



# 2023 to 2027 Departmental Sustainable Development Strategy

ROYAL CANADIAN MOUNTED POLICE

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# Executive Summary

This is the Royal Canadian Mounted Police's (RCMP) first Departmental Sustainable Development Strategy (DSDS) since the strengthened *Federal Sustainable Development Act* came into force. The *Federal Sustainable Development Act* provides the legal framework for developing and implementing a Federal Sustainable Development Strategy (FSDS) that will make sustainable development decision-making more transparent and accountable to Parliament.

As Canada's national police service, the RCMP has a unique role in supporting Canada's first FSDS that encompasses all three dimensions of sustainable development—social, economic and environmental. This renewed frame for the FSDS recognizes that ending poverty and other deprivations must go together with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests<sup>1</sup>.

The RCMP strives to address today's challenges and invest in activities that support the security of economic, social, and environmental health in Canada. This DSDS shows Canadians that the RCMP is paying attention to how its actions support sustainable development.

Environmentally, the RCMP will continue to modernize our fleet and facilities to reduce greenhouse gases, integrate green considerations into our procurement decisions, and ensure that our operations are resilient to climate change. This strategy also recognizes that a modern, inclusive and trusted RCMP contributes to social aspects of sustainable development. Going forward, the RCMP will continue to modernize, deliver effective policing operations and improve our organizational culture.

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<sup>1</sup> [Introducing the strategy \(fsds-sfdd.ca\)](https://www.rcmp.gc.ca/fsds-sfdd.ca)

SECTION 1

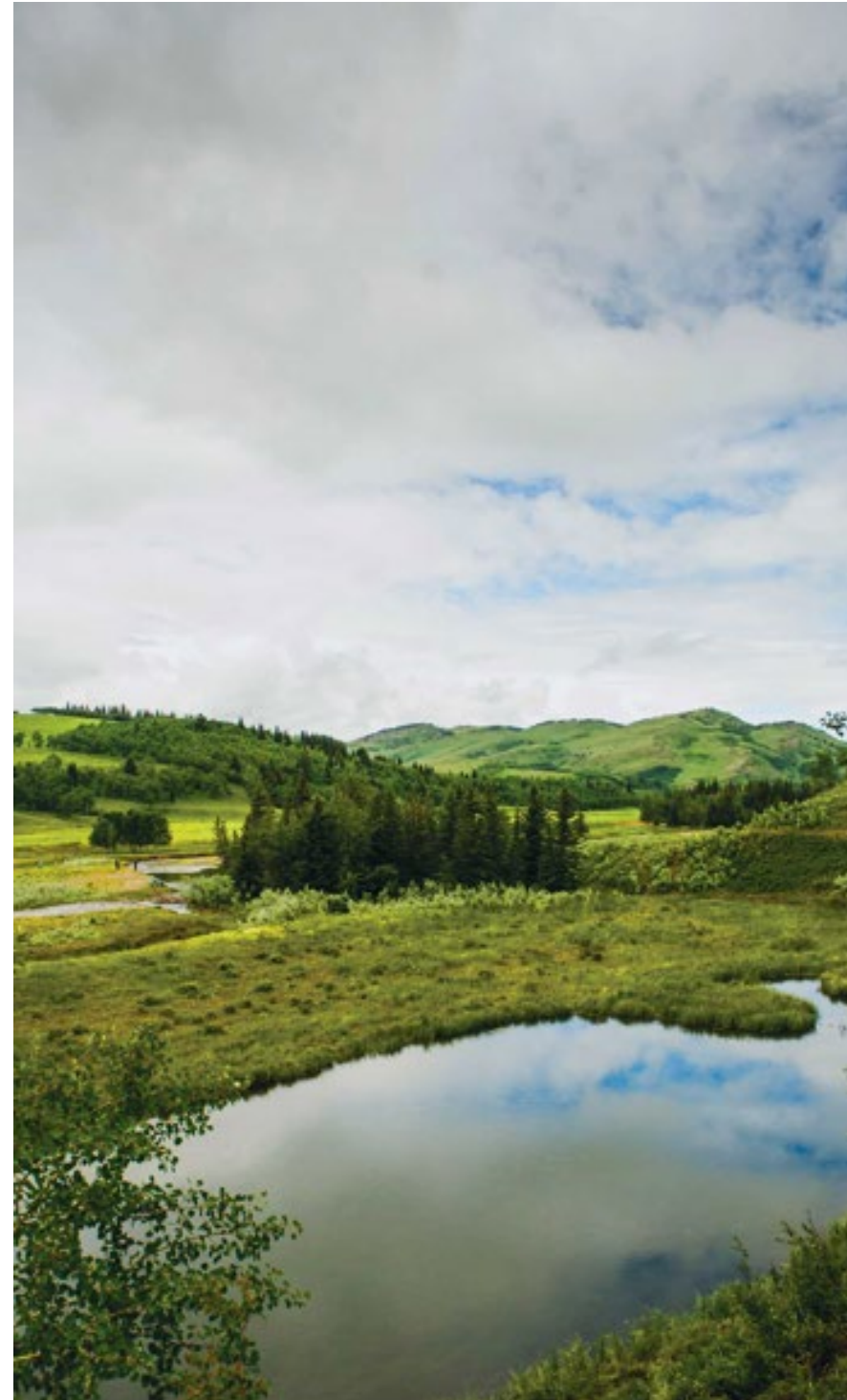
# Introduction to the Departmental Sustainable Development Strategy

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda for Sustainable Development and provides a balanced view of the environmental, social and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the RCMP supports the goals laid out in the FSDS through the activities described in this DSDS.

The *Federal Sustainable Development Act* also sets out [seven principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in the RCMP's DSDS.

To promote coordinated action on sustainable development across the Government of Canada, this DSDS integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global Indicator Framework (GIF) and





Canadian Indicator Framework (CIF) targets and indicators. The DSDS also captures SDG initiatives that fall outside the scope of the FSDS, including international initiatives, to inform the development of Canada’s Annual Report on the 2030 Agenda and the SDGs.



