New Advances in Informatics, Analytics, Measurement and Reporting



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Framing Today's Discussion

Craig

Corporate
Indigenous
Employment and
Workplace
Inclusion
Focus

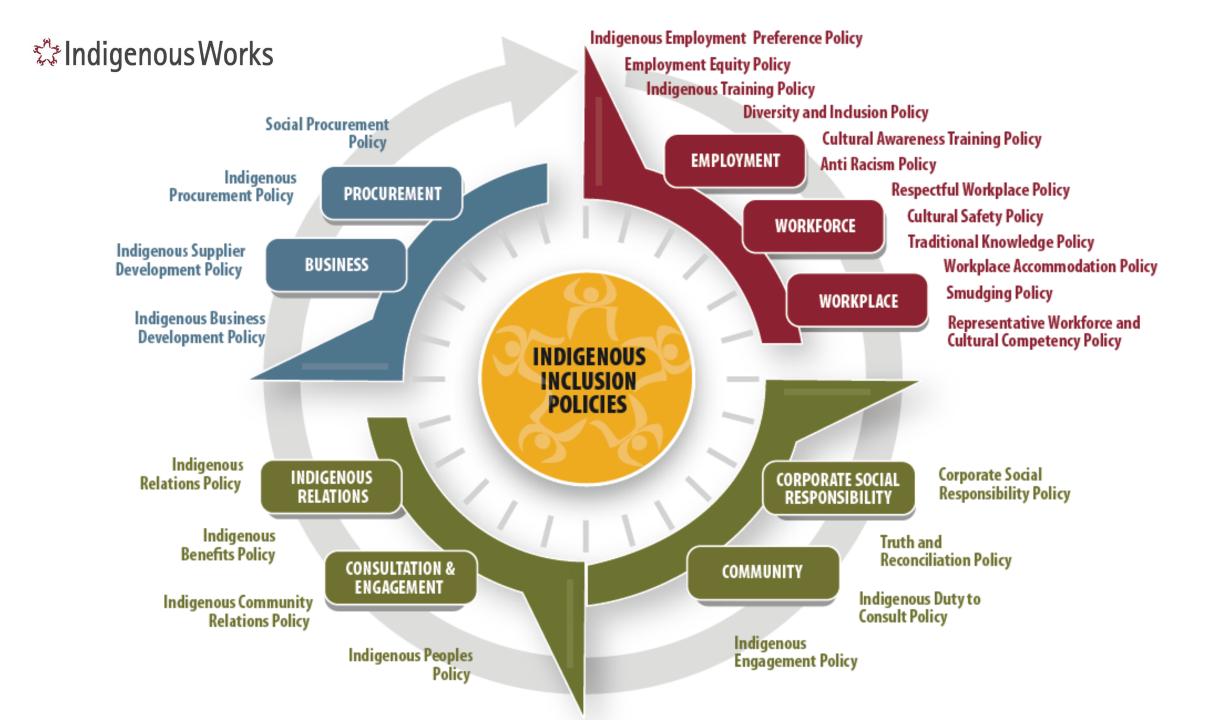
Michael





Corporate Context

- 1. Policy Focus
- 2. Framework
- 3. What are some of the ways that companies are trying to measure their Indigenous employment and workplace inclusion outcomes?



Indigenous Works uses these filters to examine the factors that are contributing to effective organizational design for Indigenous employment







CULTURE







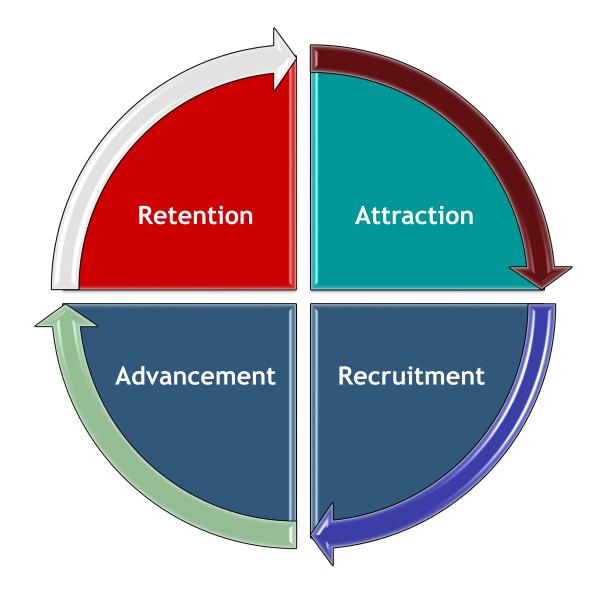








Employment Systems Analysis



Logic Model Schematics

Company's Indigenous Employment Plan Will Address Systems Barriers and Introduce Systems innovations to Achieve Improved Indigenous Employment Outcomes

Indigenous Employment Plan Systems Pillars Sample Strategic Directions and Activities 5-Year Term Outcomes Create and Promote a More Compelling Indigenous Employment Brand **Better Indigenous Talent Attraction** Pillar 1 Representative Indigenous workforce. Grow and Expand Company's Indigenous Talent Pipeline • Engaged Employees. Indigenous Wellbeing Increase Indigenous Employment Across All Occupations in the workplace. Improved teamwork and productivity. - Increased Indigenous Recruitment Reduce Hiring 'Red Tape,' Pillar 2 · Organizational capacity building for continued Increase Speed, and Improve the Tracking of Recruitment Processes Indigenous employment growth and advancement. Develop an Improved Accountability and Responsibility Framework for Further steps to Indigenous Employment Systems Reconciliation. Improved Diversity, Improved Opportunities for Equity, and Inclusion. Improve Indigenous Job and Career Fit Indigenous Professional Enhanced reputation Pillar 3 Development and and brand and improved Indigenous Advancement Increase Opportunities for Indigenous Career Advancement at relations. Company · Improved cohesion and performance of the Indigenous labour Strengthen Indigenous Employment Policy Foundations markeecosystem. Excellence in Indigenous Workplace Pillar 4 Inclusion Improve Indigenous Inclusion Workplace Culture

Indicators – Primary KPIs and Secondary Tier

- Number of Indigenous hires.
- Any data on community of origin of Indigenous hires or postsecondary channel you may have used? i.e., institutional name or type (college, university etc.)?
- Average salary levels of Indigenous employee's vs non-Indigenous counterparts (like for like), (also comparison of salary level increases).
- Number of Indigenous people who have exited from company in the past 3 years (retirement, chose to leave/asked to leave?). Attrition rates the same as for non-Indigenous.
- Post secondary institutional partnerships? Where do you recruit...number of institutions where you recruit Indigenous graduates?
- Any work in secondary or primary schools...may not be job related but maybe in areas such as financial literacy?



The Value Of Annual/regular Reporting

- Transparency
- Accountability
- Cohesive reporting on results
- Quantitative and qualitative
- Process reporting (work in progress)
- Testimonies from partners



Summary – what's important for this topic

- Alignment and coherency of policy, strategy and tactical goals/objectives.
- The value of policy the right type of policy
- The value of frameworks to guide measurement and data collection.
- The adoption of a causal model
 - "if you do X then y should happen"
 - in this work allow lots of time for short, medium and long-term outcomes
- The right basket of kpi's and metrics
- Transparent regular reporting

