

Final Agreement –
Representative Public Service Plan

Annual Dashboard 2015-2016

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Objective 4.1

Proportional representation of Aboriginal people in Yukon government workforce in different occupations and classification levels

Numbers and ratios of Yukon First Nation/Aboriginal people are based on the 2014 YG Workforce Census conducted by the Yukon Bureau of Statistics on behalf of the Public Service Commission, census forms received subsequently by the Public Service Commission, and additional data sources. **Not every YG employee responded to the survey and some employees are reluctant to self-identify (voluntary declaration).**

Aboriginal representation

Overall Yukon First Nation and other Aboriginal representation

Aboriginal representation in Yukon government increased in 2015/16. A total of 15% of all Yukon government employees are of Aboriginal ancestry: 8% of all Yukon government employees are of Yukon First Nations ancestry, and 7% are of other Aboriginal ancestry.

14%

Aboriginal employees in YG
2014-15

15%

Aboriginal employees in YG
2015-16

Breakdown of YG Aboriginal population 2014-15		Breakdown of YG Aboriginal population 2015-16	
57% Yukon FN	19% Non-Yukon FN	57% Yukon FN	19% Non-Yukon FN
21% Metis/Mixed	3% Inuit	20% Metis/Mixed	4% Inuit

Percentages presented may not add up to 100% due to rounding. Percentages are derived from total YG Workforce Census respondents.

Yukon First Nation and other Aboriginal representation breakdown

	Yukon First Nations	# of respondents on March 31, 2015	# of respondents on March 31, 2016
Self-governing Yukon First Nations	Carcross / Tagish First Nation	32	31
	Champagne & Aishihik First Nations	28	31
	Kluane First Nation	8	7
	Kwanlin Dun First Nation	14	16
	Little Salmon / Carmacks First Nation	21	23
	First Nation Of Na-Cho Nyak	25	27
	Selkirk First Nation	15	18
	Ta'an Kwäch'än Council	11	12
	Teslin Tlingit Council	21	24
	Trondëk Hwëch'in	43	36
	Vuntut Gwitchin	20	17
Subtotal Self-governing Yukon First Nations		238	242
Non-self-governing Yukon First Nations	Liard First Nation	17	20
	Ross River Dene Council	19	21
	White River First Nation	7	6
Subtotal non-self-governing Yukon First Nations		43	47
Identified as Yukon First Nation but did not disclose which Yukon First Nation		19	23
Total Yukon First Nation		300	312

Other Aboriginal (excluding Yukon First Nations)	# of respondents on March 31, 2015	# of respondents on March 31, 2016
Non-Yukon First Nation	101	105
Metis/ Mixed	112	109
Inuit	16	22
Identified as Aboriginal but did not disclose Aboriginal group	44	43
Total Other Aboriginal	273	279

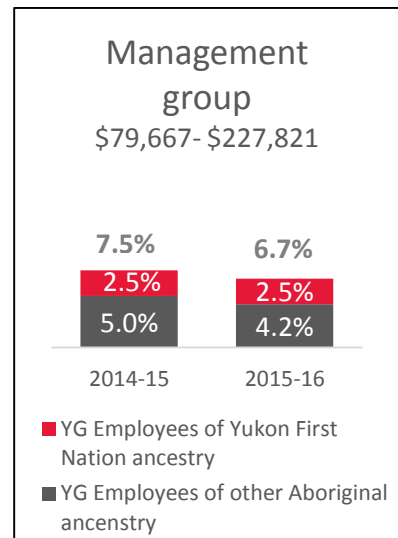
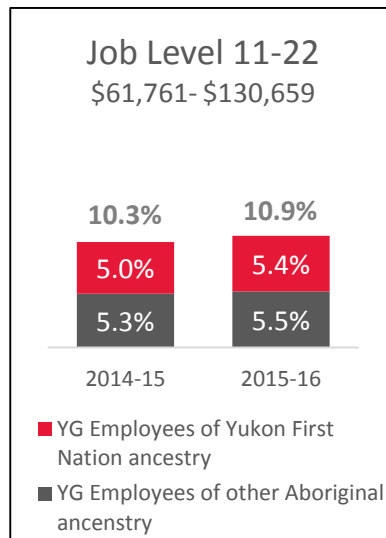
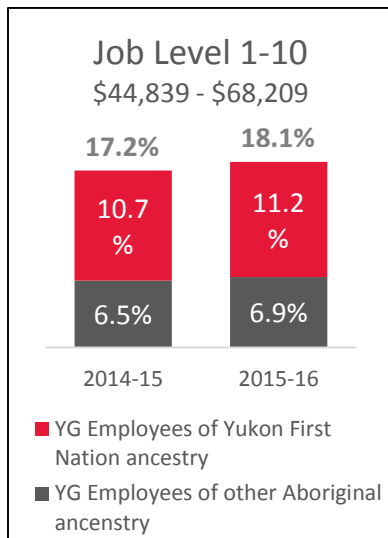
Total (Yukon First Nation and other Aboriginal)	573	591
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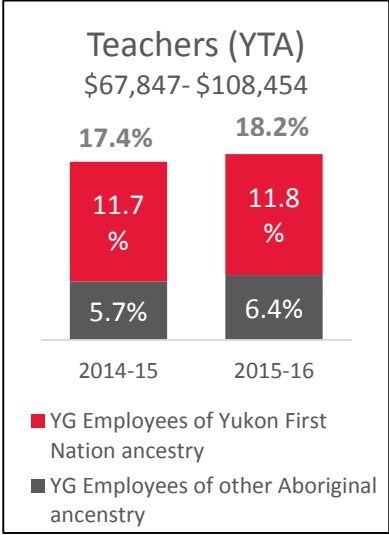
Yukon First Nation and other Aboriginal representation by job level and salary (March 31, 2016)

Proportion of Aboriginal employees (grouped by Yukon First Nation and other Aboriginal membership) in job level groups

Within Yukon government, 15% of all employees are of Aboriginal ancestry. The following chart shows the proportion of Aboriginal employees in different job level groups.

