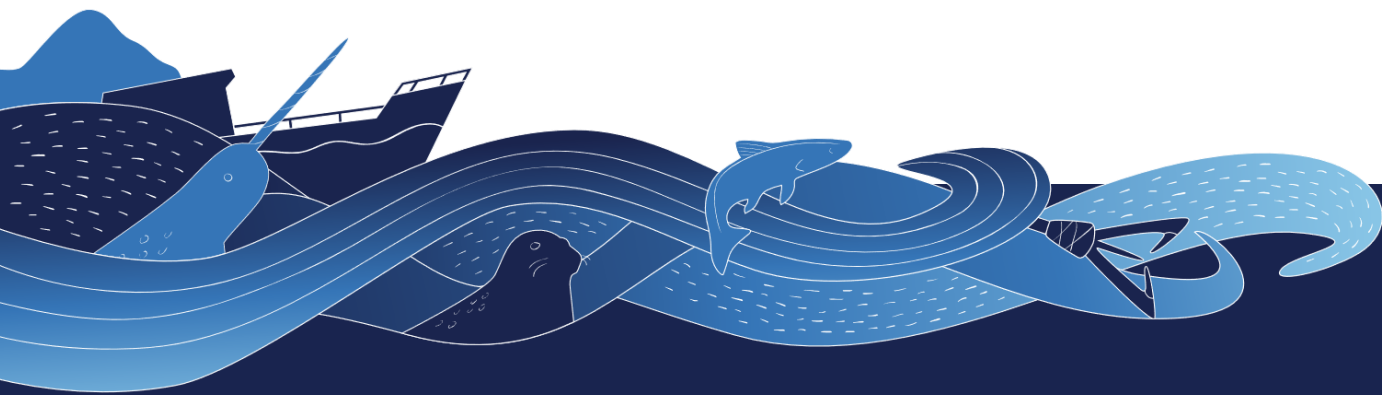


Indigenous Recruitment & Retention in DFO Arctic Region

National Joint Council Meeting
September 25th, 2024



Canada



Fisheries and Oceans
Canada

Pêches et Océans
Canada

Land acknowledgment



Personal Introduction



Who am I?



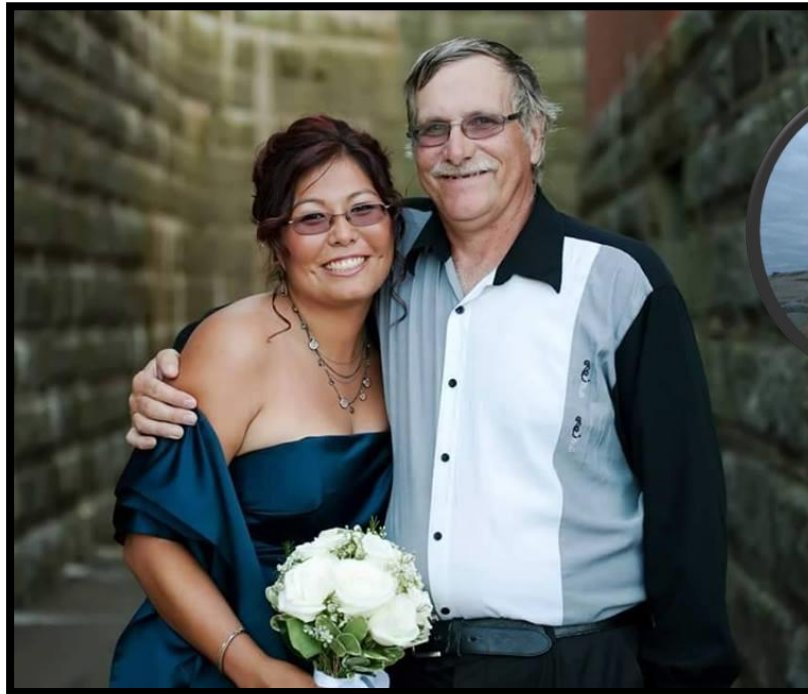
Gwich'in, Métis



Born in Inuvik, NWT



Raised in Halifax,
Nova Scotia



Scottish, Spanish, Irish, English, Italian

Gwich'in Settlement Region



YT NT

Where do I come from?



Treaty 11 (1921)



Signed at Uctic Red River on
the Twenty six day of July 1921 by His Majesty's
Commissioner and the Chiefs and Headmen in
the Presence of the Undersigned Witnesses,
after having been first interpreted and
explained.

Witnessed: H. A. Conway Commr
Paul & Madelphie
Fabien - Lalor

Signed at W. Sherson on
the Twenty eight day of July 1921 by His
Majesty's Commissioner and the Chiefs
and Headmen in the Presence of the Under-
signed Witnesses, after having been first
interpreted and explained.

Witnessed: H. A. Conway Commr
James Fisher
Johnnie Pitowichik

My jiji
(grandfather)



My Family



Galaxy S23 Ultra

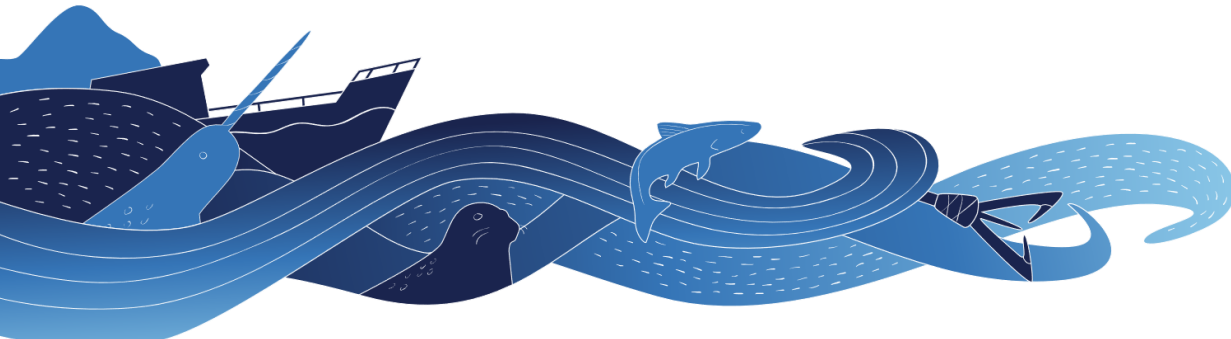
Why am I here?



