



	OBJECTIVE	ACTIONS	PERFORMANCE MEASURE	MILESTONES		
				Immediate	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: Modify and redesign job ads to better reflect inclusivity and remove systemic barriers that may deter Indigenous applicants from applying. Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i># of adds put out with recommended changes</i> <i>job descriptions reviewed (JDS)</i> 249 JDS for reviewed (based on # of filled positions) <i># of applications on job postings</i>	100% of ads redesigned to meet criteria 20% (50) of JDs reviewed	100% of ads redesigned to meet criteria 40% (100) of JDs reviewed	100% of ads redesigned to meet criteria 65% (161) 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 Launched	25% of hiring managers have completed the training	40% of hiring managers have completed the training
		Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition. Promote positions with SSDEC in a manner that is flexible and fluid to meet the needs of potential Indigenous applicants. This includes flexible timelines, interview process, and the vetting of qualifications	<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> <i>#of ads that deviate from the expected timelines and traditional expectations</i>	Launch of eligibility database 100% of ads will be fluid and flexible in expectations from applicants	2 positions are filled with eligibility lists	2 positions are filled with eligibility lists



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. Accurately identify and support Indigenous employees within SSDEC.	# of employees who have completed the training	27.5% of employees have completed training	40% of employees have completed training	50% of employees have completed training
		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 # of sessions available	1.6 % of employees have completed the training	10% of employees have completed the training	15% of Employees have completed the training
		Action 2.5: 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	Department of Finance develops exit interview process		20% of departing employees complete an exit interview
	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.	# of Indigenous employees accessing program	1 Indigenous employee has accessed IMDTP	2 indigenous employees have accessed IMDTP	2 Indigenous employees have accessed IMDTP
	Improve retention of Indigenous employees through professional development and career progression.	Action 2.6: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees Utilize the Indigenous Career Gateway Program	# of employees on transfer assignments (TA) or Secondments # of Indigenous employees within Middle and Senior management roles # of ICGP candidates hired	5% of TAs filled by Indigenous employees 1 position filled using ICGP	5% of TAs filled by Indigenous employees 1 position filled using ICGP	5% of TAs filled by Indigenous employees 2 position filled using ICGP



SOUTH SLAVE 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	249	249	249	249
Indigenous Aboriginal employees	71	82	99	121
Net Increase Targets	-	+11	+17	+22
Percentage	29%	33%	40%	49%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	1	1	1	1
Indigenous employees (#)	-	-	-	-
Net Increase Target	-			
Indigenous employees (%)	0%	0%	0%	0%
Middle Management				
Total employees	8	8	8	8
Indigenous employees (#)	1	2	3	4
Net Increase Target	-	+1	+1	+1
Indigenous employees (%)	13%	25%	38%	50%
University Equivalency				
Total employees	113	113	113	113
Indigenous employees (#)	24	29	39	54
Net Increase Target	-	+5	+10	+15
Indigenous employees (%)	21%	26%	35%	48%
College/Trades Equivalency				
Total employees	13	13	13	13
Indigenous employees (#)	5	5	6	7
Net Increase Target	-	0	+1	+1
Indigenous employees (%)	38%	38%	46%	54%
High School Equivalency or Below				
Total employees	114	114	114	114
Indigenous employees (#)	41	46	51	56
Net Increase Target	-	+5	+5	+5
Indigenous employees (%)	36%	40%	45%	49%