



The Government of the Northwest Territories is committed to a competent Public Service that is representative of the population it serves. To that end, the government will undertake affirmative action measures to achieve equality in employment and career development of qualified, suitable and eligible target group persons.

PRINCIPLES

1. Individuals have the responsibility to plan and initiate action to take advantage of Public Service employment, training and career advancement opportunities.
2. The Government of the Northwest Territories should encourage eligible target group persons to seek career and training opportunities in the Public Service.
3. No individual seeking employment, training or career advancement opportunities with the Public Service should be disadvantaged or discouraged by attitudinal or systemic barriers.
4. Eligible target group persons in the Northwest Territories will have preferred access to employment, training and career advancement opportunities in the government.
5. Affirmative action is a positive and integral part of the human resource planning process.
6. The Public Service should serve as a model for affirmative action in the Northwest Territories.

SCOPE

This directive applies to all departments, agencies and employees of the Government of the Northwest Territories and to eligible target group persons seeking employment, training, and career advancement opportunities with the Public Service of the Government of the Northwest Territories.



DEFINITIONS

1. Affirmative Action

Means the application of measures designed to increase the representation of eligible target groups under-represented within the Public Service.

2. Affirmative Action Plan

Means a coordinated set of strategies and measures directed toward achieving equality in employment and career development of eligible target groups.

3. Attitudinal or Systemic Barrier

Means any attitude, system, policy, practice or procedure differentiating between persons which denies eligible target groups equality in employment and career development.

4. Disabled Persons

Means those persons who are at a disadvantage as a result of a medically certified learning, mental, emotional or physical disability which handicaps the persons from taking advantage of employment, training and career advancement opportunities in a way which would not be encountered by a person without disability.

5. Indigenous Aboriginal Persons

Means those persons who are descendants of the Dene, Inuit or Metis people, indigenous to the present boundaries of the Northwest Territories and includes any aboriginal persons resident at birth pursuant to section 7.1 of the Vital Statistics Act and any Canadian aboriginal persons who have lived more than half of their lives in the Northwest Territories.



6. Indigenous Non-Aboriginal Persons

Means those non-aboriginal persons born in the Northwest Territories, or who have lived more than half their lives in the Northwest Territories.

7. Northwest Territories Affirmative Action Advisory Committee

Means a committee established by the Executive Council composed of nominees from unions, native organizations and special interest groups that provides advice to the Minister of Personnel.

8. Public Service

Means the public service of the Government of the Northwest Territories as defined by the Public Service Act.

9. Resident

Means any person resident in the Northwest Territories for a period of at least one year.

PROVISIONS

1. Authority and Accountability

(a) Executive Council

- (i) Establishes an overall planning process, sets priorities and approves strategies for affirmative action for the Government of the Northwest Territories;
- (ii) Approves the overall Government Affirmative Action Plan and departmental affirmative action plans;
- (iii) Approves the appointment of members to the Northwest Territories Affirmative Action Advisory Committee.



(b) Minister of Personnel

- (i) Recommends an overall planning process, priorities and strategies for affirmative action for the Government of the Northwest Territories;
- (ii) Recommends the overall Government Affirmative Action Plan;
- (iii) Initiates development of departmental affirmative action plans;
- (iv) Reviews and recommends departmental affirmative action plans;
- (v) Ensures evaluation of affirmative action planning measures;
- (vi) Recommends nominees to the Northwest Territories Affirmative Action Advisory Committee;
- (vii) Represents the Executive Council on affirmative action matters external to the Public Service.

(c) Deputy Minister of Personnel

- (i) Proposes an overall planning process, priorities and strategies for affirmative action for the Government of the Northwest Territories;
- (ii) Coordinates government-wide affirmative action measures;
- (iii) Reviews affirmative action plans to ensure consistency with the overall planning process, priorities and strategies;
- (iv) Advises departments and agencies respecting affirmative action planning;
- (v) Monitors the effectiveness of affirmative action planning;
- (vi) Provides support to the Northwest Territories Affirmative Action Advisory Committee.



(d) Department Heads

Develop and implement affirmative action plans consistent with the government's overall planning process, priorities and strategies. In fulfilling this responsibility, department heads shall consult with Regional Directors and the Department of Personnel.

(e) Northwest Territories Affirmative Action Advisory Committee

Provides advice to the Minister of Personnel on affirmative action issues.

2. Planning and Implementation

(a) Within the context of an overall government affirmative action planning process, consistent with approved priorities and strategies, all departments and agencies within the Public Service will plan and implement affirmative action measures.

(b) Such planning shall encompass:

- (i) encouraging candidacy for under-represented occupations and levels within the Public Service;
- (ii) recruiting, training, and promoting within under-represented occupations and levels of the Public Service;
- (iii) removing attitudinal and systemic barriers.

(c) Such planning shall incorporate approved strategies, such as:

- (i) giving preference in employment, training, and promotion;
- (ii) counselling of potential candidates;
- (iii) providing public information;
- (iv) advertising; and
- (v) training.



- (d) Planning will identify the actions to be taken, provide reasons for the actions, detail how the plan will be implemented, outline the time frame, assign responsibility, establish monitoring and evaluation requirements.

3. Employment, Training and Promotion

The Government of the Northwest Territories will give preference in employing, training and promoting qualified, suitable and eligible target group persons. Preference will be applied to achieve representativeness only in specified occupations or levels identified in approved affirmative action plans.

- (a) Eligible target groups are:
- Indigenous aboriginal persons
 - Resident women
 - Resident disabled persons
 - Indigenous non-aboriginal persons
- (b) The merit principle applies among these target groups, except in the following circumstances:
- (i) priority will be assigned to qualified indigenous aboriginal persons;
 - (ii) when special measures are applied to correct a disadvantage being experienced by a specific group.
- (c) Individuals may qualify for preference through only one target group.
- (d) Where warranted, special circumstances will be reviewed on a case by case basis by the Minister of Personnel.

4. Rights and Freedoms

The Government of the Northwest Territories Affirmative Action Policy shall conform to the Equality Rights provisions of the *Canadian Human Rights Act* and Section 15 of the *Canadian Charter of Rights and Freedoms*.



5. Policy Review

In recognition that requirements for an Affirmative Action Policy may change, the policy will be reviewed in the year 1994, or sooner, if, for any eligible target group, the objective of a representative Public Service has been achieved.

6. Prerogative of Executive Council

Nothing in this Directive shall in any way be construed to limit the prerogative of the Executive Council to make decisions to exercise affirmative action for other under-represented groups or any actions outside the provision of this Directive.

Premier and Chairman of the
Executive Council