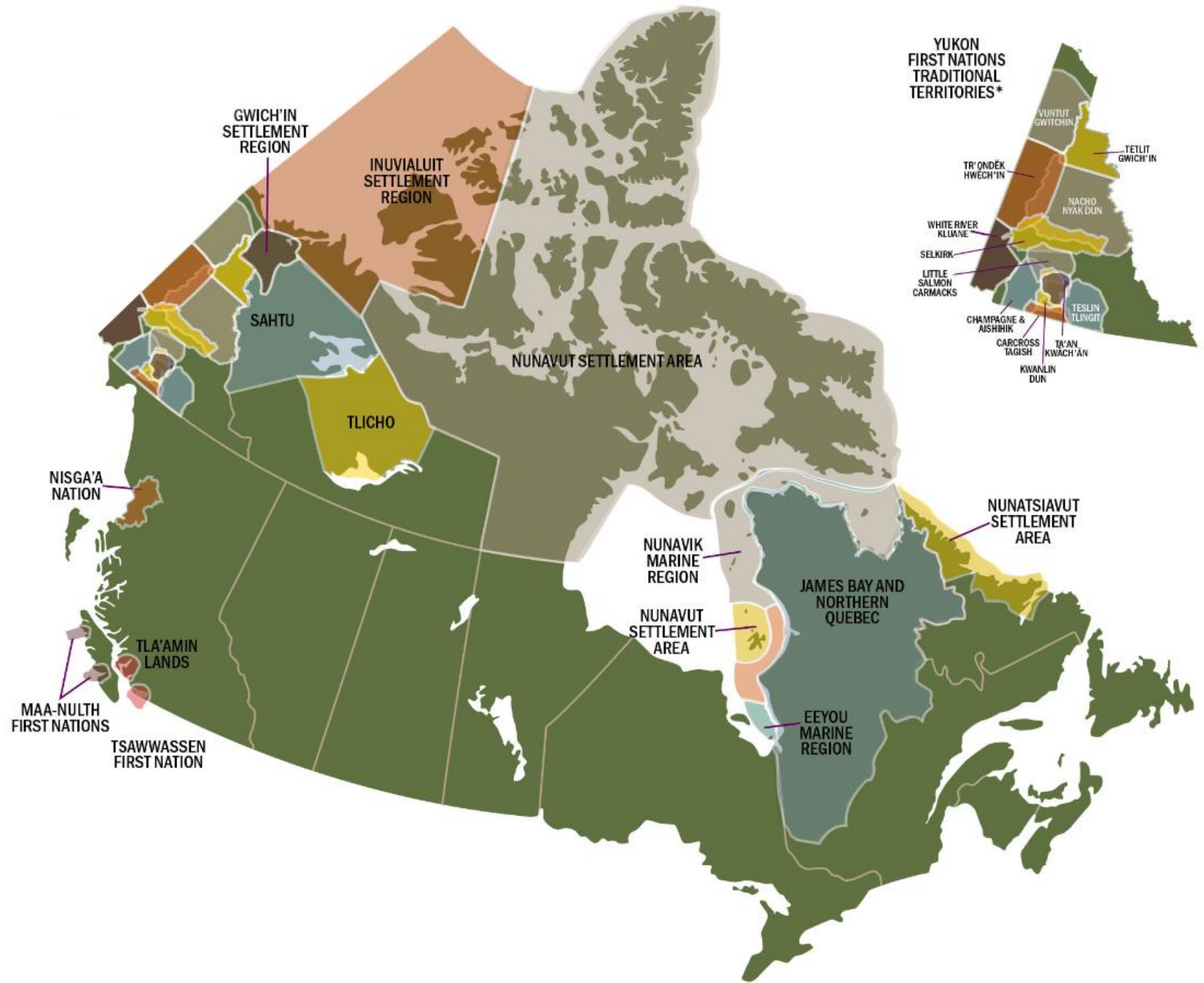
DFO Arctic Region

- 2018 – Arctic Region announcement and first Regional Director General (RDG) located in Arctic. First federal department with a region fully inclusive of Inuit Nunangat
- 2018-2020 – Engagement
- 2020 – Initial 3 programs from Ontario & Prairie Region report directly to the Arctic Region
- 2021 – Boundary announcement
- 2024 – Remaining core programs report to Arctic Region

**“Decision-making for the North,
by the North, from the North”**



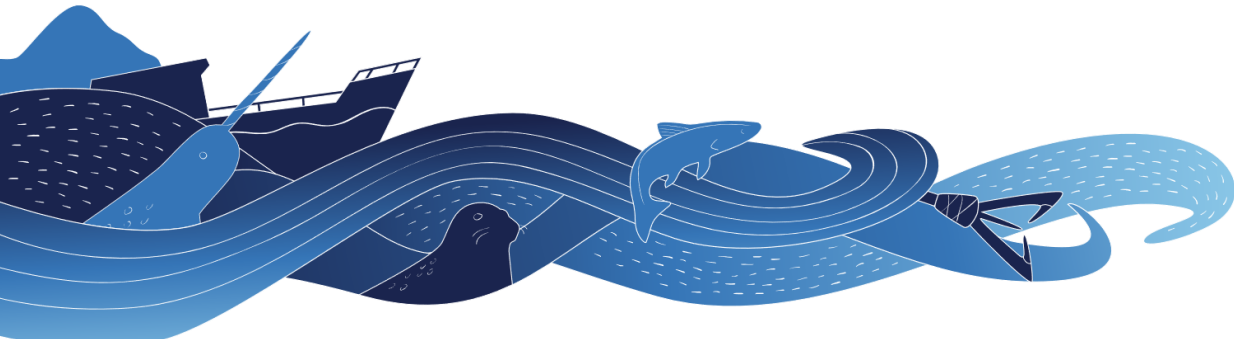
Modern Treaties Map



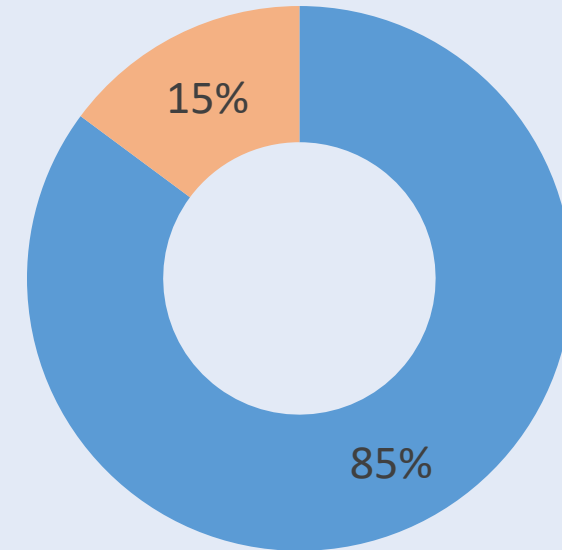
Recruitment and Retention in the Arctic Region

» DFO Sectors

- Arctic Operations
- Executive offices
- Aquatic Ecosystems
- Conservation and Protection
- Fisheries Management
- Science

