



| | 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: Pending the development of guidelines and resources by the Department of Finance, INF will 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"> 586 JDs for review (based on filled positions) | 15% of JDs reviewed (88 JDs reviewed) | 35% of JDs reviewed (205 JDs reviewed) | 50% of JDs reviewed (293 JDs reviewed) |
| | Review recruitment and retention practices to address barriers | Action 1.2: Pending the development of training for hiring managers by the Department of Finance, INF hiring managers will 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 | 40% of hiring managers have completed training | 50% of hiring managers have completed training |
| | | Action 1.3: Hiring managers in INF will review Indigenous eligibility lists prepared by the Department of Finance prior to initiating any job competitions. | <i># of vacant positions filled through eligibility list</i> | Launch of eligibility database | 5 positions filled with eligibility lists | 8 positions filled with eligibility lists |
| | Enhance employment opportunities for Indigenous candidates | Action 1.3: INF will work with other GNWT departments to develop a networking strategy with secondary and post-secondary institutions and Indigenous governments to target Indigenous students for career opportunities in INF. | <i>Participation in GNWT initiative</i> | Department of Finance to develop networking strategy to increase awareness of career opportunities TBD | Partner with Finance to provide a minimum of 4 presentations per year | |
| | | Action 1.3: INF will explore opportunities to work with professional organizations and external partners to target Indigenous students for career opportunities in INF. (ie NAPEG, Guides and Scouts, Skills NT). | <i># of activities</i> | 5 activities/year | 5 activities/year | 5 activities/year |



| | | | | | | |
|--|--|--|---|-------------------------|---------------------------|---------------------------|
| | | Action 1.3: INF will establish awards for Indigenous students at NWT schools as part of annual Math and Science Awards to promote STEM careers. | <i># of awards presented to Indigenous students</i> | <i>Establish awards</i> | <i>5 awards presented</i> | <i>5 awards presented</i> |
|--|--|--|---|-------------------------|---------------------------|---------------------------|

| | | | | | | |
|--------------------------------------|--|---|---|--|--|--|
| GOAL 2: 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: INF will ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training. | <i># of employees who have completed the training</i> | <i>75% of employees have completed training</i> | <i>80% of employees have completed training</i> | <i>90% of employees have completed training</i> |
| | | Action 2.3: INF will 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>7% of employees have completed training</i> | <i>10% of employees have completed training</i> | <i>15% of employees have completed training</i> |
| | | Action 2.4: INF will 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 develops exit interview process</i> | | <i>30% of departing employees requested to complete an exit interview</i> |
| | Improve retention of Indigenous employees through professional development and career progression. | Action 2.5: INF will work with the Department of Finance to promote the Indigenous Management Development and Training Program (IMDTP) and encourage Indigenous employees to apply. | <i># of employees accessing program</i> | <i>2 Indigenous employees have accessed IMDTP</i> | <i>3 Indigenous employees have accessed IMDTP</i> | <i>3 Indigenous employees have accessed IMDTP</i> |
| | | Action 2.5: Pending the development of the Indigenous mentorship program by the Department of Finance, INF will promote and encourage Indigenous employees to access informal on-the-job training. | <i># of employees accessing program</i> | <i>Department of Finance develops and promotes Indigenous Mentorship Program</i> | | <i>10% of Indigenous employees are participating in the program in some capacity</i> |
| | Improve retention of Indigenous employees through professional development and career progression. | Action 2.5: Pending the development of succession planning guidance by the Department of Finance, INF will 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;</i> | | <i>10% of managers have identified Indigenous employees within succession plans</i> |
| | | Action 2.6: INF will use the Indigenous Career Gateway Program where applicable (ICGP). | <i># of ICGP candidates hired</i> | <i>Minimum of 3 positions filled using ICGP</i> | <i>4 positions filled using ICGP</i> | <i>5 positions filled using ICGP</i> |
| | | Action 2.6: INF will 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># of Indigenous employees within Middle and Senior management roles</i> | <i>Minimum of 5% of TAs filled by Indigenous employees</i> | <i>Minimum of 5% of TAs filled by Indigenous employees</i> | <i>Minimum of 5% of TAs filled by Indigenous employees</i> |

**DEPARTMENT OF INFRASTRUCTURE
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 positions¹ | | | | |
| All filled positions | 586 | 586 | 586 | 586 |
| Indigenous Aboriginal employees | 203 | 213 | 227 | 244 |
| Net Increase Targets | - | +10 | +14 | +17 |
| Percentage | 35% | 36% | 39% | 42% |
| Indigenous Aboriginal employees by job classification | | | | |
| Senior Management | | | | |
| Total employees | 24 | 24 | 24 | 24 |
| Indigenous employees (#) | 8 | 8 | 9 | 10 |
| Net Increase Target | - | 0 | +1 | +1 |
| Indigenous employees (%) | 33% | 33% | 38% | 42% |
| Middle Management | | | | |
| Total employees | 70 | 70 | 70 | 70 |
| Indigenous employees (#) | 8 | 11 | 15 | 20 |
| Net Increase Target | - | +3 | +4 | +5 |
| Indigenous employees (%) | 11% | 16% | 21% | 29% |
| University Equivalency | | | | |
| Total employees | 129 | 129 | 129 | 129 |
| Indigenous employees (#) | 15 | 16 | 17 | 19 |
| Net Increase Target | - | +1 | +1 | +2 |
| Indigenous employees (%) | 12% | 12% | 13% | 15% |
| College/Trades Equivalency | | | | |
| Total employees | 244 | 244 | 244 | 244 |
| Indigenous employees (#) | 104 | 107 | 111 | 115 |
| Net Increase Target | - | +3 | +4 | +4 |
| Indigenous employees (%) | 43% | 44% | 45% | 47% |
| High School Equivalency or Below | | | | |
| Total employees | 119 | 119 | 119 | 119 |
| Indigenous employees (#) | 68 | 70 | 73 | 76 |
| Net Increase Target | - | +2 | +3 | +3 ² |
| Indigenous employees (%) | 57% | 59% | 61% | 63% |