



Breaking Trail Together

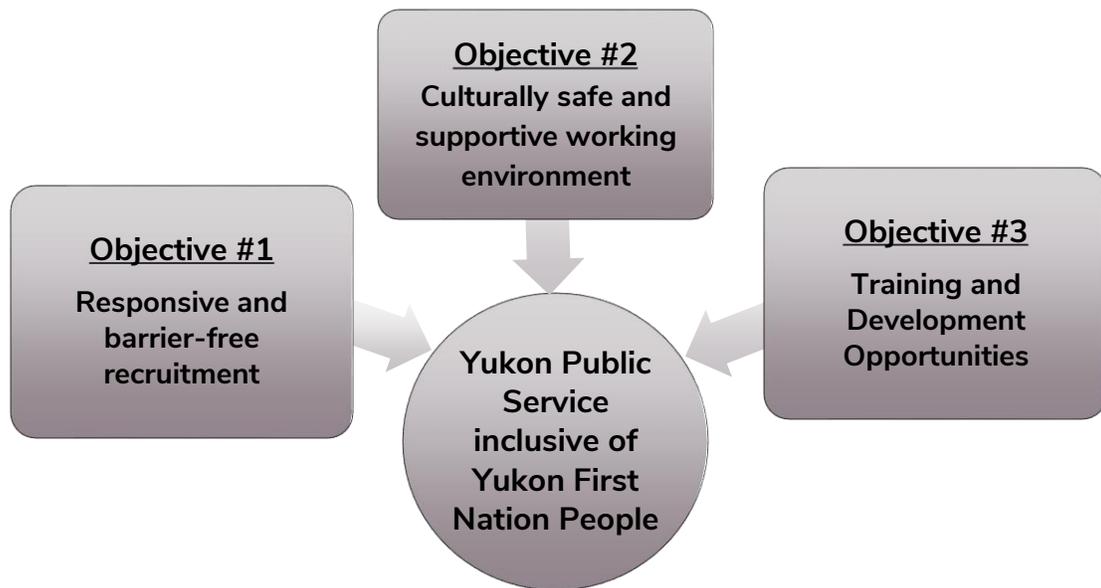
An inclusive Yukon Public Service

Strategic Plan 2019-2029



'Breaking Trail Together, an Inclusive Yukon Public Service' was developed in collaboration between the Government of Yukon and with self-governing Yukon First Nations. The Development Team consisted of representatives from Ta'an Kwäch'än Council, Kwanlin Dün First Nation, Tr'ondëk Hwëch'in, Champagne and Aishihik First Nation, Kluane First Nation, the First Nation of Na-Cho Nyäk Dun and the Government of Yukon. All self-governing First Nations were invited to participate. This is the final draft for consideration.

Breaking Trail Together



Inclusive workplaces benefit Yukoners by ensuring the public service includes multiple perspectives, and is reflective of the communities we serve. Beyond the practical benefits, Yukon government (YG) has a legal obligation to develop and implement a plan to attain the goals of “a representative public service located in the Yukon,” as outlined in 22.4.0 in each Yukon First Nation Final Agreement. Currently, YG’s Aboriginal employee representation rate is approximately 14.7%¹, and the current working-age population (ages 20-64) of Aboriginal people in Yukon is 21.7%².

Throughout this plan, the term Yukon First Nation people is used, however, it is understood that its strategies and actions are specifically intended to focus on Yukon Indian People, as defined within the Final Agreements.

This ten-year strategic plan highlights the values that guide our work, our vision, objectives and actions required for YG to deliver on its obligations. YG will strive towards recruitment that is

**FINAL AGREEMENTS
SCHEDULE A – CHAPTER 22**

4.0 Government Employment*

Government shall develop and implement a plan which will include measures designed to attain the goals of:

- A representative public service located in the Yukon, taking into account the aboriginal/non-aboriginal and gender make-up of the population of the Yukon

*numbering and wording varies slightly between agreements

¹ YG Workforce Census Data (self-identified)

² Yukon Bureau of Statistics – Census 2016 data

responsive and barrier-free; work environments that are culturally safe and supportive; and training and development that support Yukon First Nation employees.

Values that guide our work

YG and Yukon First Nation government (YFNG) representatives have collectively developed this strategic plan, which embodies a shared vision of a Yukon public service. These efforts reflect YG's commitment to achieving its obligations within the Final Agreements, and to broader reconciliation efforts.

These core values are the foundation of this plan and will continue to be at the forefront of all implementation activities.

- Working together in a mutually beneficial way, to achieve representation where public service employment opportunities exist, as outlined within the Final Agreements;
- Respect and appreciation for different perspectives; and
- Building and maintaining effective working relationships between all levels of government.

Vision

Our vision is that we will be a national trailblazer in achieving a representative Yukon public service, inclusive of Yukon First Nation people.

“Breaking Trail Together” takes a collective approach - making intentional efforts across all governments in Yukon (territorial, First Nation, federal and municipal) to build capacity, support inclusive workplaces, and achieve representation. This new way of looking at the Yukon public service is not about pooling numbers to reach representation, it is about working together to achieve our vision.

Objectives

1. Responsive and barrier-free recruitment

YG's structured recruitment process has created obstacles for some Yukon First Nation applicants. An assessment of YG's staffing practices would assist in identifying obstacles and actions that could be taken to support hiring that is barrier-free. Recruitment processes must be flexible and adaptable to allow for alternative methods of assessment, placing greater emphasis on achieving a 'two-way fit' for both the employer and employee, positioning YG as an employer of choice for Yukon First Nation people.

2. Culturally safe and supportive working environments

A culturally sensitive and safe work environment is one where all employees, including senior executives, managers and supervisors are aware and respectful of Yukon First Nation cultural norms and practices, and where all employees feel safe from discrimination. YG must ensure all employees are supported to share and maintain their culture in the workplace. Encouraging a greater understanding of the need for reconciliation amongst non-Aboriginal employees is necessary to move forward.

3. Training and development opportunities

Investing in continual training and development opportunities is essential in the retention of skilled and effective employees within the Yukon public service. A skilled workforce is vital to YG's ability to deliver programs and services, and to adapt to the changing needs of Yukoners. The advancement of qualified Yukon First Nation employees into management and other leadership positions supports the inclusion of a First Nation perspective and influence in all levels of decision-making. Temporary assignments between governments provide opportunities for employees and builds capacity for the public service.

Conclusion

As YG moves forward in the implementation of “The Breaking Trail Together” Plan, we will continue to work collaboratively with YFNG to achieve our vision of being a “national trailblazer”.

Our objectives: recruitment that is responsive and barrier-free; work environments that are culturally safe and supportive; and training and development that support Yukon First Nation employees will set the course of our work for the next ten years. Furthermore, our operational plan will outline how our objectives will be implemented, measured, and evaluated.

Many thanks to the countless YG and YFNG individuals who worked together to develop this plan.