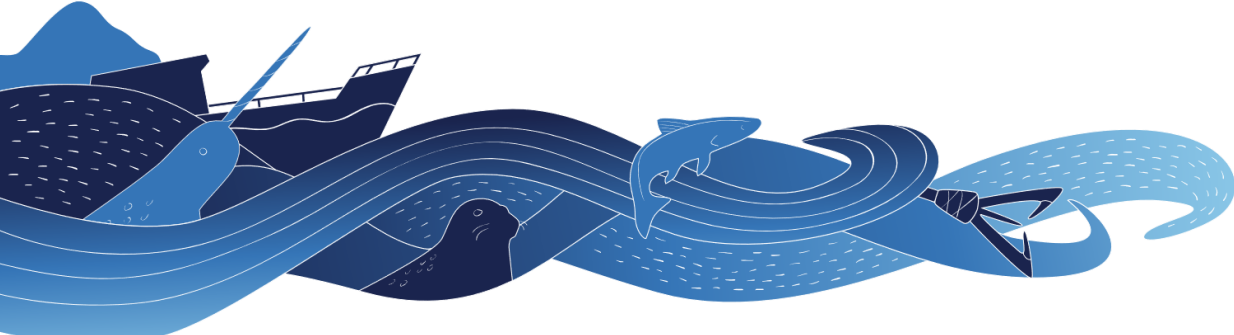
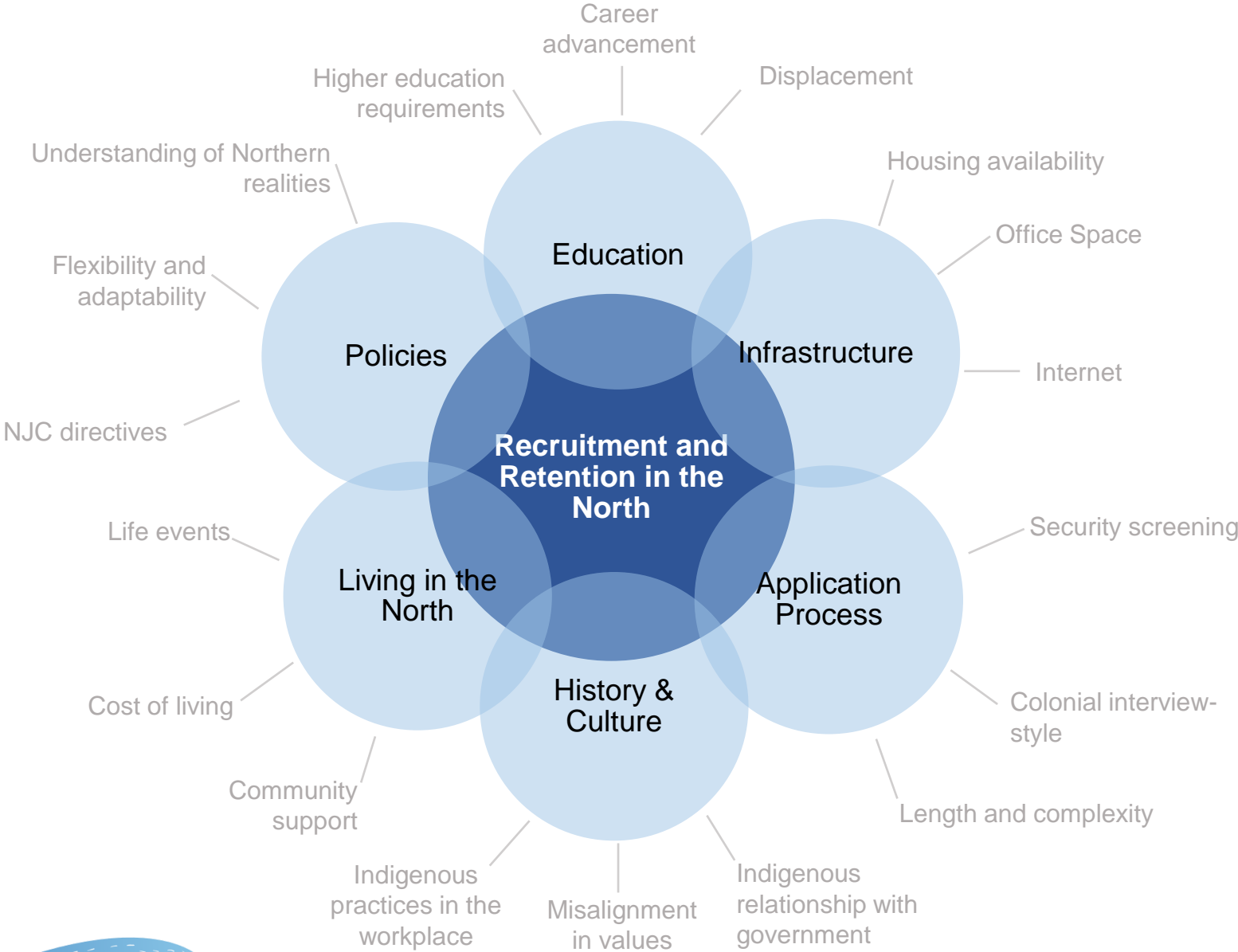


Encumbered Positions at DFO

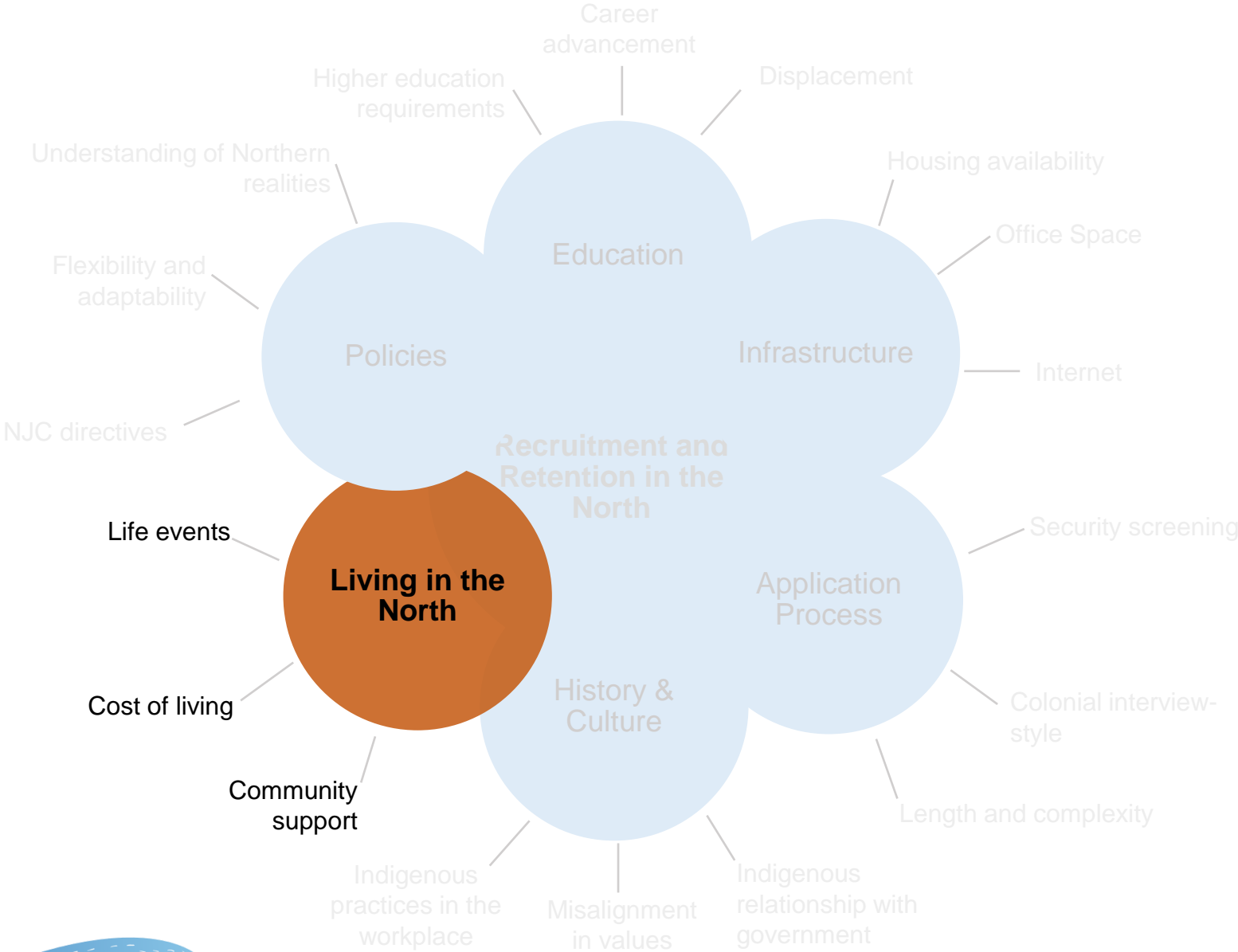
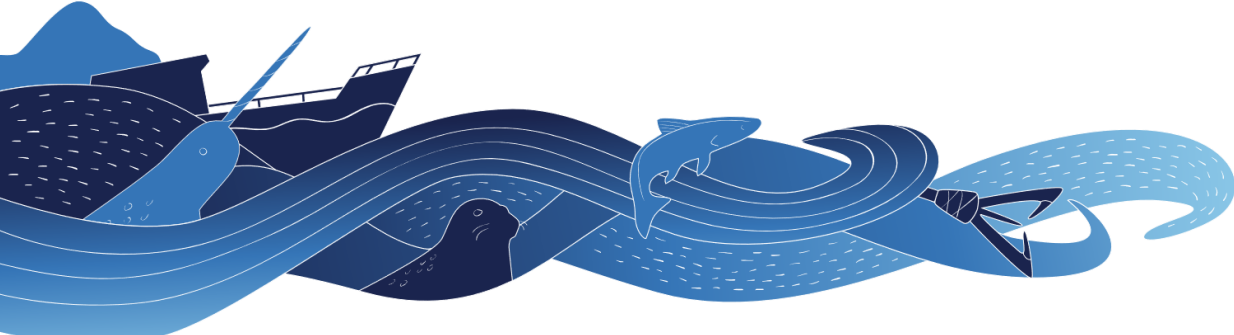