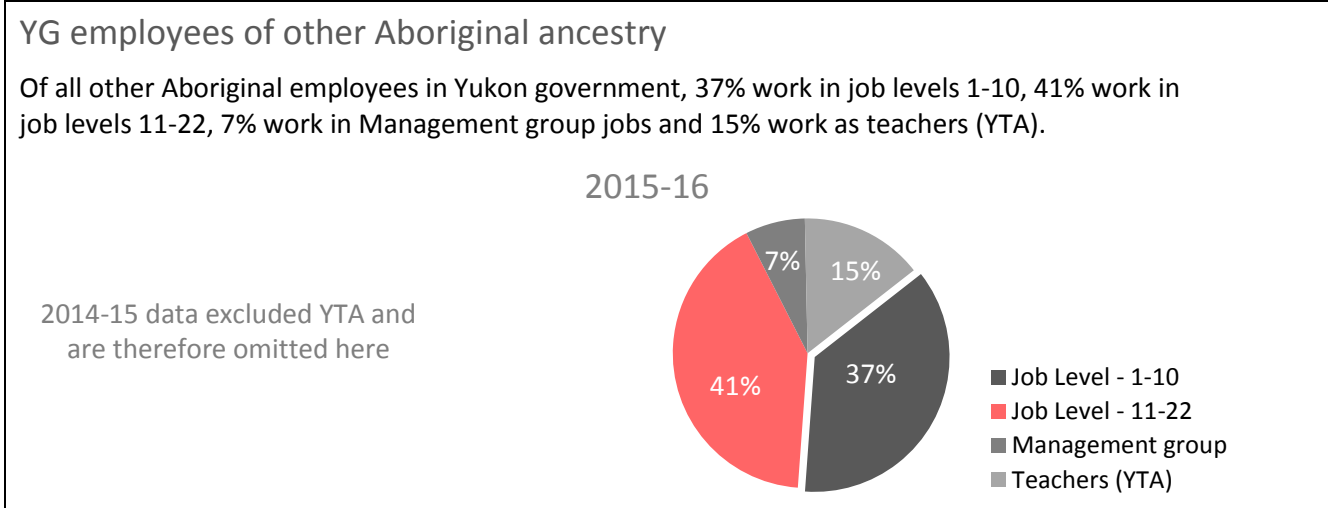
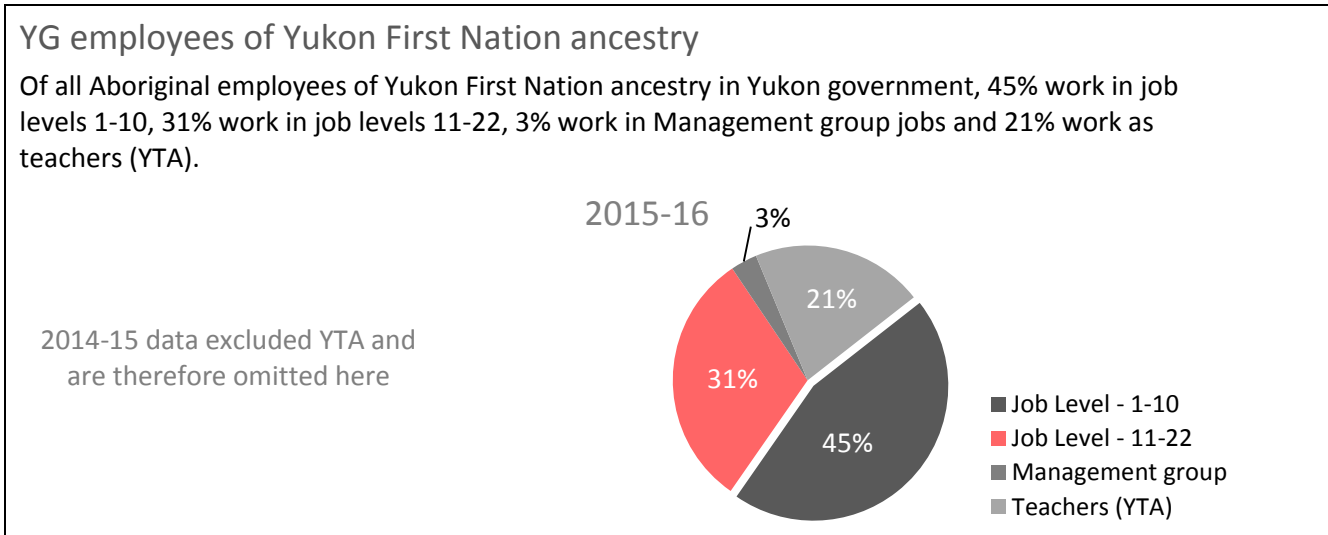
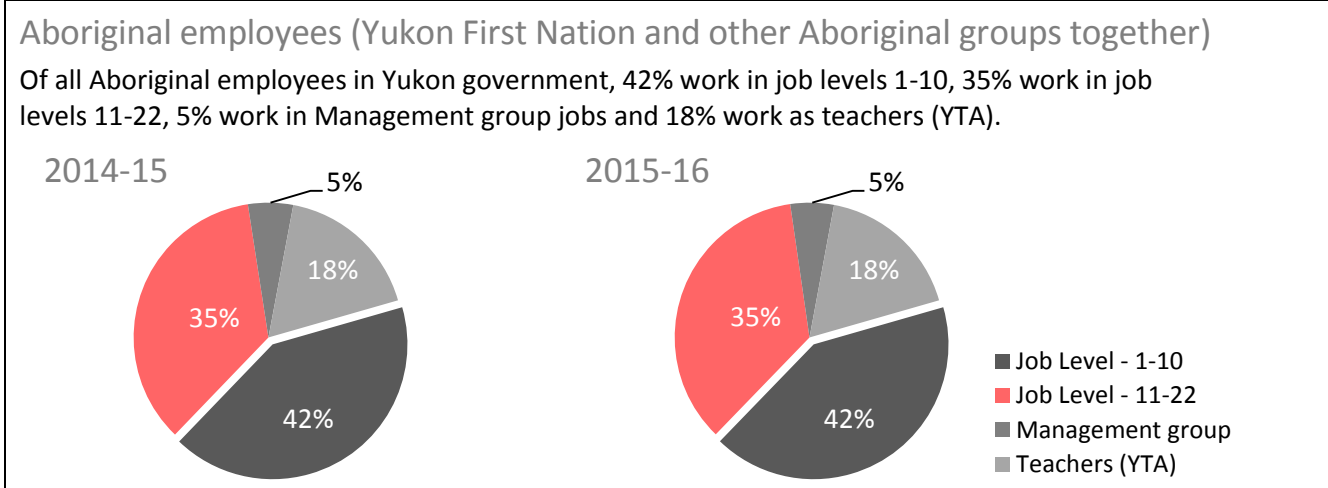
- Of the YG workforce census respondents who are job levels 1-10: approximately 18% of employees are Aboriginal and the remaining 82% are non-Aboriginal.
- Of the YG workforce census respondents who are job levels 11-22: approximately 11% of employees are Aboriginal and the remaining 89% are non-Aboriginal.
- Of the YG workforce census respondents who are in the Management group: approximately 7% of employees are Aboriginal and the remaining 93% are non-Aboriginal.
- Of the YG workforce census respondents who are Teachers: approximately 18% of employees are Aboriginal and the remaining 82% are non-Aboriginal.





