

	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. Identify equivalencies for consideration.	# of job descriptions (JDs) reviewed (164 JD's in total) - Increased use of equivalencies # of Indigenous applicants on job postings	15% (25) of JDs reviewed	30% (49) of JDs reviewed	70% (115) of JDs reviewed
				Tracking being developed to determine baseline		5% increase in Indigenous applicants
		Action 1.2: Review the recruitment practices and tools to ensure there are no systemic barriers and that the process is equitable.	# of competitions per quarter - Amend materials and processes to remove barriers (i.e. Screening, Assignment and Interview)	20% of hiring processes/practices review of posted positions	50% of hiring processes/practices review of posted positions	75% of hiring processes/practices review of posted positions
						5% increase in Indigenous applicants
		Action 1.3: WSCC hiring managers and supervisors to complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process, once training is launched.	# of hiring managers/supervisors who complete the training	GNWT Training launch	25% of employees to complete training	30% of employees to completed training
		Action 1.4: WSCC to create an Indigenous/Nunavut Beneficiary eligibility list for pre-qualified candidates in Nunavut prior to initiating a northern/external job competition for positions based in the Nunavut office.	# of positions filled without a competition Increase of Indigenous/Nunavut Beneficiaries hires within WSCC Nunavut office	Create a Nunavut eligibility database	1 position on NU is filled with eligibility list	1 position in NU is filled with eligibility lists
Action 1.5: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a northern/external job competition, following the database launch in NT.	# of positions filled without a competition Increase of Indigenous hires within WSCC	Utilize the GNWT eligibility database following launch – TBD.	1 position filled using eligibility list	1 position filled using eligibility list		

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 WSCC employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training within 6 months of hire</i>	<i>100% of employees have completed training within 6 months of hire</i>	<i>100% of employees have completed training within 6 months of hire</i>	<i>100% of employees have completed training within 6 months of hire</i>
		Action 2.2: Ensure that WSCC employees complete the Equitable Workplace: Cultivating attitudes of Anti-racism and Allyship training.	<i># of employees who have completed training</i>	<i>21% (34 employees) have taken the training this year</i>	<i>25% of employees have completed training</i>	<i>30% of employees have completed training</i>
		Action 2.3: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity. Employees will be supported and provided time to participate in process.	<i># of exit interviews completed with employees who leave their position</i>	<i>Amend the exit interview process and include relevant questions</i>	<i>15% of departing employees complete an exit interview</i>	<i>30% of departing employees complete an exit interview</i>
					<i>100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview</i>	<i>100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview</i>
		Action 2.4: Initiate activities and events that ignite and encourage cultural safety and inclusivity in the WSCC NT and Nunavut offices, in consultation with the Cultural Safety Advisory Committee.	<i># of employees who participates in activities that promote cultural sensitivity and awareness</i>	<i>20% (32) of employees participated in the activities</i>	<i>30% (48) of employees participated in the activities</i>	<i>40% (64) of employees participated in the activities</i>
	<i># of activities initiated</i>		<i>1 activity</i>	<i>2 activities</i>	<i>3 activities</i>	
Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: Ensure Indigenous employees are aware of Indigenous Management Development and Training Program (IMDTP).	<i># of Indigenous employees inquiring about the program</i>	<i>Create a designated area in the WSCC intranet regarding programs for Indigenous employees</i>	<i>Increased awareness based on # of inquiries to HR about IMDTP</i>	<i>Increased awareness based on # of inquiries to HR about IMDTP</i>	
		<i># of Indigenous employees accessing program</i>		<i>1 employee accessed IMDTP</i>	<i>2 employees accessed IMDTP</i>	

	Improve retention of Indigenous employees through professional development and career progression.	Action 2.6 Develop a Career path with a focus on Indigenous employee development, as part of the WSCC Workforce Development Program.	<i># of Indigenous employees identified for Workforce Development Program</i> <i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>WSCC HR to develop and implement the Workforce Development Program and work with each division to utilize the Career path tool</i> <i>Engage and encourage employees to identify career path and learning plan</i>		<i>17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.</i>
		Action 2.7: Ensure divisions are aware and use the Indigenous Career Gateway Program (ICGP)	<i># of Indigenous employees inquiring about the program</i> <i># of Indigenous employees accessing the program</i>	<i>Create a designated area in the WSCC intranet regarding programs for Indigenous employees</i>	<i>Increased awareness based on # of inquiries to HR about ICGP</i>	<i># of inquiries to HR about ICGP</i>
		Action 2.8: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i># of Indigenous employees on transfer assignments (TA) or Secondments</i>	<i>Promote TA opportunities to Indigenous employees</i>	<i>4% (1) of TAs filled by Indigenous employees</i>	<i>9% (2) of TAs filled by Indigenous employees</i>

Workers' Safety and Compensation Commission
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (June 16, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions				
All filled positions	164	164	164	164
Indigenous Aboriginal employees	20	23	28	34
Net Increase Target	-	+3	+5	+6
Percentage	12%	14%	17%	21%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	6	6	6	6
Indigenous employees (#)	0	0	1	1
Net Increase Target	-	-	+1	-
Indigenous employees (%)	0.0%	0%	16.7%	16.7%
Middle management				
Total employees	21	21	21	21
Indigenous employees (#)	2	2	3	4
Net Increase Target	-	-	+1	+1
Indigenous employees (%)	9.5%	9.5%	14.3%	19%
Positions Requiring University Equivalency				
Total employees	81	81	81	81
Indigenous employees (#)	8	9	10	11
Net Increase Target	-	+1	+1	+1
Indigenous employees (%)	9.8%	11%	12.3%	13.6%
Positions Requiring University/Trade Equivalency				
Total employees	51	51	51	51
Indigenous employees (#)	8	9	10	13
Net Increase Target	-	+1	+1	+3
Indigenous employees (%)	15.7%	17.6%	19.6%	25.5%
Positions Requiring High School Equivalency or No Formal Education				
Total employees	5	5	5	5
Indigenous employees (#)	2	3	4	5
Net Increase Target	-	+1	+1	+1
Indigenous employees (%)	40%	60%	80%	100%

**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.