous Aboriginal employees	19	22	24	27
Net Increase Targets	-	+3	+2	+3
Percentage	37%	43%	47%	53%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	4	3	3	3
Indigenous employees (#)	-	1	1	2
Net Increase Target	-	+1		+1
Indigenous employees (%)	0%	33%	33%	67%
Middle Management				
Total employees	2	3	3	3
Indigenous employees (#)	-	1	1	2
Net Increase Target	-	+1		+1
Indigenous employees (%)	0%	33%	33%	67%
University Equivalency				
Total employees	26	26	26	26
Indigenous employees (#)	8	8	9	9
Net Increase Target	-		+1	
Indigenous employees (%)	31%	31%	35%	35%
College/Trades Equivalency				
Total employees	9	9	9	9
Indigenous employees (#)	4	4	5	5
Net Increase Target	-		+1	
Indigenous employees (%)	44%	44%	56%	56%
High School Equivalency or Below				
Total employees	10	10	10	10
Indigenous employees (#)	7	8	8	9
Net Increase Target	-	+1		+1
Indigenous employees (%)	70%	80%	80%	90%

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.