- All Encumbered Positions (109)
- Indigenous Encumbered Positions (19)

Barriers impacting R&R in the Arctic Region



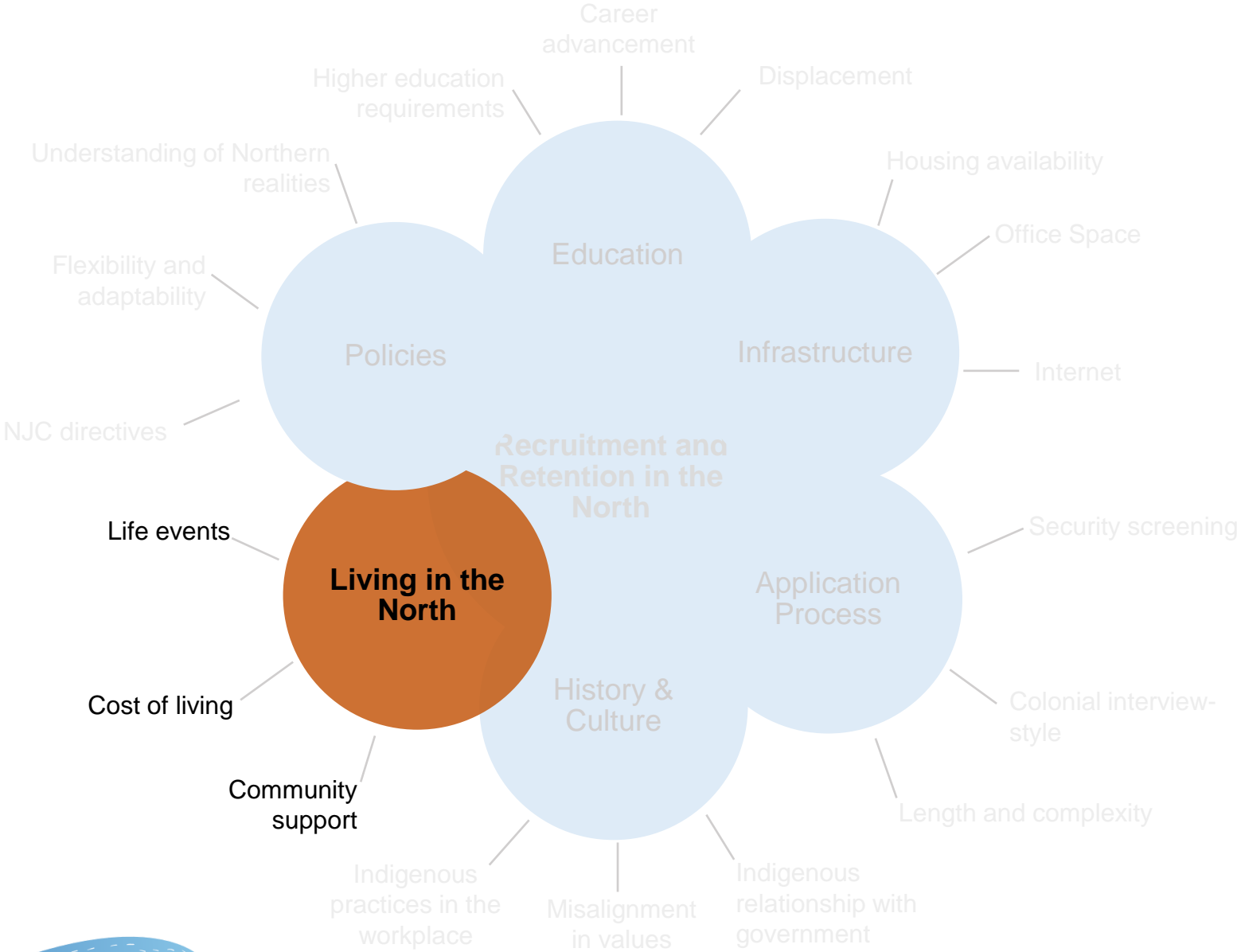
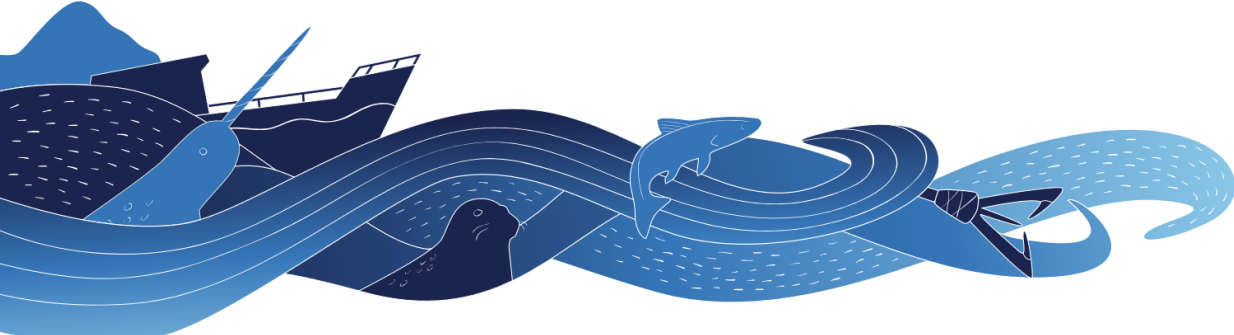
Barriers impacting R&R in the Arctic Region



