



	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 98 active JDS reviewed (based on positions filled) # of applicants on job posting Increased use of equivalencies</i>	<i>20% (20) of JDs reviewed</i>	<i>50 % (49) of JDs reviewed</i>	<i>85% (83) of JDs reviewed. 10% increase in applicants</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 launched</i>	<i>30% of hiring Managers have completed the training.</i>	<i>50% 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 Increase of Indigenous hires within department Increased number of candidates added to database</i>	<i>Launch of eligibility database</i>	<i>2 of positions have been filled with eligibility lists</i>	<i>3 positions filled with eligibility list</i>
		Action 1.4: Improve access & awareness on resources/programs and employment opportunities	<i>Increase applicants experience and awareness of employment opportunities</i>	<i>Develop formal communications plan</i>	<i>2 community presentations/announcements posted</i>	<i>3 community presentations/announcements posted</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 the training	<i>30 % of employees have completed training</i>	<i>55% of employees will have completed training</i>	<i>75 % of employees have completed training</i>
		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	<i>5% 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: 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	<i>Department of Finance develops exit interview process</i>		<i>30% 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, and that it is fully subscribed.	# of employees accessing IMDTP	<i>1 Indigenous employee has accessed IMDTP</i>	<i>2 Indigenous employees have accessed IMDTP</i>	<i>2 Indigenous employees have accessed IMDTP</i>
		Action 2.5: Access Indigenous mentorship program for informal on-the-job training	# of employees accessing program # of succession plans	<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.	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>		<i>15% of employees have identified a career path</i>
	Improve retention of Indigenous employees through professional	Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development	# of Indigenous employees identified for succession planning	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>		
		Action 2.6: Use the Indigenous Career Gateway Program (ICGP)	# of ICGP candidates hired	<i>Minimum of 1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>2 positions filled using ICGP</i>

	development and career progression.	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>Minimum of 5% of TAs filled by Indigenous employees</i>	<i>5% of TAs filled by Indigenous employees</i>	<i>5% of TAs filled by Indigenous employees</i>
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DEPARTMENT OF EDUCATION
INDIGENOUS EMPLOYMENT TARGETS

DEHCHO DIVISIONAL EDUCATION COUNCIL
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	98	98	98	98
Indigenous Aboriginal employees	49	54	58	63
Net Increase Targets		- +5	+4	+5
Percentage	50%	55%	59%	64%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	2	2	2	2
Indigenous employees (#)			- -	-
Net Increase Target		- 0	0	0
Indigenous employees (%)	0%	0%	0%	0%
Middle Management				
Total employees	9	9	9	9
Indigenous employees (#)	1	1	0	0
Net Increase Target		- 0	0	+ 2
Indigenous employees (%)	0%	0%	0%	22 %
University Equivalency				
Total employees	44	44	44	44
Indigenous employees (#)	14	16	18	20
Net Increase Target		- +2	+2	+2
Indigenous employees (%)	32%	36%	41%	45%
College/Trades Equivalency				
Total employees	6	6	6	6
Indigenous employees (#)	5	6	6	6
Net Increase Target		+1	0	0
Indigenous employees (%)	83%	100%	100%	100%
High School Equivalency or Below				
Total employees	37	37	37	37
Indigenous employees (#)	30	32	34	35
Net Increase Target		+2	+2	+1
Indigenous employees (%)	81%	86%	92%	95%