SECTION 2

# Royal Canadian Mounted Police's Sustainable Development Vision

## A Portrait of the Royal Canadian Mounted Police

For more than 150 years, the RCMP has been Canada's national police service. From coast to coast to coast, at the community, provincial, territorial and federal levels, as well as internationally, the RCMP is mandated to prevent crime, investigate offences, enforce the law, and ultimately keep Canada's population and national interests, safe and secure.

The RCMP operates within three main areas of responsibility:

- **Federal Policing:** The RCMP prevents, detects and investigates serious and organized crime, financial crime, and cybercrime, as well as crimes related to national security. In addition, it enforces federal statutes, conducts international policing activities and ensures border integrity and the security of major events, state officials, dignitaries and foreign missions.
- **Specialized Policing Services:** The RCMP maintains national criminal data repositories and provides training, expertise and investigative assistance to all Canadian law enforcement agencies including in forensics, identification, violent crime analysis, criminal intelligence, and online child exploitation. It also provides specialized firearms services to prevent and investigate firearms crimes and administers the [Firearms Act](#) and regulations. The RCMP further provides internal technical services to support operations in digital evidence collection, delivering policing information technology tools and overseeing departmental security standards.
- **Contract and Indigenous Policing:** Under the Police Services Agreements, the RCMP provides policing to provinces (except Ontario and Quebec) and territories, and to more than 150 municipalities and 600

Indigenous communities. Services provided in support of safe communities by uniformed and non-uniformed RCMP employees include administrating justice, preserving the peace, community policing and crime prevention. An important focus is advancing reconciliation with Indigenous Peoples in Canada, as well as connecting with vulnerable communities.

Delivering on these responsibilities – including responding to more than 2.7 million calls for service each year - requires a large workforce, a sizeable fleet of vehicles, and a diverse real property portfolio<sup>2</sup>:

Number of regular members <sup>3</sup> (police officers)	19,000+
Number of civilian members and public service employees	11,000
Number of detachments	700+
Percentage of regular members who identify as women	22%
Percentage of regular members who identify as visible minorities	12%
Percentage of regular members who identify as an Indigenous person	8%
Average number of cadets entering the RCMP training academy, every year	1,200
Number of on-road vehicles	12,000+
Number of marine vessels	350+
Number of buildings	4,300
Number of off-road vehicles	3,400+
Number of aircraft	35+
Number of locations	1,300

<sup>2</sup> [Organizational overview \(2021\)](#)

<sup>3</sup> Regular members are peace officers sworn in under the *Royal Canadian Mounted Police Act*, and include all ranks from constable to Commissioner



## Vision for Departmental Sustainable Development

The [RCMP Strategic Plan](#) (2021) sets the overall departmental vision:

*The RCMP is a healthy and inclusive organization trusted by employees, partners and the public that keeps Canada safe by consistently delivering exceptional policing services and continually striving to grow and improve.*

To show how the RCMP's mandate and vision supports sustainable development, the DSDS uses the framework of the United Nations (UN) Sustainable Development Goals (SDGs). Canada implements these goals through both the [Canada's 2030 Agenda National Strategy](#) and the FSDS.

The RCMP, with all other departments accountable to the *Federal Sustainable Development Act*, contributes to FSDS's Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality to help implement the [United Nations Declaration on the Rights of Indigenous Peoples Act \(UN Declaration Act\) Action Plan](#). RCMP also supports the target in Goal 10 for a federal public service that meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority.

The RCMP also shares responsibility for environmental sustainability with other federal departments. This includes contributing to Goal 12 by diverting non-hazardous operational waste and construction and demolition waste from landfill, and transitioning to zero-emission vehicles (ZEV). To support Goal 13, the RCMP commits to act on climate change and its impacts, working toward net-zero carbon operations from

KYOTO DECLARATION ON ADVANCING  
CRIME PREVENTION, CRIMINAL JUSTICE  
AND THE RULE OF LAW: TOWARDS THE  
ACHIEVEMENT OF THE 2030 AGENDA  
FOR SUSTAINABLE DEVELOPMENT

The Kyoto Declaration was adopted at the 14th UN Congress on Crime Prevention and Criminal Justice held in Kyoto, Japan in 2019. The Kyoto Declaration reflects a commitment by UN member states to prioritize crime prevention, criminal justice, and the rule of law as integral components of sustainable development efforts.

Aiming to create safer and more inclusive societies, the Kyoto Declaration emphasizes the need for comprehensive and integrated approaches to addressing crime, the implementation of evidence-based policies and programs that target the root causes of crime, and the need to enhance international cooperation in tackling transnational crime to achieve sustainable development.

facilities, conventional fleet, and National Safety and Security Fleet, and to transition to climate resilient operations by 2050.

For FSDS Goal 16, the RCMP is responsible for implementing measures that will help the Government of Canada to meet the target that, by 2030, at least 70% of Canadians think the criminal justice system is fair and accessible to all people. The FSDS points to RCMP's contributions to this goal by enhancing and modernizing critical aspects of the RCMP and improving its culture, including priority areas such as:

- ensuring a safe, equitable workplace
- addressing systemic racism
- advancing reconciliation with Indigenous Peoples
- supporting modern policing
- improving accountability, transparency and conduct

## SECTION 3

# Listening to Canadians

As required by the *Federal Sustainable Development Act*, the RCMP has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022.

During the public consultation, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses, and individual Canadians in different age groups and of various backgrounds. The draft FSDS was also shared with the appropriate committee of each House of Parliament, the Commissioner of the Environment and Sustainable Development, and the Sustainable Development Advisory Council for their review and comment.

## What We Heard

Across the submissions received, the RCMP identified sustainable development priorities and issues that affect us.