The ratios presented show the percentage of employees who self-identified themselves as Yukon First Nation or other Aboriginal people in each job level group based on all YG Workforce Census participants. Legislative Assembly positions are excluded from the job level analysis. 'Management group' includes managers (MG), Legal Officers (LE) and Deputy Ministers (DM); Educational Consultant level jobs (EC00) and AR00 are grouped with 'Job Level 11-22'.

Distribution of Aboriginal employees (grouped by Yukon First Nation and other Aboriginal membership) across job level groups



Percentages are derived from YG Workforce Census respondents that self-identified as Yukon First Nation or other Aboriginal persons.

Number of employees (Aboriginal and non-Aboriginal) and YG Workforce Census response rates by community

Community	2014-15		2015-16	
	Number of YG employees	YG census response rate ³	Number of YG employees	YG census response rate ³
Beaver Creek	22	72.7%	20	85.0%
Carcross	48	77.1%	46	71.7%
Carmacks	57	75.4%	57	73.7%
Dawson City	199	78.4%	206	72.8%
Destruction Bay	16	87.5%	14	85.7%
Faro	35	82.9%	40	80.0%
Haines Junction	101	81.2%	113	76.1%
Mayo	66	81.8%	66	77.3%
Old Crow	31	64.5%	29	62.1%
Pelly Crossing	29	65.5%	31	58.1%
Ross River	51	70.6%	53	71.7%
Teslin	43	69.8%	45	64.4%
Watson Lake	139	74.1%	148	75.0%
Other ¹	65	69.2%	73	61.6%
Whitehorse	4388	82.7%	4458	80.8%
Total YG²	5280	81.5%	5384	79.4%

Aboriginal representation in YG by community

Community	Percentage of Aboriginal respondents to the YG census - 2014-15 ³	Percentage of Aboriginal respondents to the YG census - 2015-16 ³
Beaver Creek	31%	24%
Carcross	25%	31%
Carmacks	56%	59%
Dawson City	28%	26%
Destruction Bay	62%	64%
Faro	*	10%
Haines Junction	21%	21%
Mayo	42%	47%
Old Crow	68%	76%
Pelly Crossing	44%	53%
Ross River	46%	51%
Teslin	29%	33%
Watson Lake	24%	27%
Other ¹	49%	53%
Whitehorse	11%	11%
Total YG	14%	15%

1 Other includes communities such as Stewart Crossing and Tagish as well as work camps.

2 Total YG may be lower than the sum of all communities as employee working in 2 or more communities are only counted once.

3 Percentages are derived from total YG Workforce Census respondents in each community by dividing the number of employees for which any information has been provided by the total number of employees within the community. Response rates in communities vary significantly and can be very low compared to Whitehorse.

* Small numbers are repressed to avoid identification.

