



	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 JD's to target systemic barriers. - Develop guidelines to assist in determining the education and experience required. - Develop resources to associate Indigenous cultural and social factors to JD's.	<i># of job descriptions (JDs) reviewed.</i> 549 active positions	20% (109) of JDs reviewed	35% (192) of JDs reviewed	50% (274) of JDs reviewed
				Development of Job Description Guide		10% increase of Indigenous applicants
		Action 1.2: - Develop a staffing review framework. - Develop process to request Indigenous representation on hiring committees. - Develop mandatory training on the staffing process, recruitment programs, systemic and unconscious racism and bias within the hiring process and ensure Hiring managers complete the training.	<i># of staffing processes reviewed</i> <i>Staffing review framework developed</i> <i>Process developed to request Indigenous representation on hiring committees</i> <i>Training developed</i> <i># of managers who complete staffing process training</i>	Hiring Managers training launched Develop process to request Indigenous representation on hiring committees	30% managers have completed staffing process training Development of staffing review framework Review of staffing processes complete	50% managers have completed staffing process training
		Action 1.3: - Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition. - Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition. - Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students. - Partner with the Department of Education, Culture, and	<i>Database of eligible Indigenous candidates</i> <i>Network strategy developed with ECE</i>	Development and launch of Indigenous eligibility list Develop network strategy with ECE to target Indigenous students	3 positions are filled through eligibility lists	7 of positions filled through eligibility lists



		Employment to identify northern Indigenous post-secondary students to target for employment opportunities.				
		Action 1.4: - Create resources and tools to improve applicants experience when applying for positions. - Develop Communication strategy to ensure applicants are aware of the hiring process resources available. - Develop Community outreach plan with Indigenous governments to increase awareness of career opportunities.	<i>Increase in Indigenous applicants who screen into positions</i> <i># of virtual information sessions for community members</i> <i># of presentations provided to Indigenous govts</i>	Develop resources/tools to improve applicants' experience Develop communication strategy on hiring process and resources	Development Community outreach plan with Indigenous governments to increase awareness of career opportunities	Minimum of 4 presentations per year
GOAL 1: Indigenous	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 the Living Well Together training modules.	<i># of employees who have completed the training</i>	85% of employees have completed training	85% of employees have completed training	90% of employees have completed training
		Action 2.3: - Develop Unconscious Bias training. - Ensure Finance employees complete Unconscious Bias training. - Ensure Finance employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<i># of employees who have completed the training</i> <i># of sessions available</i>	Pilot unconscious bias training	Launch training	5% of employees have completed the Unconscious Bias training
				17% of employees have completed Equitable Workplace training	20% of employees have completed Equitable Workplace training	25% of employees have completed Equitable Workplace training
		Action 2.4: - Provide Indigenous Wellness Supports for employees. - Develop cultural competency training. - Develop exit interviews that include questions on bias,	<i># of employees who access Indigenous wellness supports</i> <i># of employees who complete training</i>	Research Indigenous Wellness supports	Research cultural competency training Develop exit	Launch Indigenous Wellness Supports, Cultural Competency Training & exit



		racism and cultural insensitivity.	<i># of exit interviews completed</i>		interview	interviews
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.5: - Ensure Indigenous employees utilize Indigenous Management Development Training Program(IMDTP). - Develop an Indigenous mentorship program guideline. - Develop succession planning guidelines and toolkit that has a focus on Indigenous employee development. - Review LDP to ensure Indigenous perspectives are included.	<i># of employees accessing IMDTP</i> <i># of succession plans</i>	2 of Indigenous employees have accessed IMDTP	2 of Indigenous employees have accessed IMDTP	5 of Indigenous employees have accessed IMDTP
				Development of Indigenous mentorship and succession planning guidelines		10% of Indigenous employees are participating in the program in some capacity
		Action 2.6: - Utilize Indigenous Career Gateway Program (ICGP). - Support Building Capacity with Indigenous Governments Program (BCIG). - Develop Equitable Access to Training directive to address unequal access to training opportunities for Indigenous employees. - Promote the use of transfer assignments (TAs).	<i># of ICGP candidates hired</i> <i># of secondments through BCIG</i> <i># of employees on transfer assignments (TA) or Secondments</i> <i># of Indigenous employees within Middle and Senior management roles</i>	2 positions filled using ICGP	2 positions filled using ICGP	4 positions filled using ICGP
				1-2 secondments supported through BCIG	1-2 secondments supported through BCIG	1-2 secondments supported through BCIG
				Development of training directive	Launch of training directive	30% of employees approved for education leave are indigenous
				Minimum of 5% of TAs filled by Indigenous employees	5% of TAs filled by Indigenous employees	5% of TAs filled by Indigenous employees



DEPARTMENT OF FINANCE
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	490	490	490	490
Indigenous Aboriginal employees	148	160	183	217
Net Increase Targets	-	+12	+23	+34
Percentage	30%	33%	37%	44%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	25	25	25	25
Indigenous employees (#)	5	7	10	14
Net Increase Target	-	+2	+3	+4
Indigenous employees (%)	20%	28%	40%	56%
Middle Management				
Total employees	69	69	69	69
Indigenous employees (#)	11	14	20	27
Net Increase Target	(6)	+3	+6	+7
Indigenous employees (%)	16%	20%	29%	39%
University Equivalency				
Total employees	204	204	204	204
Indigenous employees (#)	46	49	55	63
Net Increase Target	-	+3	+6	+8
Indigenous employees (%)	23%	24%	27%	31%
College/Trades Equivalency				
Total employees	94	94	94	94
Indigenous employees (#)	35	37	41	48
Net Increase Target	-	+2	+4	+7
Indigenous employees (%)	37%	39%	44%	51%
High School Equivalency or Below				
Total employees	98	98	98	98
Indigenous employees (#)	51	53	57	65
Net Increase Target	-	+2	+4	+8
Indigenous employees (%)	52%	54%	58%	66%

**Job classification definitions:*
Senior Management - Position belonging to DM or SRM union code.
Middle Management - Position belonging to management NOC occupational code.