Many comments on the draft FSDS supported using the 17 SDGs as the framework for the FSDS, finding them to be accessible, comprehensive, and universal. Given the evolution of the FSDS frame, commenters also noted that the FSDS should incorporate more social and economic targets, and better integrate the FSDS with Canada's 2030 Agenda National Strategy, which establishes an approach for meeting the SDGs in Canada and abroad.

Specific to individual SDGs, the RCMP took note of the following:

- **SDG 5 Gender Equality** – High-level comments suggested that goals with an economic and social core are inadequately represented in a strategy framed from an environmental-only perspective. These comments supported refocussing this chapter with broader targets and indicators for gender equality.

- **SDG 10 Reduced Inequalities** – Comments reflected the need to incorporate a target on implementing the [UN Declaration Act](#) as well as additional milestones and implementation strategies that support reconciliation with Indigenous Peoples. There were also strong recommendations for increasing content related to Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex and additional sexually and gender diverse (2SLGBTQI+) people, as well as Black, Indigenous, and People(s) of Colour (BIPOC) communities.
- **SDG 12 Responsible Production and Consumption** – Individual participants and national organizations supported strengthening green procurement content, including setting a green procurement target. The Government of Canada’s buying power can be a market force to drive companies’ voluntary engagement, and can be used to support better management and reduction of waste streams, particularly plastics and organic material.
- **SDG 13 Climate Action** – Much of the public input received on the FSDS touched on climate change mitigation and adaptation. The need to move forward with electrifying transportation, in all forms, was a theme throughout many submissions. As a significant federal land owner, RCMP took note of a recommendation for the Government of Canada to consider developing a plan to decarbonize existing federal assets, beyond current commitments for net-zero carbon in construction.
- **SDG 16 Peace, Justice and Strong Institutions** – Further to public comments on incorporating more social and economic dimensions of sustainable development, the FSDS included new content related to confidence in Canada’s criminal justice system. It echoes the link between public safety measures and sustainable development identified in the [Canadian Indicator Framework for the Sustainable Development Goals](#) ambition that Canadians are safe and secure, in person and online.

## What We Did

The RCMP took these key priorities and issues into consideration in this DSDS.

RCMP supported broadening the FSDS to incorporate more social and economic targets. The FSDS tabled in Parliament in November 2022 reflects actions the RCMP is taking to modernize and improve its culture through [Vision 150 and Beyond](#) thereby contributing to social aspects of sustainable development.

Reflecting the public desire to better integrate the FSDS with Canada's 2030 Agenda National Strategy, this DSDS identifies RCMP programs and initiatives that support the national strategy and its associated targets and ambitions.

Directly building on what we heard from the FSDS public consultation:

- **SDG 5 Gender Equality** – Following the content in Chapter 5 of the FSDS, the DSDS identifies how the RCMP applies Gender Based Analysis Plus and is involved in the [National Action Plan to End Gender-Based Violence](#). The DSDS further highlights RCMP actions following the release of the [Mass Casualty Commission's \(MCC\) March 2023 final report](#). Internationally, Canada supports a number of initiatives that advance gender equality and empowering all women and girls. The DSDS highlights RCMP's participation in the [Elsie Initiative for Women in Peace Operations](#).
- **SDG 10 Reduced Inequalities** – This DSDS identifies the implementation strategy to support the *UN Declaration Act*, as reflected in the Action Plan (June 2023). The DSDS also identifies other actions RCMP is taking to advance reconciliation with Indigenous Peoples, and to promote diversity, equity, and inclusion for 2SLGBTQI+ communities. Additional RCMP activities that address systemic racism are included in the DSDS as part of SDG 16 – Peace, Justice and Strong Institutions.
- **SDG 12 Responsible Production and Consumption** – With respect to Green Procurement, the RCMP is implementing the Treasury Board of Canada Secretariat (TBS) [Standard on Embodied Carbon in Construction](#). The RCMP will also review its current procurement practices to identify high impact categories of goods and services purchased (i.e. with significant influence in achieving low-carbon and green operations), and take actions where possible.

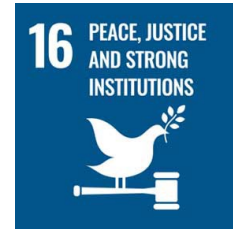


- **SDG 13 Climate Action** – The RCMP is taking concrete actions to reduce greenhouse gas emissions from our administrative and National Safety and Security Fleet vehicles and from our real property assets. The DSDS also reflects that the RCMP is completing a strategy to identify ways to decarbonize our existing real property portfolio to be net-zero carbon emissions by 2050. We are also advancing a portfolio wide Climate Change Vulnerability Assessment of the RCMP’s critical assets.
- **SDG 16 Peace, Justice and Strong Institutions** – Integrating RCMP's Vision 150 and Beyond in the FSDS contributes to setting more social and economic targets for Goal 16: Peace, Justice and Strong Institutions. The DSDS outlines actions on selected key initiatives related to addressing systemic racism, advancing reconciliation with Indigenous Peoples, and improving accountability, transparency and conduct.

Please find more information on the FSDS public consultation and its results in the [FSDS Consultation Report](#)

SECTION 4

# Royal Canadian Mounted Police's Commitments





## GOAL 5: CHAMPION GENDER EQUALITY

### FSDS Context

The FSDS identifies Gender-based Analysis Plus (GBA Plus) and the [Gender Results Framework](#) as key tools for the Government of Canada to advance gender equality. The RCMP uses GBA Plus across the organization to help ensure that policies, programs, services and processes are inclusive and help create a safer, healthier work environment for everyone. The RCMP's GBA Plus Centre of Expertise provides centralized advice and support for implementing GBA Plus within the RCMP and leads the RCMP GBA Plus Network to support the awareness and application of GBA Plus.

