



BACKGROUND

KEY DIFFERENCES BETWEEN THE INDIGENOUS EMPLOYMENT POLICY AND THE AFFIRMATIVE ACTION POLICY

OVERVIEW

The Government of the Northwest Territories (GNWT) has approved an Indigenous Employment Policy to ensure that Indigenous applicants have equitable opportunities for employment and career advancement within the public service.

KEY DIFFERENCES

ELIGIBILITY

The **Affirmative Action Policy** offers priority hiring to each of the following designated groups:

1. Indigenous Aboriginal Persons
2. Indigenous Non-Aboriginal Persons
3. Resident Disabled Persons
4. Resident Women

The first three designated groups have priority status on competitions for all jobs with the GNWT. Resident Women have priority status on competitions for management and non-traditional jobs.

The **Indigenous Employment Policy** will establish preferred hiring status for Indigenous peoples:

1. Primary consideration is given to those who are recognized members and descendants of First Nations, Métis, or Inuit peoples indigenous to the present boundaries of the Northwest Territories.
2. Additional consideration will be given to Indigenous peoples who are recognized members and descendent of a First Nations, Métis, or Inuit peoples indigenous to areas of Canada outside of the present boundaries of the Northwest Territories.

DEFINITION OF INDIGENOUS

The **Affirmative Action Policy** uses the term “indigenous” to describe persons who were born in the Northwest Territories or resident in the Northwest Territories for more than half their lives. The term “Aboriginal” is used to describe persons who are descendants of the Dene, Inuit or Métis people indigenous to the present boundaries of the Northwest Territories.

The **Indigenous Employment Policy** uses the term “Indigenous” to describe those who are recognized members and descendants of First Nations, Métis or Inuit peoples. The policy also distinguishes between Indigenous persons that are indigenous to the present boundaries of the NWT and those outside the present boundaries of the NWT.

POLICY APPLICATION

The **Affirmative Action Policy** states that designated groups have priority for hiring, training and promotion. The **Indigenous Employment Policy** states that designated groups have priority for hiring, transfer and promotion.

EFFECTIVE DATES

The **Affirmative Action Policy** will remain in effect until March 31, 2025. The **Indigenous Employment Policy** will take effect on April 1, 2025.