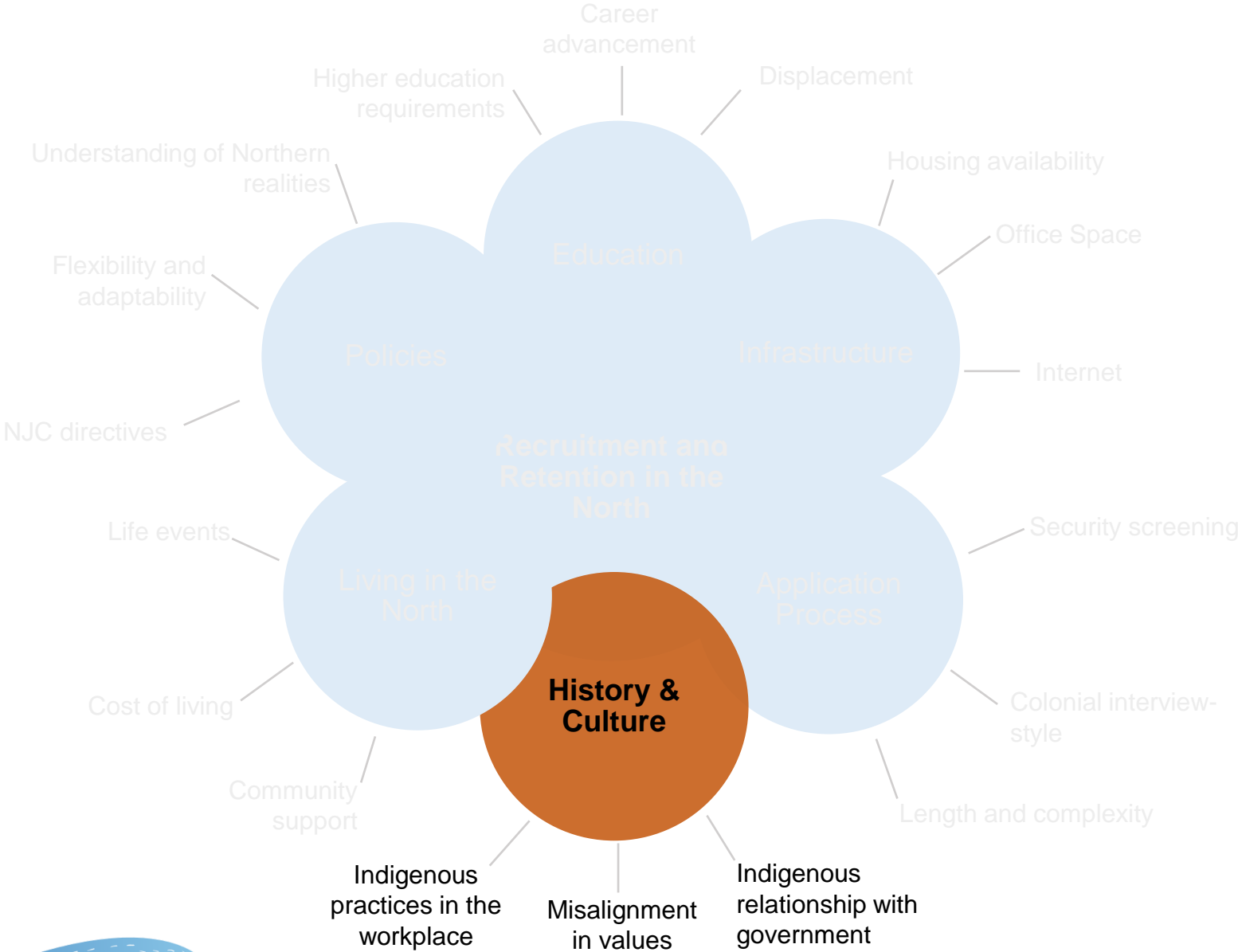
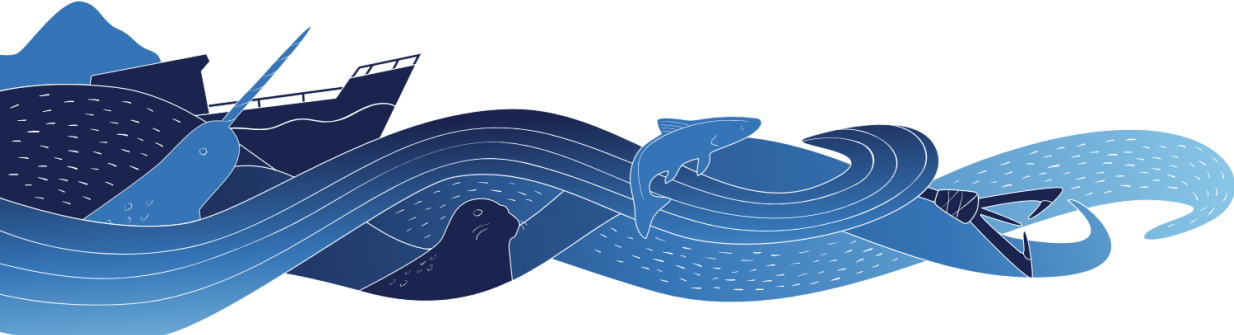
Living in the North – Cost of living



