



	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) in compliance</i> <i>Increased applicants applying on job postings (compared to historical data)</i> <i>Increased applicants screened in with equivalencies (compared to historical data)</i>	15% of JDs in compliance	25% of JDs in compliance	40% of JDs in compliance
	Develop a strategic planning and performance measurement tool to increase the representation of Indigenous peoples employed within the GNWT.	Action 1.2: 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> <i># of sessions available to hiring managers</i>	Pending Finance Action- Development and launch of Training Guidelines	30% completion (HMs 6months +)	60% completion (HMs 6months +)
		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>	Pending Finance Action - Development and launch of eligibility database	Minimum of 1 position filled with eligibility lists	Minimum of 3 positions filled with eligibility lists

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.

Improve retention of Indigenous employees through professional development and career progression

<p>Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.</p>	<p># of employees who have completed the training</p>	<p>70% completion (All EE 6months +)</p>	<p>80% completion (All EE 6months +)</p>	<p>90% completion (All EE 6months +)</p>
<p>Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training (Employee & Manager)</p>	<p># of hiring managers who have completed the training (# of manager sessions – limited spots available)</p> <p># of employees who have completed the training (# of employee sessions – limited spots available)</p>	<p>5% completion (3% HMs & 2% EEs 6mths+)</p>	<p>15% completion (10% HMs & 5% EEs 6mths+)</p>	<p>25% completion (15% HMs & 10% EEs 6mths+)</p>
<p>Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.</p>	<p># of exit interviews completed with employees who leave their position</p>	<p>Pending Finance Action- Development of EE experience exit interview process</p>		<p>25% of departing employees complete an exit interview</p>
<p>Action 2.5.1: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.</p>	<p># of employees accessing program (Finance)</p> <p># of employees with IMDTP in performance plan</p>	<p>2 employee utilizes IMDTP</p>	<p>2 employees utilize IMDTP</p>	<p>4 employees utilize IMDTP</p>
<p>Action 2.5.2: Access Indigenous mentorship program for informal on-the-job training</p>	<p># of employees accessing program</p> <p># of succession plans</p>	<p>Pending Finance Action- Development and launch of Indigenous Mentorship Program and succession planning guide and toolkit</p>		<p>5% of Indigenous employees are participating in the program in some capacity</p>
<p>Action 2.5.3: Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.</p>	<p># of indigenous employees with career pathways and training needs identified in their performance development objectives</p>	<p>Pending Finance Action- Development of resources to assist employees with development career pathways</p>		<p>10% of Indigenous EEs identified a career path within performance dev. Process</p>
<p>Action 2.6.1: Use the Indigenous Career Gateway Program (ICGP)</p>	<p># of ICGP candidates hired</p> <p># of ICGP applications</p>	<p>1 position filled using ICGP</p>	<p>1 position filled using ICGP</p>	<p>2 positions filled using ICGP</p>
<p>Action 2.6.2: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.</p>	<p># of employees on transfer assignments (TA)</p> <p># of Indigenous employees within Middle and Senior management roles</p> <p># of Indigenous employees identified for transfer assignments</p>	<p>Transfer assignments opportunities are communicated to Indigenous Employees</p>	<p>2% of identified EEs in TAs or in a cross-training program</p>	<p>4% of identified EEs in TAs or in a cross-training program</p>

**DEPARTMENT OF JUSTICE
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (June 30, 2022)	SHORT-TERM TARGETS (March 31, 2024)	MEDIUM- TERM TARGETS (March 31, 2026)	LONG-TERM TARGETS (March 31, 2028)
Staffed positions				
All filled positions	524	524	524	524
Indigenous Aboriginal employees	135	161	171	181
Net Increase Target	0	26	10	10
Percentage	26%	31%	33%	35%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	16	16	16	16
Indigenous employees (#)	3	4	5	5
Net Increase Target	0	1	1	0
Indigenous employees (%)	19%	25%	31%	31%
Middle Management				
Total employees	25	25	25	25
Indigenous employees (#)	13	14	15	16
Net Increase Target	0	1	1	1
Indigenous employees (%)	52%	56%	60%	64%
Positions Requiring University Equivalency				
Total employees	125	125	125	125
Indigenous employees (#)	25	30	32	34
Net Increase Target	0	5	2	2
Indigenous employees (%)	20%	24%	26%	27%
Positions Requiring College/Trade Equivalency				
Total employees	87	87	87	87
Indigenous employees (#)	31	35	37	39
Net Increase Target	0	4	2	2
Indigenous employees (%)	36%	40%	43%	45%
Positions Requiring High School Equivalency or No Formal Education				
Total employees	271	271	271	271
Indigenous employees (#)	63	78	82	87
Net Increase Target	0	15	4	5
Indigenous employees (%)	23%	29%	30%	32%

As of June 30, 2022 Data

**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.