Applying GBA Plus across our work to assess how gender and other identity factors affect individual experiences, allows us to better meet community needs, foster a more inclusive workplace, and support modernization and culture change efforts. For example, the RCMP is designing its facilities to be more accessible by applying principles of inclusive design. Key facilities at the RCMP Training Academy (Depot), including washrooms, locker rooms and dorms, have been reviewed through a GBA Plus lens to ensure they are inclusive. The RCMP has also used GBA Plus to inform improvements to RCMP uniforms and equipment to serve the diverse needs of our employees, and to make the Officer Candidate Process and the awards and recognition process more equitable.

The FSDS also identifies that the government is committed to ending gender and race-based violence against all women and gender-diverse people. It sets 2026 as the target for Canada to reduce self-reported rates of intimate partner violence by up to five percent.

The RCMP has a mandate to support education and prevention initiatives that focus on intimate partner violence, to engage with victims/survivors, to support the rehabilitation of offenders when they are brought to us, and

collaborate with regional and municipal police agencies, social workers, nurses and other professionals to ensure that victims/survivors are referred to appropriate support agencies. In addition, the RCMP is one of six federal departments and entities that contribute to addressing and preventing gender-based violence in Canada through the [National Action Plan to End Gender-Based Violence](#). This plan is designed to support action across three pillars: prevention, support for survivors and families, and legal and justice system responses.

### **Initiatives advancing Canada’s implementation of SDG 5 – Gender Equality**

In addition to the actions identified in the FSDS, RCMP programming also supports the 2030 Agenda and the SDG GIF target: 5.1 End all forms of discrimination against all women and girls everywhere.

The RCMP is improving its capacity across the country to better respond to gender-based violence and intimate partner violence. Efforts through 2023 include unveiling a new course on Collaborative Police Action on Intimate Partner Violence, and supporting potential victims through *Clare’s Law* in Saskatchewan and Alberta. To make it easier for women to report gender-based violence and intimate partner violence, the RCMP has also engaged external experts to research the use of supportive reporting centres for women, based on an international model known as Women’s Police Stations.

### MASS CASUALTY COMMISSION’S FINAL REPORT

Gender-based violence and intimate partner violence played a significant role in the lead-up to and unfolding of the April 2020 mass casualty in Nova Scotia. The [Mass Casualty Commission’s March 2023 final report](#) pointed to the urgent need to address the root causes of gender-based violence, which are deeply ingrained in our society.

The RCMP is seized with this important issue. Police are an important part of a comprehensive approach to community safety and well-being, including preventing and addressing gender-based violence and intimate partner violence.

The RCMP is committed to being a willing and collaborative partner in a multi-sectoral response. In its role, the RCMP recognizes the need to further explore and better understand the complexity of public health issues like gender-based violence and intimate partner violence, acknowledging that they are rooted in gender inequality and misogyny and are more likely to affect specific groups of women, including those who are racialized, Indigenous, have a disability and/or are part of 2SLGBTQI+

Internationally, the RCMP continues to support the Elsie Initiative for Women in Peace Operations by working with the Zambia Police Service to establish bilateral technical assistance and training initiatives. This will help train women security sector professionals and increase deployment of women to international peace operations. Work on this project is on-going and the RCMP will continue supporting the full and meaningful participation of women peacebuilders.





## GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

### FSDS Context:

#### *Advancing reconciliation with First Nations, Inuit, and the Métis communities*

The FSDS describes Canada's commitment to implementing the [United Nations Declaration on the Rights of Indigenous Peoples](#). On June 21, 2021, the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) (*UN Declaration Act*) received Royal Assent and immediately came into force, in keeping with the [Truth and Reconciliation Commission of Canada: Calls to Action](#) and the National Inquiry into [Missing and Murdered Indigenous Women and Girls Inquiry's Calls for Justice](#).

The June 2023 [UN Declaration Act Action Plan](#) provides a roadmap of actions that Canada needs to take in partnership with Indigenous peoples. It includes 181 specific measures to ensure the full implementation of the inherent rights of Indigenous peoples, break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous peoples. There are two Action Plan measures that uniquely identify the RCMP:

1. To ensure that RCMP employees have access to culturally-appropriate and relevant learning products, RCMP is engaging with Indigenous representatives in the ongoing development of new or revised learning products for the RCMP's Intercultural Learning Strategy.

2. Through the National Office of Investigative Standards and Practices (NOISP) within the RCMP, continue to provide investigative quality, standards and best practices by providing support, training, and oversight related to major case investigations across the RCMP, including those where the victims are Indigenous women, girls, and 2SLGBTQI+ people. The NOISP is available to all RCMP divisions for review or consultation on all investigations, including those involving Missing and Murdered Indigenous Women and Girls, to promote successful outcomes.

Beyond these specific Action Plan measures, the RCMP is actively engaging in the continuous process of reconciliation, working to strengthen trust and relationships with Indigenous communities, peoples and employees. Our reconciliation efforts aim to improve community safety and wellbeing, enhance investigative standards, and deliver the highest quality policing services.

As part of the [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ People](#), the RCMP has been taking steps to advance reconciliation with Indigenous peoples by reforming recruitment and training processes. The RCMP has also established the RCMP Indigenous Collaboration, Co-development and Accountability Office. This office is working



to increase the representation of First Nations, Inuit and Métis people in the RCMP, both as police officers and civilian staff, and help inform changes to policies and processes.

The RCMP is further committed to continuing its work along the path of reconciliation by developing, updating, and implementing national and divisional reconciliation strategies and reports to provide transparency and accountability on progress in rebuilding trust with Indigenous Peoples. RCMP divisions developed strategies in consultation and collaboration with First Nations, Inuit and Métis communities, advocates, stakeholders and employees, and contribute to putting words into action.

To read more about what the RCMP is doing advance reconciliation, see our webpage: [Reconciliation | Royal Canadian Mounted Police \(rcmp-grc.gc.ca\)](https://www.rcmp-grc.gc.ca/reconciliation)

### ***Taking action on inequality***

The RCMP's Equity, Diversity and Inclusion Strategy emphasizes the need to value diversity and to serve both our employees and Canadian communities with dignity and respect. It also focuses on identifying and reducing workplace and service delivery barriers for BIPOC, women, persons with disabilities, and members of 2SLGBTQI+ communities.