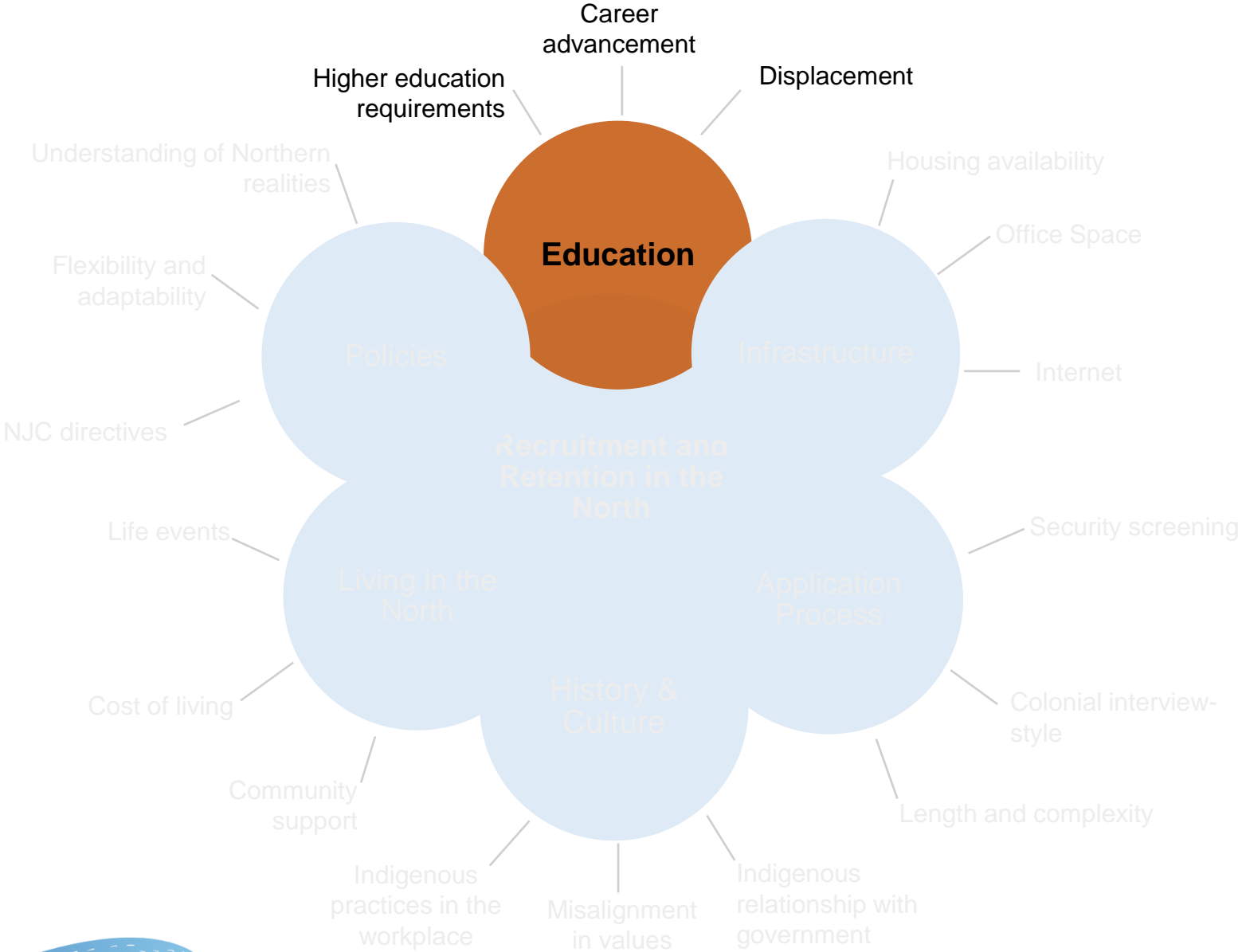
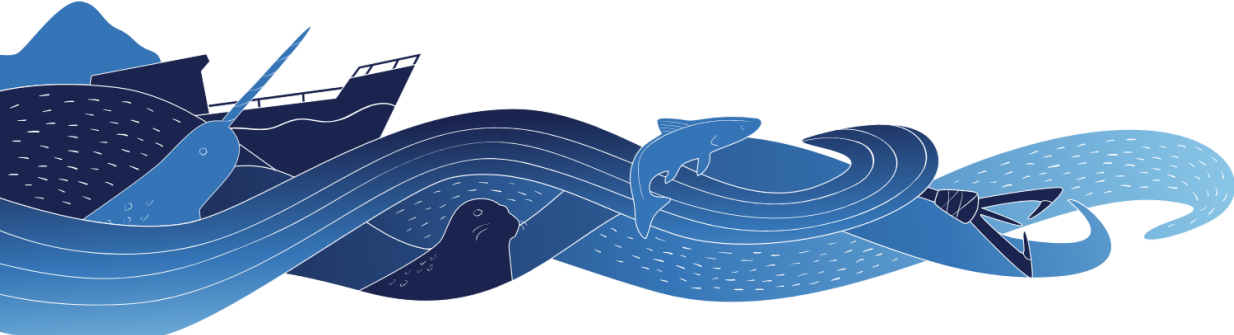
Barriers impacting R&R in the Arctic Region



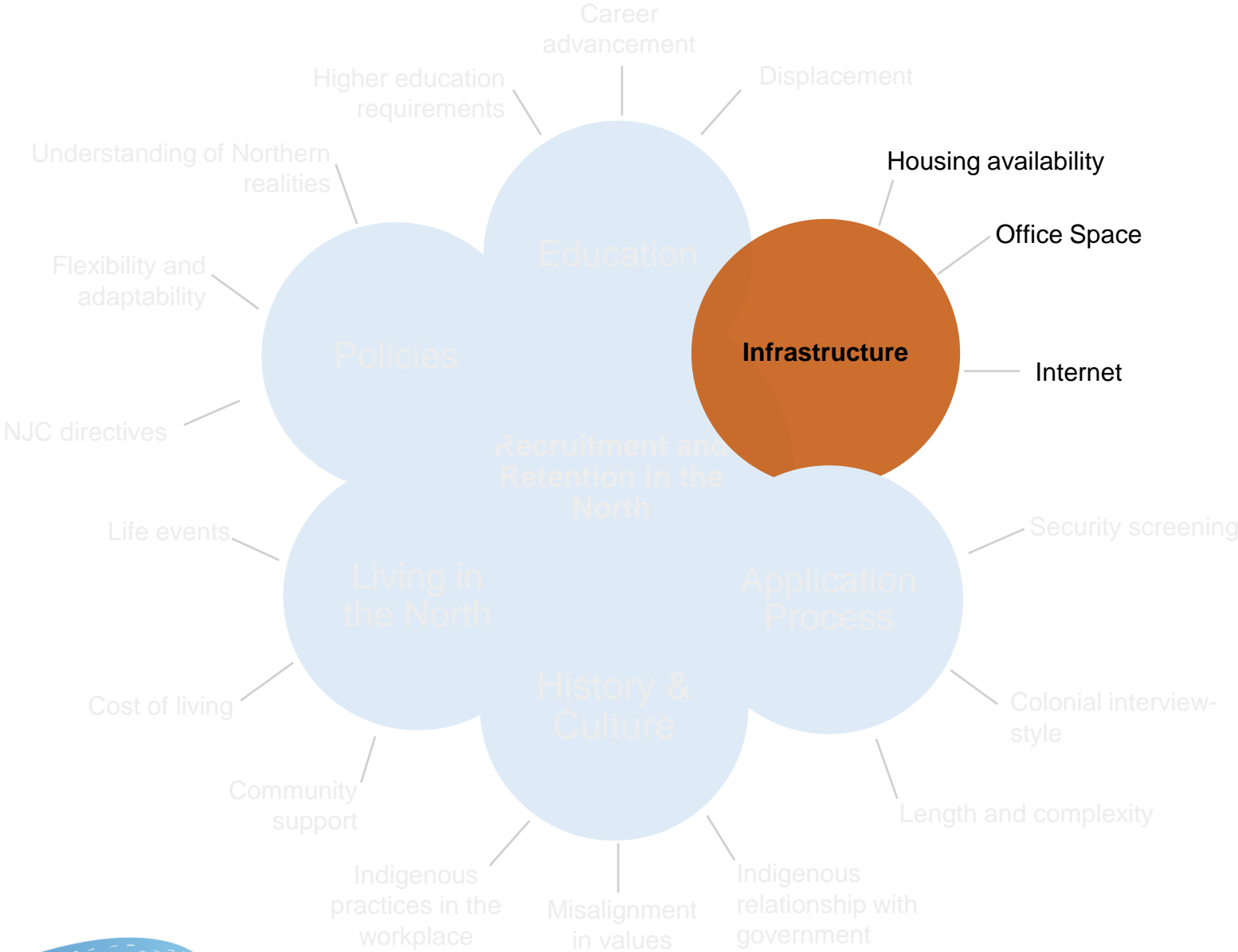
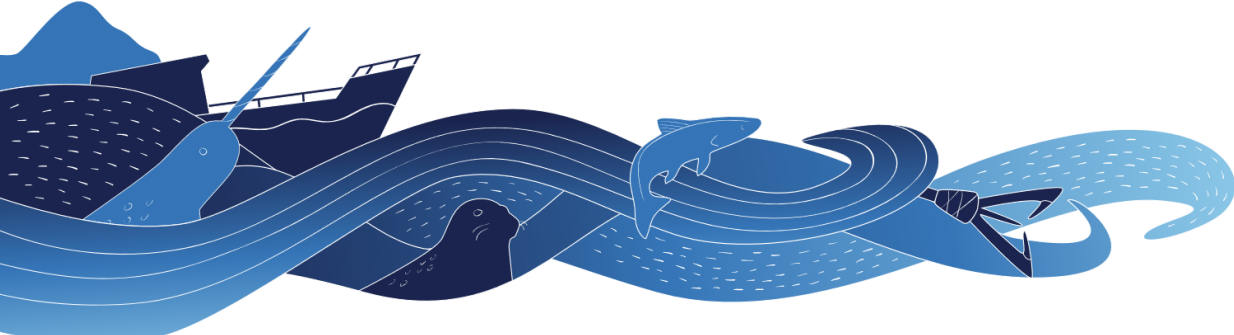
Barriers impacting R&R in the Arctic Region