Number of employees (Aboriginal and non-Aboriginal) and YG Workforce Census response rates by department

Department	2014-15		2015-16	
	Number of YG employees	YG census response rate ⁴	Number of YG employees	YG census response rate ⁴
French Language Services/Women's Directorate	24	100%	26	88.5%
Community Services	356	78.1%	358	74.3%
Economic Development	61	93.4%	60	91.7%
Education	1101	72.6%	1145	69.3%
Energy, Mines & Resources ¹	289	97.6%	298	94.3%
Environment	256	85.9%	269	87.7%
Executive Council Office	124	94.4%	121	90.9%
Finance	56	96.4%	62	85.5%
Highways and Public Works ²	909	82.1%	928	81.9%
Health and Social Services	1299	77.8%	1330	75.9%
Justice	315	84.4%	305	80.0%
Public Service Commission	118	94.9%	122	95.9%
Tourism & Culture	155	87.1%	152	90.1%
Workers Compensation Health & Safety Board	91	94.5%	87	94.3%
Yukon Housing & Lottery	91	92.3%	83	86.8%
Yukon Liquor Corporation	68	85.3%	70	77.1%
Total YG³	5280	81.5%	5384	79.4%

Aboriginal representation in YG by department

Department	Percentage of Aboriginal respondents to the YG census 2014-15	Percentage of Aboriginal respondents to the YG census 2015-16
French Language Services/Women's Directorate	*	0%
Community Services	12%	14%
Economic Development	10%	12%
Education	17%	18%
Energy, Mines & Resources ¹	10%	12%
Environment	12%	11%
Executive Council Office	13%	11%
Finance	2%	4%
Highways and Public Works ²	23%	24%
Health and Social Services	12%	13%
Justice	9%	8%
Public Service Commission	16%	15%
Tourism & Culture	11%	10%
Workers Compensation Health & Safety Board	5%	4%
Yukon Housing & Lottery	17%	16%
Yukon Liquor Corporation	9%	10%
Total YG	14%	15%

¹ Includes Yukon Development Corporation

² Includes Property Management Agency, Fleet Vehicle Agency, Queens Printer

³ Total YG may be lower than the sum of all departments as employee working in 2 or more departments are only counted once.

⁴ Percentages are derived from total YG Workforce Census respondents in each department by dividing the number of employees for which any information has been provided by the total number of employees within the department.

* Small numbers are suppressed to avoid identification.

Activities

Student Training Employment Program (STEP)

2014-15	2015-16
<p>58 YG STEP positions</p> <ul style="list-style-type: none"> - One was preferenced to persons of Aboriginal ancestry in Community Services (1) - Six were preferenced to people of Yukon First Nation ancestry: Energy, Mines and Resources (2) Environment (4) 	<p>62 YG STEP positions posted, eight of which were preferenced to students of Yukon First Nation ancestry</p> <ul style="list-style-type: none"> - Education (1) - Environment (2) - HSS (3) - Justice (1) - Legislative Assembly (1) <p>and one to Aboriginal students</p> <ul style="list-style-type: none"> - Executive Council Office (1) <p>Additionally, 20 out of 48 STEP positions posted outside of YG (including other levels of government, private sector) were preferenced to students of either Yukon First Nation or Aboriginal ancestry</p>

GradCorps internships for recent Yukon post-secondary graduates

2014-15	2015-16
<p>Two designated positions offered:</p> <ul style="list-style-type: none"> - Conservation Officer Trainee (ST14) Department of Environment Restricted to Aboriginal people filled - Assessment & Remediation Project Manager (ST15) Department of Environment Restricted to Aboriginal people unfilled (no candidates certified) 	<p>Three designated Grad Corps positions were offered in the reporting period</p> <ul style="list-style-type: none"> - Environmental Monitoring Officer (ST13) Department of Environment Restricted to Aboriginal people unfilled (no candidates certified) - Program Information Analyst (AR13) Department of Education Restricted to Aboriginal people unfilled (one candidate certified, but declined the position) <p>An additional Grad Corps position was filled with an Aboriginal student:</p> <ul style="list-style-type: none"> - Assistant Natural Resources Officer (ST13) Department of Energy, Mines & Resources Preferred to Aboriginal People filled

Career fairs

2014-15	2015-16
<ul style="list-style-type: none"> – YG was invited to two Yukon First Nation sponsored career fairs: First Nation Of Na-Cho Nyak Dun (Mayo) Liard First Nation (Watson Lake) – YG attended YUWIN career fair in Whitehorse 	<ul style="list-style-type: none"> – YG was invited to two Yukon First Nation sponsored career fairs but was unable to attend because of operational requirements: Teslin Tlingit Council (Teslin) First Nation Of Na-Cho Nyak Dun (Mayo) – YG was invited and attended the Watson Lake career fair

Public information sessions

2014-15	2015-16
<p>CHRDS staff facilitated</p> <ul style="list-style-type: none"> – one community information session: Haines Junction (1) Watson Lake (1) – monthly info sessions at Employment Central in Whitehorse (11) – info session at the Yukon College in Whitehorse (1) 	<p>CHRDS staff facilitated</p> <ul style="list-style-type: none"> – monthly info sessions at Employment Central in Whitehorse (11) – info session at the Yukon College in Haines Junction (1)

Collaboration with Yukon College

2014-15	2015-16
<ul style="list-style-type: none"> – PSC is reviewing options – Yukon College has been identified as a stakeholder in the revised FA-RPS Operational Plan 	<ul style="list-style-type: none"> – Invited Yukon College representative to FA-RPSP Working Group meeting for ongoing information exchange

First Nation Training Corps (FNTC) / Aboriginal Recruitment and Development Program (ARDP)