The RCMP has developed national and divisional regular member recruitment targets to ensure the organization is more representative of women, Indigenous Peoples, and racialized peoples. This includes identifying HR solutions to systemic barriers to improve recruitment, retention and advancement of Indigenous Peoples. These targets will help us evaluate the success of our ongoing recruitment initiatives. A national RCMP First Nations, Inuit and Métis Recruitment Strategy, led through an Indigenous lens, is being developed with a focus on examining and addressing barriers; enhancing attraction, assessment and selection, while looking forward to ensure retention and support. This strategy will also outline concrete actions to create support systems for Indigenous candidates, and embed cultural relevance and competence throughout the recruitment process.

As required by the [Accessible Canada Act](#), the RCMP developed an accessibility plan in consultation with persons with disabilities for identifying, removing and preventing barriers to accessibility. The Operational Accessibility Plan is a multi-year, results-based plan, consisting of the priority areas for action, desired results and targeted activities to achieve them.

The RCMP is working to create an inclusive workplace that embraces individual differences. This includes efforts to promote the inclusion of 2SLGBTQI+ communities, both as part of the RCMP workforce and through efforts to ensure positive relationships with the public. In 2020, the RCMP Guide to Supporting Transgender, Non-binary and Two-Spirit Employees was created in consultation with employees to help employees navigate changing their lived gender identity in the workplace and to support an inclusive environment. The RCMP committed to the [Federal 2SLGBTQI+ Action Plan](#), launched on August 28, 2022 which includes formalizing supports for 2SLGBTQI+ internal employee networks, promoting alliances with networks across the public service and continuing to implement remaining initiatives from the LGBT Purge Class Action Settlement Agreement.



**Target theme:** Advancing reconciliation with First Nations, Inuit, and the Métis communities

**Target:** Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Create an Intercultural Learning Strategy that utilizes consultation with both internal and community stakeholders to inform the review, procurement, promotion, design and delivery of learning products to promote intercultural competence in all aspects of learning.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Number of learning products revised or generated for Indigenous cultural appropriateness</p> <p><b>Starting point:</b> One new course developed and two courses revised (2022-23)</p> <p><b>Target:</b> Five learning products by 2027</p>	<p>RCMP employees are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada. This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration commitment.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition:</i> 10.2 Canadians live free of discrimination and inequalities are reduced  <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>



**Target theme:** Taking action on inequality

**Target:** Each year, the federal public service meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority (President of the Treasury Board)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Foster diversity, inclusion and accessibility in the federal public service</p>	<p>Increase diversity in recruitment of regular members to ensure the RCMP reflects the communities it serves.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage representation of women, Indigenous Peoples and members of visible minority in regular member positions</p> <p><b>Starting point:</b> 21.8% of regular members identify as women, 7% as Indigenous Peoples, and 12.3% as a visible minority (2020-21)</p> <p><b>Target:</b> By 2027, the RCMP aims to have 30% women, 24% members of visible minority and 10% Indigenous Peoples.</p>	<p>By integrating anti-racism, equity and diversity and inclusion principles into its recruitment and promotion practices, with more than 30,000 police officers and civilian employees, the RCMP can contribute significantly to fostering diversity, inclusion and accessibility in the federal public service</p> <p>Prioritizing Indigenous regular member candidates in the recruitment process at the RCMP will contribute to reconciliation with Indigenous Peoples and workforce availability. Successful candidates can choose to stay at home or close by their home communities.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced</p> <p><i>GIF Target: 10.2</i> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p><i>GIF Target: 10.3</i> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>

### Implementation strategies supporting the goal

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Implement the Federal 2SLGBTQI+ Action Plan</p>	<p>Publish explicit goals for 2SLGBTQI+ inclusion within the EDI strategy or within a dedicated strategy document, accompanied by clear progress monitoring and evaluation metrics.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Goals, actions and measures are published and communicated internally and externally, either in a standalone action plan or as part of the departmental EDI Strategy.</p> <p><b>Starting point:</b> New program 2023-24</p> <p><b>Target:</b> Publish goals, actions and measures by 2027</p>	<p>Establishing clear goals will allow for next steps to be identified and progress to be tracked to build and maintain a 2SLGBTQI+ inclusion in the workplace.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced  <i>GIF Target: 10.2</i> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>



## GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

### **FSDS Context:**

#### ***Fleet***

The RCMP is working toward meeting the [Greening Government Strategy](#) commitments to prioritize the greening of high impact procurement categories, including on-road, light-duty<sup>4</sup> conventional vehicles. The RCMP is working toward an administrative fleet that comprises 100% ZEVs by 2030, which excludes RCMP’s National Safety and Security vehicles that are addressed under Goal 13. When ordering new conventional vehicles, the RCMP gives priority to purchasing ZEVs where suitable options are available and meet operational needs. Annually, at least 75% of new on-road, light-duty, conventional fleet vehicle purchases continue to be ZEVs and Hybrid Electric Vehicles (HEVs).

The RCMP has medium and heavy-duty vehicles, vessels and aircraft in its fleet and will consider green options for these types of vehicles. This includes low-carbon fuels and hybrid technologies where suitable options are available and meet operational needs.

#### ***Real Property***

The RCMP is working to advance sustainable consumption and production at RCMP real property assets. Over the duration of the DSDS, the RCMP will:

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<sup>4</sup> Light-duty vehicles include passenger cars, vans and light trucks consistent with Parts II and III of the [Government Motor Vehicle Ordering Guide](#).