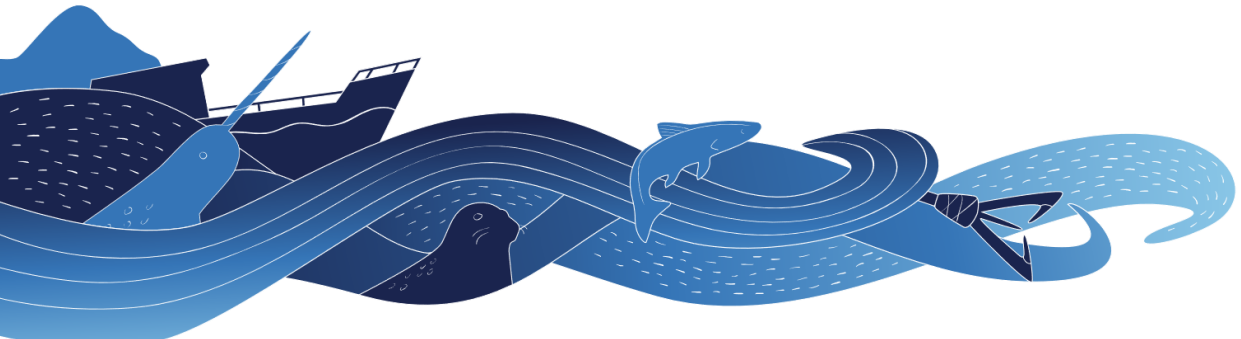
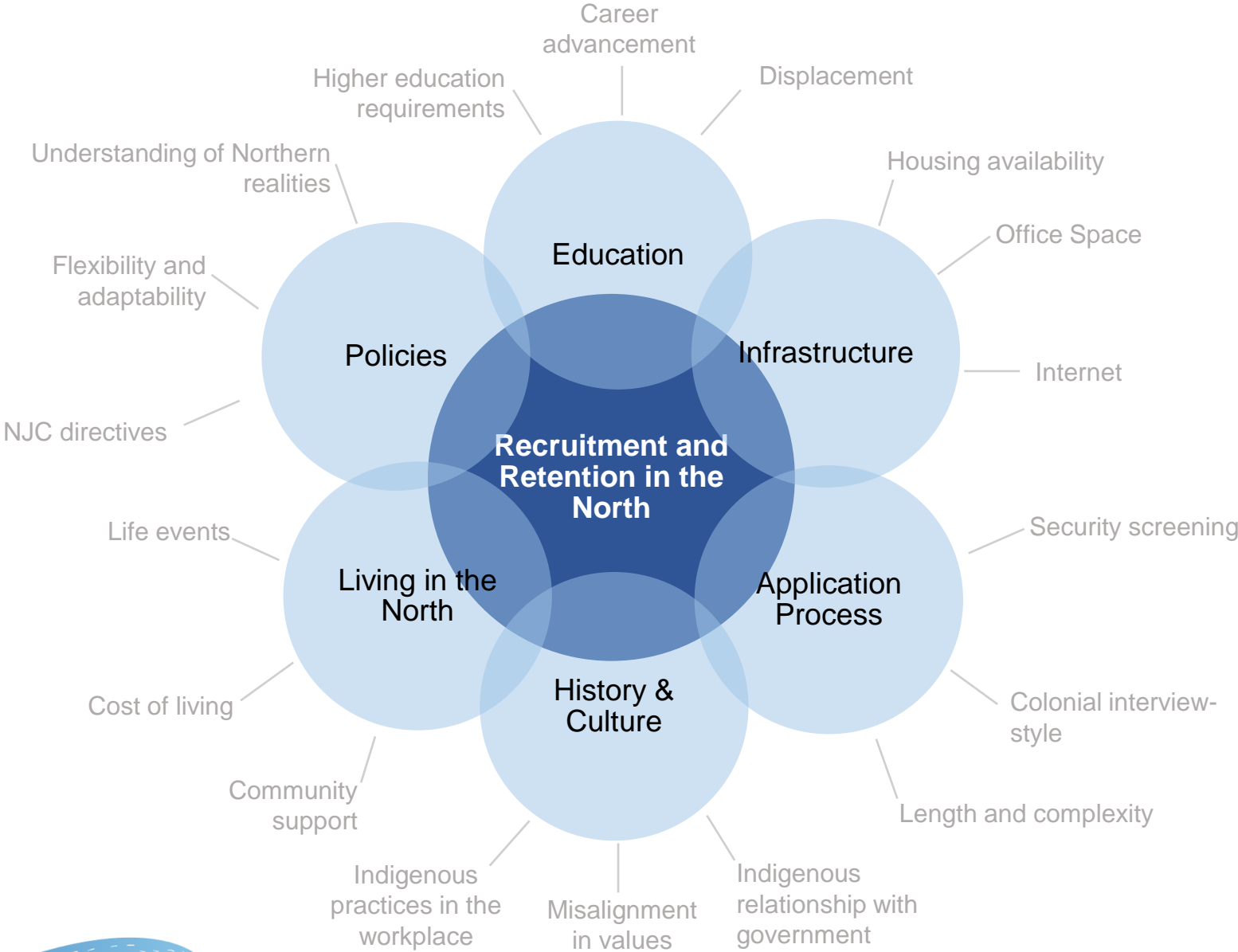
Barriers impacting R&R in the Arctic Region



Barriers impacting R&R in the Arctic Region



Barriers impacting R&R in the Arctic Region

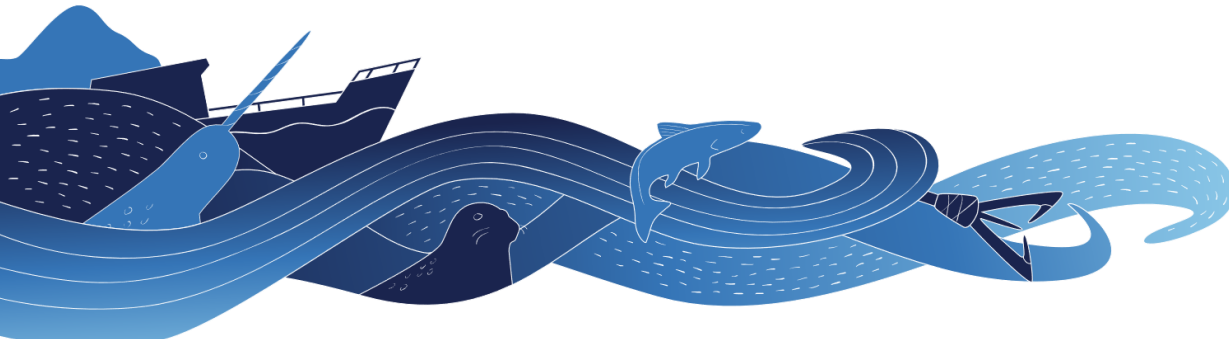


Actions to barriers

Northern Recruitment and Retention Strategy

- Path to improve delivery on our employment mandate in the north
- Built from what we heard through 60+ engagements that took place from 2018 to 2021 on creating the DFO and CCG Arctic Regions

