

FY 20/21 Performance Commitments for ISC FNIHB Executives, Managers/Supervisors and all Employees

Government Wide Priorities FY 20-21		
COVID-19		
Senior Management (Executives) Commitment	Manager/Supervisor Commitment	All Employee Commitment
<p>Mobilize in support of common goals in response to COVID-19</p> <ul style="list-style-type: none"> • Adapt to shifting operational and strategic realities as a result of the COVID19 pandemic in order to deliver services and results to Indigenous Communities. • Promote the physical health and safety of the organization, particularly in the context of a return to the workplace in 2020-2021. • Support psychological health of employees in these challenging times, including the prevention and resolution of harassment and discrimination. 	<p>Mobilize in support of common goals in response to COVID-19</p> <ul style="list-style-type: none"> • Adapt to shifting operational and strategic realities as a result of the COVID19 pandemic in order to deliver services and results to Indigenous Communities. • Promote the physical health and safety of the organization, particularly in the context of a return to the workplace in 2020-2021. • Support psychological health of employees in these challenging times, including the prevention and resolution of harassment and discrimination. 	<p>Mobilize in support of common goals in response to COVID-19</p> <ul style="list-style-type: none"> • Adapt to shifting operational and strategic realities as a result of the COVID19 pandemic in order to deliver services to clients. • Adhere to rules put in place to promote the physical health and safety of the organization, particularly in the context of a return to the workplace in 2020-2021. • Support the psychological health of fellow employees in these challenging times, including the prevention and resolution of harassment and discrimination.
Diversity and Inclusion		
Senior Management (Executives) Commitment	Manager/Supervisor Commitment	All Employee Commitment
<p>Continue efforts to increase the diversity of the workforce in your organization, and foster the inclusion of a broad range of voices and views in governance and decision-making</p> <ul style="list-style-type: none"> • Advance and implement strategies to foster an inclusive organization respectful of the diversity of people and their skills. • Actively involve Indigenous voices in information gathering and decision-making • Enhance and model-exemplary cultural competency while bolstering cultural competency among staff and peers, in accordance with the Indigenous cultural competency learning policy. • Support the recruitment, development, and advancement of a diverse workforce. 	<p>Continue efforts to increase the diversity of the workforce in your organization, and foster the inclusion of a broad range of voices and views in governance and decision-making</p> <ul style="list-style-type: none"> • Advance and implement strategies to foster an inclusive organization respectful of the diversity of people and their skills. • Actively involve Indigenous voices in information gathering and decision-making • Enhance and model-exemplary cultural competency while bolstering cultural competency among staff and peers, in accordance with the Indigenous cultural competency learning policy. • Support the recruitment, development, and advancement of a diverse workforce. 	<p>Continue efforts to increase the diversity of the workforce in your organization, and foster the inclusion of a broad range of voices and views in governance and decision-making</p> <ul style="list-style-type: none"> • Participate in the implementation and advancement of strategies to foster an inclusive organization respectful of the diversity of people and their skills. • Actively involve Indigenous voices in project planning, information gathering and decision-making, wherever possible. • Enhance and model-exemplary cultural competency, through the completion of cultural competency learning and understanding, in accordance with the Indigenous cultural competency learning policy. • Support the development, and advancement of a diverse workforce.

FY 20/21 Performance Commitments for ISC FNIHB Executives, Managers/Supervisors and all Employees