- Review non-hazardous operational waste assessments completed at our major facilities and identify areas for improvement. This includes opportunities to improve the lifecycle management of goods, from procurement through disposal, to reduce waste sent to landfill.
- Continue to transition the electricity that power our facilities to more sustainable, clean sources. The RCMP is a participating organization in the PSPC-led [clean electricity initiative](#) that will provide renewable electricity to our facilities in Saskatchewan, Alberta, New Brunswick, and Nova Scotia.
- Complete environmental site assessments at all our owned properties, to fully understand potential environmental risks and liability associated with environmental contamination in the real property portfolio.
- Renew focus on employee mobilization by creating sustainable workplaces through communities of practice and working groups in line with the Greening Government Strategy commitment to focus on the well-being of employees and communities.

### ***Procurement***

The RCMP is one of the largest organizations in the Government of Canada in terms of investment in assets and acquired services. The RCMP's procurement needs are complex and diverse - from distributing uniforms, firearms and related equipment items for individual RCMP members and cadets, to surveillance gear, communications and IT equipment, and laboratory supplies for policing requirements.

In accordance with the TBS [Policy on Green Procurement](#), RCMP procures, operates, and disposes of its assets in a manner that protects the environment, while meeting its operational objectives and security requirements. To prioritize green procurement, performance evaluations include contributing and supporting the policy's objectives for key procurement officials at the RCMP.

On an ongoing basis, the RCMP conducts pre-solicitation<sup>5</sup> quality control reviews. As part of that process, environmental criteria are identified for inclusion in contracting documents. To further the objectives of the Policy on Green Procurement, the RCMP will review and update the tools and guidance provided to procurement officials, focusing on strengthening appropriate environmental criteria for high impact categories of goods and services.



*SaskPower and the Government of Canada are collaborating in the development of new renewable electricity infrastructure that will generate and allocate renewable electricity credits equivalent to the electricity consumption at RCMP buildings and facilities within Saskatchewan.*

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<sup>5</sup> A solicitation document is a formal request for pricing for goods and services. Interested vendors (bidders) respond to the solicitation document with their proposed pricing (their bids). The bids are evaluated and the compliant vendor is recommended for the award of the contract.

**Target theme:** Federal leadership on responsible consumption

**Target:** By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Maximize diversion of waste from landfill	Divert from landfill non-hazardous operational waste at RCMP major facilities.  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Percentage of total non-hazardous operational waste and plastic waste diverted from landfill by weight.  <b>Starting point:</b> 55% of non-hazardous operational waste; 30% of plastic waste  <b>Target:</b> 75% non-hazardous operational and 75% plastic waste diverted by 2030	Waste audits provide insight into non-hazardous operational waste streams at major facilities, from which opportunities to improve diversion and reduce waste are being identified.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner  <i>GIF Target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

**Target:** By 2030, the Government of Canada will divert from landfill at least 90% by weight of all construction and demolition waste (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Maximize diversion of waste from landfill	Divert construction, renovation and demolition waste from landfill for RCMP major projects.  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Percentage of construction, renovation and demolition waste diverted from landfill by weight  <b>Starting point:</b> New program in 2022-23  <b>Target:</b> More than 90% diversion, overall, for all projects completed in each fiscal year, striving to achieve 100% by 2030.	Tracking waste for major projects will give the RCMP insights into the creation and diversion of CRD waste. RCMP will use this information to identify and implement opportunities to improve waste reduction and diversion.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner  <i>GIF Target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



**Target:** The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Transform the federal light-duty fleet</p>	<p>Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs or hybrid-electric vehicles (HEVs)).</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b></p> <p>A) Percent of total annual light-duty on-road conventional vehicle purchases that are ZEV or hybrid against the total annual light-duty on-road conventional vehicle purchases.</p> <p>B) Percent of total light-duty on-road conventional vehicle that are ZEV (including battery electric, plug-in hybrid and hydrogen fuel cell vehicles).</p> <p>C) Percent reduction in GHG emissions from light-duty on-road conventional fleet, relative to 2005-06 levels.</p> <p><b>Starting point:</b></p> <p>A) 75% (27/36) in 2022-23                      B) 13% (48/364 vehicles) in 2022-23                      C) 4176 tonnes CO<sub>2</sub>e in 2005-06<sup>6</sup></p> <p><b>Target:</b></p> <p>A) 75% annually, aiming for 100%                      B) 100% by 2030                      C) 100% by 2035 below 2005-06 Baseline</p>	<p>The purchase of ZEVs also supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty, on-road, conventional vehicles with ZEVs or HEVs, will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>CIF Ambition: 12.1</i> Canadians consume in a sustainable 13manner</p> <p><i>CIF Target: 12.1</i> Zero-emissions vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040</p> <p><i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>

<sup>6</sup> 2022-23 adjusted value

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Strengthen green procurement criteria	Integrate environmental considerations into procurement management processes and controls for goods and services  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Percentage of total solicitation documents issued by RCMP that incorporate environmental clauses.  <b>Starting point:</b> 85% in 2016-17  <b>Target:</b> 85% each year	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner  <i>GIF target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse  <i>GIF target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities  <i>GIF target: 12.8</i> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature As above.
	Ensure decision makers have the necessary training and awareness to support green procurement  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Percentage of total procurement and materiel managers that have taken the Canadian School of Public Service Green Procurement training course within one year of being identified.  <b>Starting point:</b> 99% in 2016-17  <b>Target:</b> 100%	

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Disclose embodied carbon in construction</p>	<p>Reduce the <a href="#">embodied carbon</a> footprint for structural materials of major construction projects in alignment with the TBS <a href="#">Standard on Embodied Carbon in Construction</a>.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage reduction of embodied carbon in structural materials relative to the baseline mix</p> <p><b>Starting point:</b> New program</p> <p><b>Target:</b> 10% in 2023-24, working toward 30% by 2025-26</p>	<p>Actions that reduce the embodied carbon in construction will help to reduce Scope 3 emissions for the construction of new facilities. Using lower embodied carbon materials addresses emission reductions outside of facility operations and contributes further to the net-zero carbon balance.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner   <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>

