

Diversity and Inclusion Framework

Mr. Speaker, the Government of the Northwest Territories is committed to creating a public service that ensures underrepresented groups are genuinely included, celebrated and supported to meet their full potential. It is a public service that strives to be welcoming, culturally competent, and free of discrimination; one that serves in a way that respects and includes the diverse population of this territory.

Today, I am pleased to announce that the Department of Finance is launching its Diversity and Inclusion Framework to help the GNWT not only improve the diversity of the public service but to work towards the full inclusion of all people. The objective is to create a public service that is representative of the communities we serve. Celebrating diversity and taking mindful actions towards inclusion within the GNWT will encourage the creation of inclusive and welcoming spaces for those that we serve.

Mr. Speaker, over the years the GNWT has implemented several Diversity and Inclusion initiatives in order to create safer spaces where all employees feel seen and valued. The GNWT Anti-racism Campaign offers anti-racism training and resources for employees to support the commitment to provide a diverse and inclusive workplace. The GNWT Advisory Committee on Diversity and Inclusion provides advice to the Deputy Ministers' Human Resources Committee on improving access for designated employment equity groups in the public service. The Mitigating Unconscious Bias in the Workplace training offers GNWT employees the opportunity to develop practical tips on how to limit the damaging power of stereotyping and build inclusion in the workplace. We offer all employees a range of training opportunities that will assist them in ensuring our workplace culture continues to celebrate inclusion and that we maintain a physically and emotionally safe workplace for all GNWT employees.

The 2SLGBTQIA+101: Inclusive Workplace Awareness Training, Living Well Together, Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship for Employees and Managers, Harassment Free Respectful Workplace Training for Managers and Supervisors, Duty to Accommodate Training for Managers and Supervisors, The Working Mind, and Mitigating Unconscious Bias in the Workplace are just a small sample of the training the GNWT provides. Each of these programs provide tremendous benefit to our workforce and our territory. However, I fully acknowledge that there is room for improvement to ensure that we are providing our employees with a variety of learning opportunities to help them embrace diversity and explore other avenues of inclusion.

Mr. Speaker, this framework will take a whole-of-government approach to tackling barriers to a representative workforce and inclusion. It will serve as a blueprint as we set our sights on creating a public service that is welcoming and respectful to all its employees and the people it serves.

Thank you, Mr. Speaker.