Pay System		
Senior Management (Executives) Commitment	Manager/Supervisor Commitment	All Employee Commitment
<p>Contribute to HR-to-Pay stabilization to ensure employees are paid accurately and on time</p> <ul style="list-style-type: none"> Take steps to implement a culture change with a greater emphasis on proactive planning and to engage managers and employees to plan according to the harmonized timelines and performance measures established by TBS (e.g sharing information received, encouraging participation in awareness sessions, tracing and sharing on time and late actions results, inform of available resources and support, etc.) Proactively discuss staffing needs with HR Advisors and provided required documentation in a timely manner considering the HR-to-pay established timelines (e.g. Include HR advisor in strategic meeting that may have an impact on resources, discuss various staffing options and potential timelines, establish pools for key and high turnover positions, etc.) 	<p>Contribute to HR-to-Pay stabilization to ensure employees are paid accurately and on time</p> <ul style="list-style-type: none"> Take steps to implement a culture change with a greater emphasis on proactive planning and to engage <u>employees according to the harmonized timelines</u> and performance measures established by TBS (e.g sharing information received, encouraging participation in awareness sessions, tracing and sharing on time and late actions results, inform of available resources and support, etc.) 	<p>Contribute to HR-to-Pay stabilization to ensure employees are paid accurately and on time</p> <ul style="list-style-type: none"> Take steps to stay abreast of HR-to-Pay stabilization changes by completing all training as made available to staff; ensuring employee information in MyGCHR/Phoenix is accurate and up-to-date; and, regularly reviewing accuracy of pay stubs.
Departmental Priority FY 20-21		
United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action		
Senior Management (Executives) Commitment	Manager/Supervisor Commitment	All Employee Commitment
<p>Within the overarching framework of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action, support the Government’s Implementation of the Canadian Human Rights Tribunal orders related to the First Nations Child and Family Services Program and Jordan’s Principle.</p> <ul style="list-style-type: none"> Ensure the staff read the orders, understand the orders, and are supported to meet the timeframes and other obligations set out in the orders (e.g. as part of onboarding); Inform decisions to meet the needs and circumstances of Indigenous children and families by considering their cultural, historical and geographical needs and circumstances among 	<p>Within the overarching framework of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action, support the Government’s Implementation of the Canadian Human Rights Tribunal orders related to the First Nations Child and Family Services Program and Jordan’s Principle.</p> <ul style="list-style-type: none"> Ensure the staff read the orders, understand the orders, and are supported to meet the timeframes and other obligations set out in the orders (e.g. as part of onboarding); Inform decisions to meet the needs and circumstances of Indigenous children and families by considering their cultural, historical and geographical needs and circumstances among 	<p>Within the overarching framework of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action, support the Government’s Implementation of the Canadian Human Rights Tribunal orders related to the First Nations Child and Family Services Program and Jordan’s Principle.</p> <ul style="list-style-type: none"> Ensure the staff read the orders, understand the orders, as found in onboarding packages and guidance documents; Ensure that approvals provided meet the timeframes and other obligations set out in the orders;

FY 20/21 Performance Commitments for ISC FNIHB Executives, Managers/Supervisors and all Employees

<p>other important factors (e.g. through the usage of policy guiding framework specific to Indigenous children that reference Bill C-92 principles and considerations));</p> <ul style="list-style-type: none"> • Support culturally-safe service delivery and act in safeguarding the best interest of Indigenous children ensuring employees are aware of the cultural competency and safety references in documents such as the ISC strategic plan; and, • Demonstrate actively how my work has improved the quality of life of Indigenous children (e.g via implementation of a mandatory training policy with monitored implementation and a cultural competency assessment tool).. 	<p>other important factors (e.g. through the usage of policy guiding framework specific to Indigenous children that reference Bill C-92 principles and considerations);</p> <ul style="list-style-type: none"> • Support, encourage and monitor staff participation and completion of training to ensure culturally-safe service delivery and act in safeguarding the best interest of Indigenous children ensuring employees are aware of the cultural competency and safety references in documents such as the ISC strategic plan ; and, • Demonstrate actively how my work has improved the quality of life of Indigenous children (e.g via implementation of a mandatory training policy with monitored implementation and a cultural competency assessment tool). 	<ul style="list-style-type: none"> • Participate in at least 15 hours of intentional learning and development of cultural understanding and competence (from ISC’s existing learning offerings (e.g. CSPS and other departmental offerings), to mandatory training material that responds to the CHRT to less formal learning experiences such as participation in cultural events and activities) to ensure culturally-safe service delivery; and, • Deliver services that are culturally-safe and in the best interests of Indigenous children in conjunction with ISC strategic Plan.
Branch Priority FY 2020/2021		
Mental Wellness – Build Back Better		
Senior Management (Executives) Commitment	Manager/Supervisor Commitment	All Employee Commitment
<p>Given the importance of a strong and supportive environment in which employees excel, all FNIHB executives will:</p> <ul style="list-style-type: none"> • take proactive and deliberate action to address workplace wellness and achieve notable progress in eliminating harassment and discrimination; • work closely with union representatives, Indigenous employee networks, employment equity networks and other partners; • enhance options for employee development, laddering and support. 	<p>Given the importance of a strong and supportive environment in which employees excel, all FNIHB Managers/Supervisors will:</p> <ul style="list-style-type: none"> • ensure that all actions to address workplace wellness and achieve notable progress in eliminating harassment and discrimination; • support senior management in their work with union representatives, Indigenous employee networks, employment equity networks and other partners; • support access to cultural safety and humility training for all employees; and, enhance options for employee development, laddering and support. 	<p>Given the importance of a strong and supportive environment in which employees excel, all FNIHB employees will:</p> <ul style="list-style-type: none"> • be engaged through regular meetings, and take action to prevent and resolve problems and conflicts in the workplace; • ensure they have an increased understanding of and promote an environment that embodies cultural safety and humility environment; and, • Ensure required and mandatory training courses are included in learning plans and completed based on availability; career aspirations are discussed with management; and employees take initiative to build competencies.