Imagine
IF THIS WAS
YOUR OFFICE

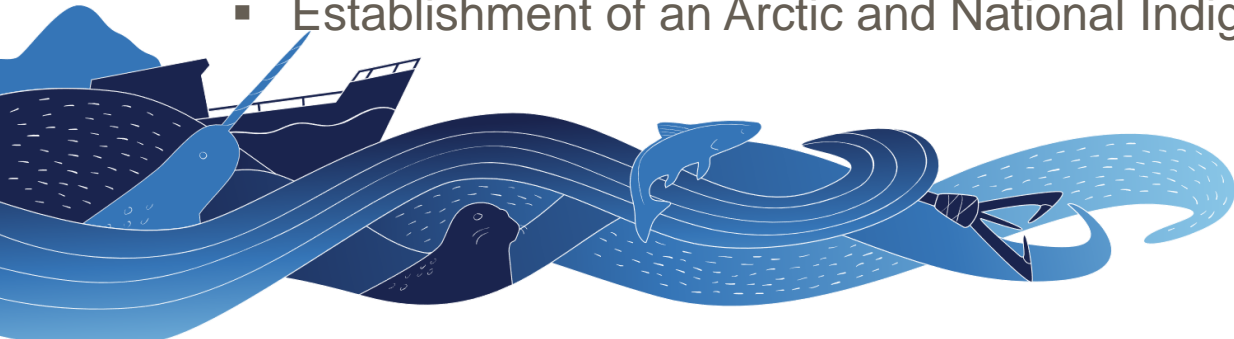


Actions to barriers

Example of Actions

- For recruitment
 - Quarterly information sessions
 - Choice of email application VS. online platform
 - Practice interview
 - Behavioral interview questions VS. skills and knowledge-based questions

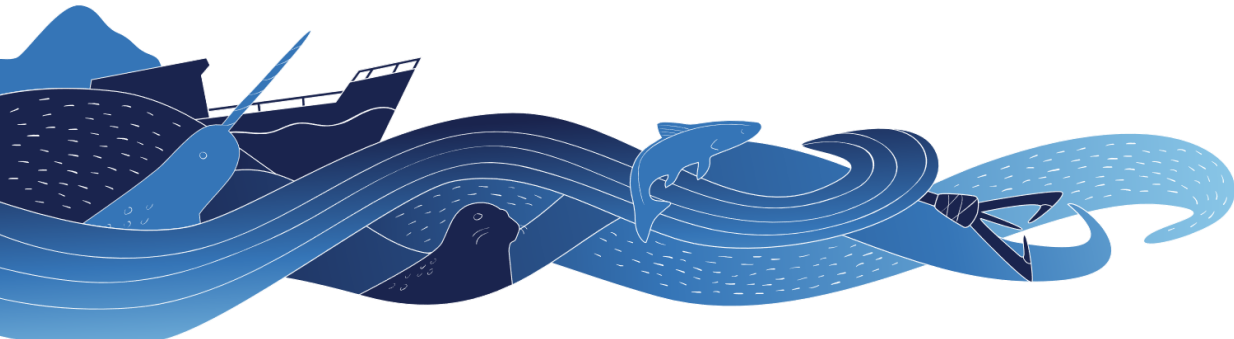
- For retention
 - Enhanced onboarding practices
 - Promotion of new cultural-related leaves
 - Participation in community events viewed as contribution to work
 - Establishment of an Arctic and National Indigenous Employee Network



Actions to barriers

Highlights

- Reconciliation initiatives
- Arctic Indigenous Employee Network
- Career Navigator Program
- Governance table
- Community Engagement Coordinators
- Newsletters and engagement with partners

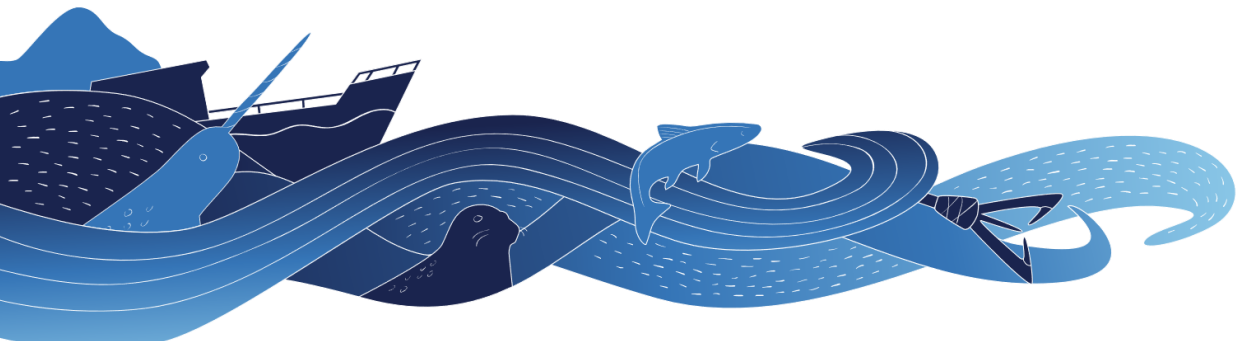


The North is unique

A distinction-based approach is required



Questions?



Hai/Mahsi

Hiy-Hiy

Nakurmiik

Nakummek

Merci

Thank you

Quanaq

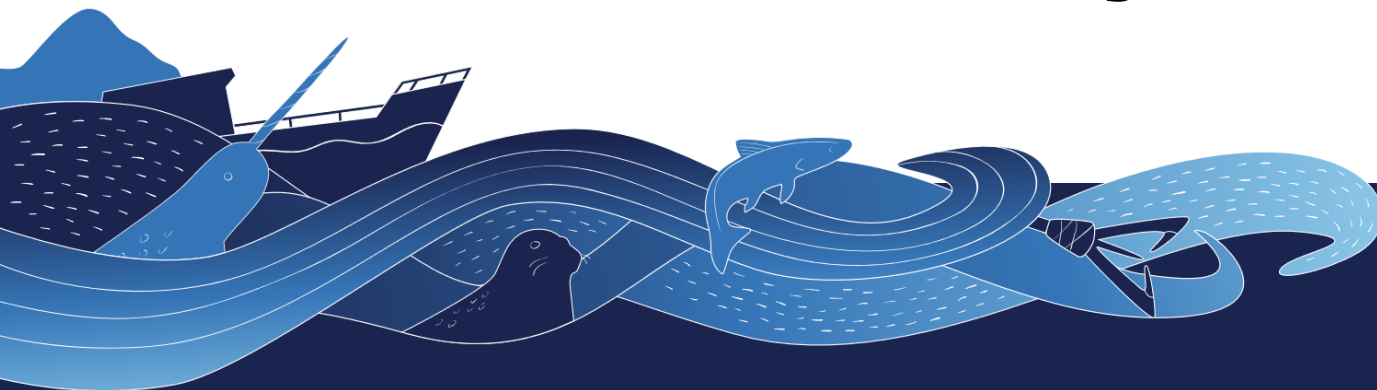
Qujnamiiik

Kinanāskomitin

Matna

Meegwetch

Quyanainni



Canada



Fisheries and Oceans
Canada

Pêches et Océans
Canada