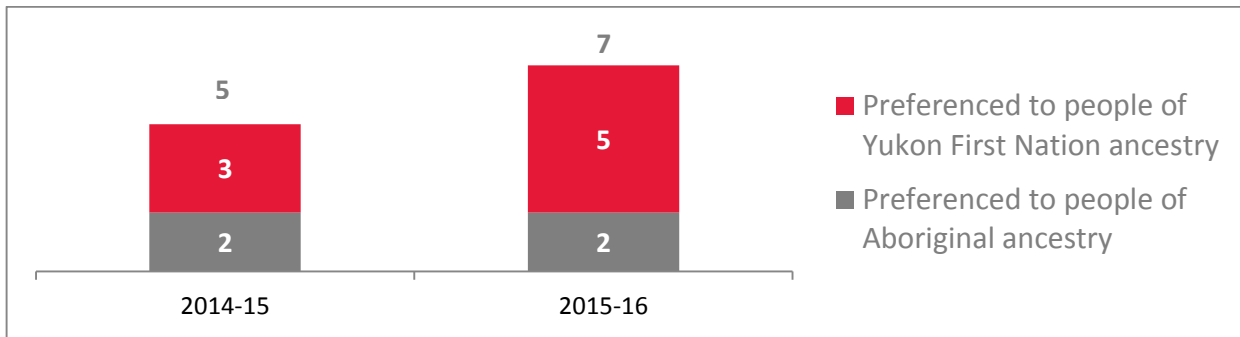
2014-15	2015-16
<ul style="list-style-type: none"> – Budget: approximately \$917,000 – FNTC program review completed, changed to ARDP (Aboriginal Recruitment and Development Program) – Ten active positions – Seven completed (leading to two permanent positions) – Three training positions in progress 	<ul style="list-style-type: none"> – Budget: approximately \$917,000 – 16 active positions during the reporting period – Five FNTC/one ARDP placements completed – 10 training positions ongoing

2015-16 ARDP overview (including completed FNTC placements)

Department	First Nation	Position	Status
Education	Vuntut Gwitchin	Educational Assistant (EK00)	In progress
Energy, Mines & Resources	Champagne & Aishihik First Nations	Assistant Deputy Minister, Strategic initiatives (MG01)	In progress
Environment	Little Salmon / Carmacks First Nation	Conservation Officer (ST14)/Park Officer (AR12)	Successful*
Environment	Non-Yukon First Nation	Conservation Officer (ST14)	Successful - Term
Environment	Ross River Dena Council	Assistant Environmental Monitoring Officer (ST10)	Successful - Seasonal
Health & Social Services	Tr'ondëk Hwëch'in	Cook (OS08)	In progress
Highways & Public Works	Champagne & Aishihik First Nations	Heavy Equipment Mechanic Apprentice (TR13)	In progress
Highways & Public Works	First Nation Of Na-Cho Nyak Dun	Heavy Equipment Mechanic Apprentice (TR13)	In progress
Highways & Public Works	White River First Nation	Heavy Equipment Operator I(OS08)	Successful - Seasonal
Highways & Public Works	Champagne & Aishihik First Nations	Electrician Apprentice (TR13)	In progress
Justice	Tr'ondëk Hwëch'in	Articling Student (LE01)	Successful
Justice	Little Salmon / Carmacks First Nation	Human Resources Assistant (AR10)	In progress
Justice	Non-Yukon First Nation	Victim Services Worker (SS15)	In progress
Public Service Commission	First Nation Of Na-Cho Nyak Dun	Administrative – Pay Assistant (AR07)	In progress
Public Service Commission	Teslin Tlingit Council	Corporate Human Resource Assistant (AR07)	In progress
Public Service Commission	Non-Yukon First Nation	Diversity Consultant (AR14)	Successful - Term

* Training was completed prior to completion, employee now working as Aboriginal Language Instructor

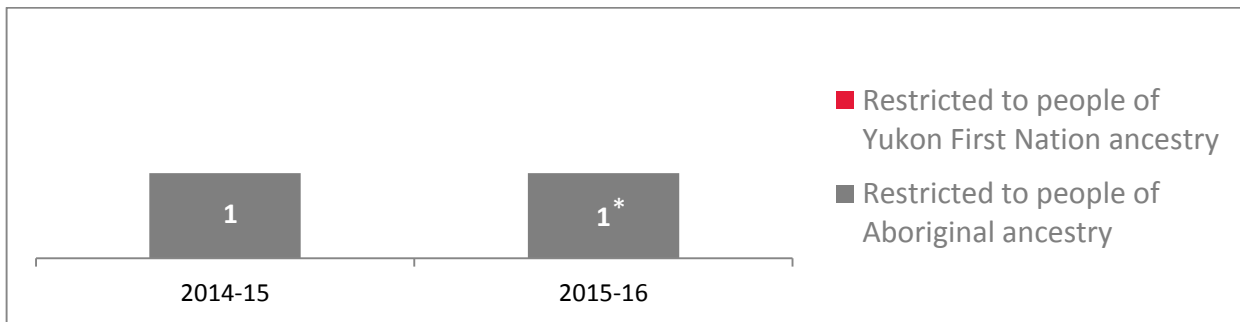
Aboriginal preferred competitions



2015-16 Aboriginal preferred competitions

Department	Position	Job Type	Designation
Education	Faculty Advisor, Yukon Native Language Centre (AR16)	Permanent	Yukon First Nation ancestry
Education	Linguist (SS17)	Casual	Yukon First Nation ancestry
Education	Translator / Library Clerk (LT11)	Permanent	Yukon First Nation ancestry
Education	Faculty Advisor (AR16)	Permanent	Yukon First Nation ancestry
Public Service Commission	Diversity Consultant (AR14)	Term/Temp	Yukon First Nation ancestry
Justice	Client Administration Officer (AR13)	Permanent	Aboriginal ancestry
Justice	Corrections Officer I (IS12)	Casual	Aboriginal ancestry