### Implementation strategies supporting the goal:

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Remediate high-priority contaminated sites	<p>Complete environmental site assessments at unassessed properties to understand associated environmental and human health risks and liability.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of owned portfolio assessed.</p> <p><b>Starting point:</b> 86% as of June 2023</p> <p><b>Target:</b> 100% by 2026-27</p>	<p>The RCMP continues to manage our contaminated sites in accordance with the principles of the Federal Contaminated Sites Action Plan and in alignment with the Directive on the Management of Real Property with emphasis on ensuring the sites are safe for intended use and reducing the risk to human health and the environment from our operations in communities across Canada.</p> <p><b>Relevant targets or ambitions:</b> <i>GIF Target: 12.4</i> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment</p>
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	<p>Metering and tracking potable water consumption at major facilities</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage of major facilities that track potable water consumption</p> <p><b>Starting Point:</b> 100% in 2022-23</p> <p><b>Target:</b> 100%</p>	<p>Measuring water usage at major facilities promotes responsible consumption by raising awareness, identifying wasteful practices, setting targets and enabling future planning. This contributes to sustainable water management.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner  <i>GIF Target: 12.2</i> By 2030, achieve the sustainable management and efficient use of natural resources</p>



## GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

### FSDS Context:

#### *Fleet*

The RCMP has an extensive land, air and marine law enforcement fleet to support its operational requirements.

The RCMP's National Safety and Security Fleet includes 14,000 land vehicles that support members in the delivery of policing services across Canada. This section of the fleet include light-duty vehicles (for example, sedans, sport utility vehicles, pickup trucks and vans), medium and heavy-duty vehicles, motorcycles, and numerous off-road vehicles such as snowmobiles and all terrain vehicles that serve a wide range of operational needs. This includes bomb trucks, dog trucks, mobile command posts, front loaders, and armoured vehicle platforms.



*In 2023, RCMP's West Shore Detachment introduced the first fully electric RCMP vehicle, a Tesla Model Y, fully equipped to meet policing standards*

When it comes to policing on the water, the RCMP has over 330 vessels of various types including canoes, kayaks, dinghies, aluminum boats, bowriders, rigid hull inflatable boats and catamarans. The RCMP also police the skies with 33 aircraft that are made up of both fixed wing and rotary wing aircraft.

As the federal department with the largest National Safety and Security Fleet of on-road, light duty land vehicles, the RCMP plays a lead federal role in the transition to net-zero carbon by 2050. The RCMP is working towards modernizing its fleet through the implementation of electric vehicles and exploring opportunities to leverage emerging technologies while maintaining the ability to meet policing operational requirements. The RCMP's Operational Fleet Decarbonization Plan is being developed and will outline how we will reduce emissions of its National Safety and Security Fleet in line with the overall 2050 net-zero emissions target. The plan will take into consideration market assessments, scientific testing and evaluation of deployed pilot ZEVs and planning for electric vehicle charging infrastructure for the future ZEV fleet. The Operational Fleet Decarbonization Plan will also address RCMP's medium and heavy-duty vehicles as well as its marine and air fleets. To ensure operational requirements can still be maintained, TBS with RCMP may extend target timelines for certain vehicle groups or locations where there are no suitable ZEV options available or insufficient refueling infrastructure is available.

The RCMP is also directly involved in two Greening Government Fund initiatives. RCMP is playing a primary role in Natural Resources Canada's initiative "Deploying Zero-Emission and Clean Fuel Powered Commercial and National Safety & Security Vehicles - From Assessment to Replication." The initiative will respond to the RCMP's operational requirements and reduce greenhouse gas emissions from the RCMP's conventional and National Safety and Security Fleet operations. This includes achieving annual green vehicle purchase targets, increasing the proportion of ZEVs in the fleet, developing an Operational Fleet Decarbonization Plan by 2023, and ensuring charging infrastructure is in place.

The RCMP is also taking the lead on the Interdepartmental Marine Fleet Low/Zero-Emissions Greening Government Fund Initiative. Through this, RCMP is evaluating the performance of low/zero-emission engines in small government vessels (boats less than 15 meters in length) and identifying vessel categories best suited for conversion to low/zero-emission alternatives.



## ***Real Property***

The RCMP real property portfolio stretches from coast to coast to coast and includes 4,421 real property assets, 7,114 hectares of land, and 1.64 million m<sup>2</sup> of floor area. Thus, the RCMP has a significant role to play in the Government's response to climate change and is working toward net-zero carbon and climate resilient operations by 2050.

To contribute to the net-zero carbon target, the RCMP is constructing all new buildings to be net-zero carbon or net-zero-carbon-ready, and has developed a Reusable Net-Zero Carbon Small Detachment Design for future construction projects.

The department is also working to replace or convert existing heating, ventilation, and air conditioning and refrigeration (HVAC-R) systems that use high global warming potential refrigerants, ozone depleting refrigerants and hydrofluorocarbons (HFCs) by 2030. Going forward, by refining our Carbon Neutral Portfolio Strategy, RCMP will identify the department's future pathways to decarbonize real property. This includes measures to use space efficiently, manage energy use at



*Opened in 2021, RCMP's Rocky Harbour (NL) Detachment is a Net-Zero Carbon Ready building that include state-of-the-art thermal design, automated lighting and plumbing fixtures (Photo Credit: A Simpson).*

buildings, and switch to low carbon sources of energy where feasible.

The RCMP’s [Environmental Scan](#) identifies climate change as one of six critical areas to consider when developing organizational strategies. Through a Portfolio-Wide Climate Change Vulnerability Assessment, the RCMP is identifying its climate vulnerabilities for critical infrastructure and planning for more detailed climate risk assessments for critical assets. Climate change risks are considered at the outset for new projects, with internal guidance to ensure that Climate Risk and Vulnerability Assessments are routinely completed. The RCMP also continues to increase training and build its own capacity on climate change impacts through internal communications, presentations, and targeted training for departmental environmental specialists.

