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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

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Honourable Margaret Nakashuk
L'honorable Margaret Nakashuk
Nanngariyauyuq Margaret Nakashuk

Mr. Joe Savikataaq
Chair, Committee of the Whole
jsavikataaq@assembly.nu.ca

March 21, 2023

Dear Chair Savikataaq,

During the March 10, 2023, Department of Human Resources' Main Estimates and Business Plan appearance at Committee of the Whole, I committed to responding to the following questions.

Executive and Senior Manager Direct Appointments for Fiscal Year 2020-2021, Fiscal Year 2021-2022, and Fiscal Year 2022-2023.

Fiscal Year 2020-2021

With a total of 68 direct appointments in fiscal year 2020-2021, there was one Inuk executive level direct appointment, and three senior manager level direct appointments, two Inuit, one non-Inuk. Of the 68 direct appointments, 64 were Inuit and four were non-Inuit.

Fiscal Year 2021-2022

With a total of 122 direct appointments in fiscal year 2021-2022, there was one Inuk executive level direct appointment, and 12 senior manager level direct appointments, eight Inuit, four non-Inuit. Of the 122 direct appointments, 101 were Inuit and 21 were non-Inuit.

Fiscal Year 2022-2023

With a total of 67 direct appointments to the end of fiscal year 2022-2023, there were two Inuit executive level direct appointments, and one Inuk senior manager level direct appointment. Of the 67 direct appointments, 63 were Inuit and four were non-Inuit.

Remote Work Policy

I would like to clarify the response on remote work with respect to allowing non-residents of Nunavut to be employed as public servants and work remotely from outside the territory. As mentioned in my response, it is not a simple yes or no answer. We have staff working outside Nunavut who take care of people with disabilities as we have no facilities in Nunavut to take care of them. While our priority is to hire Nunavut Inuit first, we must be cognizant of positions where Nunavut does not have the labour force to fill the positions.

As mentioned in my January response to standing committee, the focus of my department's Remote Work Policy is to pursue a flexible workplace policy that supports the Government of Nunavut's decentralization efforts and provides employees with more flexibility to work from anywhere in the territory inside a government office. While we recognize the need to fill critically needed positions, such as health care workers, engineers, etc., the focus is to offer the flexibility to work within communities and to accommodate need and capacity in other communities.

Once the Remote Work Policy is completed, Human Resources will then consider if it is appropriate to include flexible work options in the Remote Work Policy. Flexible workplace options outside of Nunavut should remain a consideration as the government looks to filling hard-to-fill positions for continuity of the various programs and service delivery to Nunavummiut.

Diversity, Equity, and Inclusion

Another area of clarification I would like to address is the question around the development of a new Diversity, Equity, and Inclusion Strategy and how it differs from the Inuit Employment Strategy. Diversity, Equity, and Inclusion encompasses the symbiotic relationship, philosophy, and culture of acknowledging, embracing, supporting, and accepting those of all racial, sexual, gender, religious and socioeconomic backgrounds, among other differentiators.

Diversity acknowledges the way people differ: race, sex, gender, age, sexual orientation, disability, socioeconomic status, religious beliefs, and more. Inclusion is about diversity in practice. It's the act of welcoming, supporting, respecting, and valuing all individuals and groups. Equity is often used interchangeably with equality, but there's a core difference: equality is a system in which everyone is offered the same opportunities regardless of circumstance, and equity distributes resources based on needs. We live in a disproportionate society, and equity tries to correct its imbalance by creating more opportunities for people who have historically had less access.

I thank you for providing me the opportunity to highlight some of the responses provided at Committee of the Whole.

Regards,

A handwritten signature in blue ink, appearing to read "M Nakashuk". The signature is fluid and cursive, with the first letter "M" being particularly large and stylized.

Hon. Margaret Nakashuk
Minister of Human Resources

Cc. Mr. Les Hickey, Deputy Minister of Human Resources