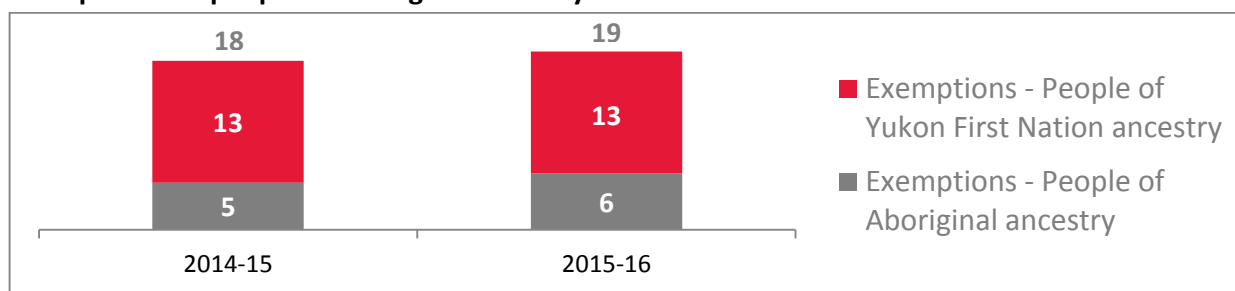
Aboriginal restricted competitions



ARDP and GradCorps positions are listed separately. Some departments may be reluctant to restrict competitions as it could limit the number of candidates. If no suitable candidate can be found, the competition would have to be repeated.

* The one position restricted to candidates of Aboriginal ancestry in 2015-16 was also preferred to candidates of Yukon First Nations ancestry and is listed there (Diversity Consultant).

Exemptions for people of Aboriginal ancestry



2015-16 Exemptions for people of Aboriginal ancestry

Department	Position	Job Type	Designation
Community Services	First Nation Emergency Preparedness Planner (AR14)	Permanent	Aboriginal ancestry
Education	Administrative Assistant / Library Clerk (AR08)	Permanent	Aboriginal ancestry
Energy, Mines & Resources	Administrative Assistant (AR07)	Permanent	Yukon First Nation ancestry
Energy, Mines & Resources	Mining Lands Officer (AR13)	Permanent	Aboriginal ancestry
Environment	Fish & Wildlife Planner (ST16)	Permanent	Yukon First Nation ancestry
Environment	Park Maintenance Person (OS05)	Seasonal	Yukon First Nation ancestry
Executive Council Office	Senior Advisor (AR17)	Permanent	Yukon First Nation ancestry
Health & Social Services	Nurse Specialist, Chronic Disease Management (ST15)	Permanent	Aboriginal ancestry
Health & Social Services	Nursing Home Attendant (IS08)	Permanent	Yukon First Nation ancestry
Health & Social Services	Nursing Home Attendant (IS08)	Term/Temp	Yukon First Nation ancestry
Health & Social Services	Social Worker (SS16)	Permanent	Aboriginal ancestry
Health & Social Services	Administrative Assistant (AR07)	Term/Temp	Yukon First Nation ancestry
Highways & Public Works	Heavy Equipment Operator II (OS10)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Heavy Equipment Operator II (OS10)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Heavy Equipment Operator II (OS10)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Heavy Equipment Operator II (OS10)	Term/Temp	Aboriginal ancestry
Highways & Public Works	Heavy Equipment Mechanic (TR13)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Senior Custodial Worker (OS07)	Permanent	Yukon First Nation ancestry

Department	Position	Job Type	Designation
Yukon Housing Corporation	Technical Officer (TR14)	Permanent	Yukon First Nation ancestry

FNTC/ARDP and GradCorps positions are listed separately.

Objective 4.2

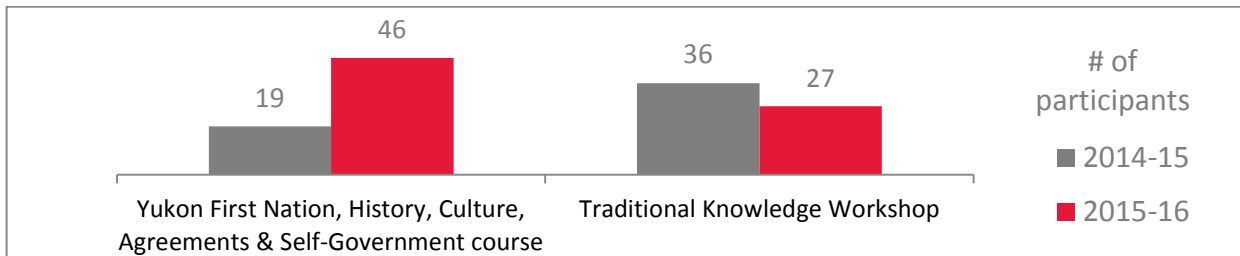
Contribute to well-functioning government-to-government relationships that strengthen both Yukon government and First Nations' governments

Education of Yukon government staff

Evaluation of survey results from Yukon government employees and from First Nation governments' employees attending training courses that are delivered in partnership between the governments

2014-15	2015-16
<ul style="list-style-type: none"> Staff Development Branch (SDB) re-examined all of their leadership programs in 2014-15. As a result, there were no joint training courses delivered with First Nation governments. SDB is working with First Nations governments to identify training opportunities. 	<ul style="list-style-type: none"> Organizational Development Branch (ODB, formerly Staff Development Branch) continues discussions with First Nation governments. No joint training courses were delivered.

