



	OBJECTIVE	ACTIONS	PERFORMANCE MEASURE	MILESTONES		
				2022/23	2023/24	2024/25
GOAL 1: Indigenous	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"> 109 JDs reviewed (based on positions filled) <i>Increased use of equivalencies</i>	25% (27) of JDs reviewed	40% (43) of JDs reviewed	60% (65) of JDs reviewed
		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	40% of hiring managers have completed training	60% of hiring managers have completed training
		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>	Launch of eligibility database	3 positions are filled with eligibility list.	5 positions are filled with eligibility list.

*NOTE: Milestones 2023/2024 and 2024/2025 to be re-evaluated upon merger with ENR

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.	<i># of employees who have completed the training</i>	<i>85% of employees have completed training</i>	<i>90% of employees have completed training</i>	<i>90% of employees have completed training</i>
		Action 2.3: 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>12% of employees have completed training</i>	<i>20% of employees have completed training</i>	<i>25% of employees have completed training</i>
		Action 2.4: 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>25% of departing employees complete an exit interview</i>
	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.	<i># of employees accessing program</i>	<i>1 employee from department has accessed IMDTP</i>	<i>2 employees from department have accessed IMDTP</i>	<i>3 employees from department have accessed IMDTP</i>
		Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	<i># of employees accessing program</i> <i># of succession plans</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>
		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.	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>		<i>10% of employees have identified a career path.</i>
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: 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; department works with HR to develop Succession Plan</i>		<i>10% of managers have identified Indigenous employees within succession plans</i>

*NOTE: Milestones 2023/2024 and 2024/2025 to be re-evaluated upon merger with ENR

	Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	<i># of ICGP candidates hired</i>	<i>Minimum of 1 position filled using ICGP</i>	<i>Minimum of 2 positions filled using ICGP</i>	<i>Minimum of 2 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</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>

*NOTE: Milestones 2023/2024 and 2024/2025 to be re-evaluated upon merger with ENR

**DEPARTMENT OF LANDS
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	109	109	109	109
Indigenous Aboriginal employees	26	31	36	41
Net Increase Targets	-	+5	+5	+5
Percentage	24%	28%	33%	38%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	16	16	16	16
Indigenous employees (#)	3	3	4	5
Net Increase Target	-	-	+1	+1
Indigenous employees (%)	19%	19%	25%	31%
Middle Management				
Total employees	24	24	24	24
Indigenous employees (#)	2	2	3	4
Net Increase Target	-	0	+1	+1
Indigenous employees (%)	8%	8%	13%	17%
University Equivalency				
Total employees	39	39	39	39
Indigenous employees (#)	8	10	12	14
Net Increase Target	-	+2	+2	+2
Indigenous employees (%)	21%	26%	31%	36%
College/Trades Equivalency				
Total employees	27	27	27	27
Indigenous employees (#)	11	13	14	15
Net Increase Target	-	+2	+1	+1
Indigenous employees (%)	41%	48%	52%	56%
High School Equivalency or Below				
Total employees	3	3	3	3
Indigenous employees (#)	2	3	3	3
Net Increase Target	-	+1	-	-
Indigenous employees (%)	67%	100%	100%	100%

Note: Medium-term and Long-term targets to be re-evaluated upon merger with ENR.

*NOTE: Milestones 2023/2024 and 2024/2025 to be re-evaluated upon merger with ENR

Indigenous Employment Plan – Lands