Number of Yukon government staff attending courses on the legal obligations of treaties and on Yukon First Nation's cross-cultural courses

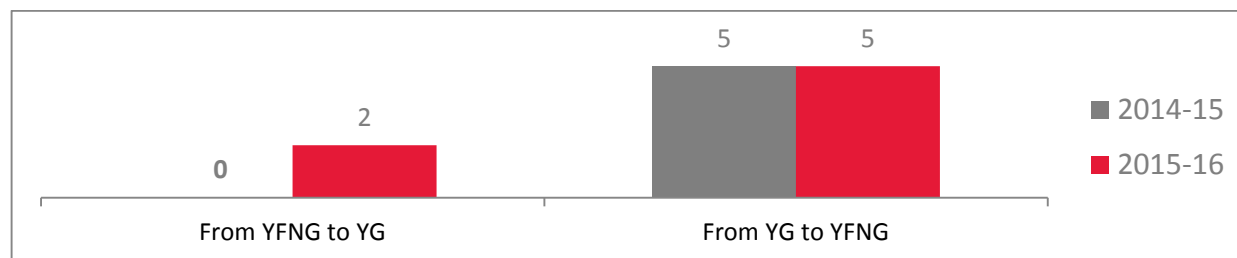


Yukon First Nation, History, Culture, Agreements & Self-Government course

2014-15	2015-16
<ul style="list-style-type: none"> Legend Seekers (facilitator) were unavailable for part of the reporting period resulting in limited course offerings. One class was delivered to 21 participants. Of those, 19 were YG employees, one was from Tr'ondëk Hwëch'in, and one from Yukon Environmental Socio-Economic Assessment Board. 	<ul style="list-style-type: none"> The course was offered three times, with a total number of 53 participants. Of those, 46 were YG employees, and the remaining seven belonged to outside organizations.

Temporary Assignments

Temporary Assignments between Yukon government and First Nations' governments



2015-16 Temporary Assignments between governments

From YG department	To First Nation	Position
Economic Development	First Nation Of Na-Cho Nyak	Chief Operating Officer
Economic Development	Selkirk First Nation	Executive Director
Education	Council of Yukon First Nations	Director, Native Language Centre (was extended once)
Energy, Mines and Resources	Carcross / Tagish First Nation	Land Use Planner
Workers Compensation Health & Safety Board	Ta'an Kwäch'än Council	Office Manager

From First Nation	To YG department	Position
Carcross / Tagish First Nation	Executive Council Office	Senior Policy Analyst
Kwanlin Dun First Nation	Executive Council Office	Aboriginal Relations Trainee

Activities

Departments and FA-RPSP

2014-15	2015-16
<ul style="list-style-type: none"> Presentations on new FA-RPSP strategy based on Yukon Labour Market analysis to all Deputy Ministers and Department of Health and Social Services Communications with HR community 	<ul style="list-style-type: none"> Presentations on new FA-RPSP strategy based on Yukon Labour Market analysis to Senior Management Team of Department of Tourism and Culture Partnered with Department of Highways and Public Works on Spring Recruitment Campaign for Labourer and Heavy Equipment Operator positions Together with Emergency Medical Services, Department of Community Services, presented community responder initiative to RPS Working Group: proposed to train six to eight emergency responders in a community and Whitehorse, guaranteed employment from April

2014-15	2015-16
	to September 2016, engagements as volunteer Yukon EMS Community Responder (with honoraria) thereafter – unfortunately this initiative did not go ahead as no YFNG put their name forward

Yukon First Nations and FA-RPSP

2014-15	2015-16
<ul style="list-style-type: none"> - Yukon Labour Market Analysis developed and discussed with FA-RPSP Working Group - Two meetings with RPS Working Group, developed and agreed on FA-RPSP Operational Plan for 2014-16 - Presentations on new FA-RPSP strategy based on Yukon Labour Market Analysis to tripartite Implementation Working Group - Various online communications with self-governing First Nations 	<ul style="list-style-type: none"> - Changed RPS Bilateral Working Group members to include Yukon First Nation Employment & Training Officers, Human Resource staff, and Education representatives, as they can speak to employment and training needs in their communities, and invited other stakeholders such as Advanced Education, Training Policy Committee (CYFN), Yukon College and the Federal Government - Revised Operational Plan 2015-17 - Three meetings with RPS Bilateral Working Group - Rolled out FN Employability Survey to target Yukon First Nation beneficiaries interested in YG and gain more insights in Aboriginal workforce demographics in Yukon (98 responses received) - Premier sent a letter to all Self-governing First Nations on government’s commitment to the FA-RPSP and it’s continued, collaborative implementation (January 2016) - RPS Working Group terms of reference document drafted - Various online communications with self-governing First Nations

Post-secondary Lists

2014-15	2015-16
<ul style="list-style-type: none"> - Received updated post-secondary list from two First Nations: Kwanlin Dun FN Selkirk First Nation - Developed template and data sharing agreement for Post-Secondary list 	<ul style="list-style-type: none"> - Received updated post-secondary list from three First Nations: Champagne & Aishihik First Nation Kluane First Nation Vuntut Gwichin First Nation

Objective 4.3

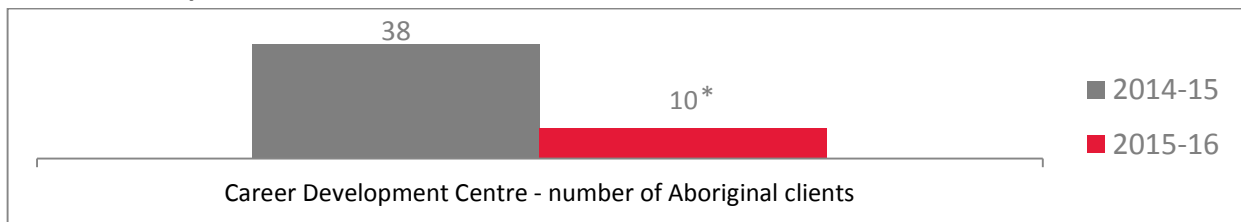
Yukon government is a desirable place for Aboriginal people to work

Career development training or having a coach / mentor

Guiding Circles

2014-15	2015-16
<ul style="list-style-type: none"> Guiding Circles I and II and Expanding the Circle were offered once in the reporting period Six participants in total, two of whom were from Yukon First Nation Governments (Carcross/Tagish FN and Teslin Tlingit Council) 	<ul style="list-style-type: none"> Guiding Circle courses were not offered due to staff shortages

Career Development Centre



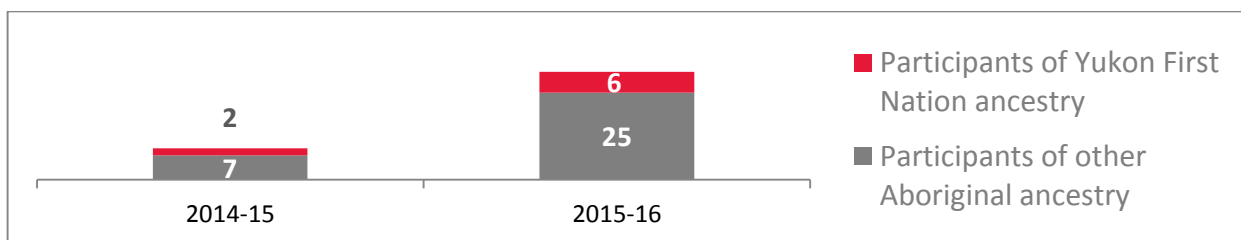
Services provided include any of the following: career coaching and planning, career development and MBTI assessments.

* Due to a shortage of staff a website was developed so employees can do online career planning. Participants were not tracked. Ten Aboriginal employees participated in an MBTI session.

Leadership and management training

Professional Technical Training Program (PTTP)

When evaluating funding requests, preference is given to people of Yukon First Nation/Aboriginal ancestry.



Numbers are derived from YG Workforce Census respondents that self-identified as Aboriginal persons.

Aboriginal Development Program and other training

2014-15	2015-16
<ul style="list-style-type: none"> - SDB was re-examining all their leadership programs and the Aboriginal Development Program did not run during the reporting period. - During the reporting period, the Supervisory Success Program and the Management Development Program did not run. - The Yukon Government Leadership Forum graduated in November. Three of the 25 participants were YFN; two were other Aboriginal people. 	<p>Organizational Development Branch (ODB, formerly Staff Development Branch) purchased seats for each of the following Yukon College First Nations Initiatives courses:</p> <ul style="list-style-type: none"> - Strategic planning, eight YG participants, one of which was Yukon First Nation - Financial Management, eight YG participants - Understanding Land Claims & Self Government, four YG participants - Started planning of YG/YFN Aboriginal Leadership Conference to be held in 2017

Activities

Aboriginal Employees Forum

2014-15	2015-16
<ul style="list-style-type: none"> - Traditional Painted Carved Paddles (two days and two evenings): Total of 11 Aboriginal and non-Aboriginal employees. <p>Several AEF Steering Committee meetings and Forums:</p> <ul style="list-style-type: none"> - AEF Steering Committee meeting: preparing for AEF Planning Forum, revising new Terms of Reference for Steering Committee members - Collaboration meeting with Staff Development on professional development opportunities - AEF forum on planning calendar of events & updates - AEF Steering Committee meeting: planning AEF year end gathering & AEAH awards ceremony and updates 	<p>Steering Committee</p> <ul style="list-style-type: none"> - Increased AEF Steering Committee members to 12 representing nine departments - Three Steering Committee meetings <p>Cultural programming</p> <ul style="list-style-type: none"> - Seven grandfather teachings workshop - Duffle mittens with traditional strings workshop - Medicine bag workshop (gifts for year-end gathering participants) - Beaded eagle feather workshop - Developed new Power of Inclusion posters <p>Professional Development</p> <ul style="list-style-type: none"> - Developing resiliency during change workshop - Flourishing – The science and habits of positive mental health workshop - Crucial Conversations workshop <p>Rock your mocs</p> <ul style="list-style-type: none"> - Participated in world-wide Rock your mocs initiative on Nov 13th, 2015, incl. photo booth at YG main administrative building - Awards presented at annual Year end gathering

Aboriginal Award of Honour

2014-15	2015-16
<ul style="list-style-type: none">- AEAH Selection Committee met twice to select recipients and to review selection criteria- Aboriginal Award of Honour ceremony held on November 28th, 2014 (nine nominations; recipients John P. Jones/Highways & Public Works, John Burdek, Executive Council Office)	<ul style="list-style-type: none">- AEAH Selection Committee met once to select recipients and to review selection criteria- Aboriginal Award of Honour ceremony held at AEF Year end gathering on November 27th, 2015 (five nominations, recipients Grace Wheeler, Education, Tangie Fisher, Executive Council Office, David Bennett, Health and Social Services)

Aboriginal Selections Training

2014-15	2015-16
<ul style="list-style-type: none">- Under review	<ul style="list-style-type: none">- Under review

Aboriginal employee website

2014-15	2015-16
<ul style="list-style-type: none">- Website active on SharePoint and updated regularly	<ul style="list-style-type: none">- Website active on SharePoint and updated regularly

Bridge of Trust

2014-15	2015-16
<ul style="list-style-type: none">- RWO reported on activities in October 2014, ongoing discussion with AEF members on best approach to promote a respectful workplace	<ul style="list-style-type: none">- Ongoing discussion with AEF members on best approach to promote a respectful workplace- Conducted survey of AEF members

Blanket exercise

2014-15	2015-16
<ul style="list-style-type: none">- Not offered	<ul style="list-style-type: none">- Three blanket exercises scheduled and held with a total of 73 employees participating- In addition six blanket exercises were requested by departments where a total of approximately 200 employees and others participated