**Target theme:** Federal leadership on greenhouse gas emissions reductions and climate resilience

**Target:** The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Modernize through net-zero carbon buildings	Construct all new buildings to be net-zero carbon unless a GHG life-cycle cost analysis indicates net-zero-carbon-ready construction.  <b>Program:</b> Internal Services	<b>Performance Indicator:</b> Percentage of total new building construction projects completed each year that are net-zero carbon or net-zero-carbon-ready construction.  <b>Starting point:</b> 15% in 2022-23 (2 of 13) <sup>7</sup>  <b>Target:</b> 100% each year	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions  <i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to

<sup>7</sup> Most projects completed in 2022-23 were designed prior to the 2020 Greening Government Strategy update

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
			<p>2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</p> <p><i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning</p>
<p>Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits</p>	<p>Incorporate GHG emissions reduction into the departmental decision-making process using GHG life-cycle cost analysis for major building retrofits.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage change in GHG emissions from real property from fiscal year 2005-06</p> <p><b>Starting point:</b> 95,529 tonnes CO<sub>2</sub>e in 2005-06<sup>8</sup></p> <p><b>Target:</b> At least 40% reduction by 2025, continuing reduction to 50% by 2030.</p>	<p>Conducting a GHG life-cycle cost analysis for all major retrofits will allow the RCMP to recommend and choose design options with optimal GHG savings. This will contribute to lowering GHG emissions by considering the long-term cost of carbon and other environmental implications of building.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions</p> <p><i>CIF Target: 13.1</i> - By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</p> <p><i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning</p>
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>Update inventory of HVAC-R equipment and convert or replace systems in alignment with TBS' HVAC-R Guidance</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of existing HVAC-R systems using high global warming potential refrigerants, ozone depleting refrigerants, and HFCs that are converted or replaced with climate-friendly alternatives</p> <p><b>Starting point:</b> New Program in 2023-24</p>	<p>Eliminating high global warming potential refrigerants in our HVAC-R equipment will protect the atmosphere from accidental emissions of ozone depleting, potent and long-lasting greenhouse gasses.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions</p>

<sup>8</sup> 2022-23 adjusted value

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
		<b>Target:</b> Convert or replace 100% of systems identified as having a high global warming potential by 2030	<i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.

**Target:** The Government of Canada will transition to net-zero carbon national safety and security fleet operations by 2050 (Ministers with national safety and security fleets)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Improve environmental performance of National Safety and Security fleets	RCMP will complete an Operational Fleet Decarbonization Plan in fiscal year 2023-24 that outlines how the department will reduce emissions from operations in line with the overall 2050 target. Early priority will be placed on purchasing ZEV vehicles for the light duty fleet.  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Percentage of the light duty National Safety and Security fleet that are ZEV, with required charging infrastructure.  <b>Starting point:</b> New Program  <b>Target:</b> Working toward 50% ZEV by 2030, except where no available ZEV options meet operational requirements or electrification is not feasible.	The RCMP has the largest on-road fleet within the federal government. Implementation of the National Safety and Security operational fleet decarbonization plan will significantly contribute to overall reduction of federal fleet GHG emissions.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions  <i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.  <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning



**Target:** The Government of Canada will transition to climate resilient operations by 2050 (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
<p>Reduce risks posed by climate change to federal assets, services and operations</p>	<p>Conduct a portfolio-level Climate Change Vulnerability Assessment (CCVA) for mission critical assets, that incorporates current and future location-specific climate data in the analysis</p> <p>Following a portfolio-level CCVA, conduct Climate Risk and Vulnerability Assessments (CRiVA) for mission critical real property assets identified as high or moderate risk</p> <p>Conduct CRiVAs for new construction and major retrofit projects</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b></p> <ul style="list-style-type: none"> <li>A) Complete portfolio-level CCVA for mission critical assets</li> <li>B) Percentage of mission critical assets at moderate to high risk of climate change impacts that have had a facility-specific CRiVA conducted</li> <li>C) Percentage of new construction projects and major retrofits that have had a CRiVA conducted</li> </ul> <p><b>Starting point:</b></p> <ul style="list-style-type: none"> <li>A) New program</li> <li>B) New program</li> <li>C) New program</li> </ul> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>A) Complete by March 31<sup>st</sup>, 2024</li> <li>B) 40% by 2027</li> <li>C) 100% each year</li> </ul>	<p>Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change</p> <p><i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>





## GOAL 16: PROMOTE A FAIR AND ACCESSIBLE JUSTICE SYSTEM, ENFORCE ENVIRONMENTAL LAWS, AND MANAGE IMPACTS

### FSDS Context:

The FSDS recognizes that the RCMP is committed to modernizing and improving its culture to ensure policing excellence from coast to coast to coast. The organization is continuously finding ways to take better care of our employees, treating all those we serve with dignity and respect, and carrying out our police work in ways that builds trust and confidence. Keeping people safe is our primary mandate, and the RCMP will continue to deliver programs and services that advance crime prevention and support sustainable development.

The Vision 150 and Beyond strategic plan set the strategy for modernizing the RCMP. It was the organization's first strategic plan in over ten years, with a focus on four pillars: Our People, Our Culture, Our Stewardship, and Our Policing Services.

Following the release of Vision 150 and Beyond, the RCMP began proactively reporting progress online on key initiatives under five major priorities:

- Ensure a safe, equitable workplace
- Address systemic racism
- Advance reconciliation with Indigenous Peoples
- Support modern policing
- Improve accountability, transparency and conduct



A renewed strategic plan in 2024 will refresh the RCMP's strategic priorities in a spirit consistent with Vision 150 and Beyond. This plan will continue to embrace a proactive approach to reporting while incorporating further performance measurement components and embracing principles of open government.

Strategic plan initiatives to support diversity, create an inclusive workplace, and advance reconciliation with Indigenous peoples support Goal 10. Other actions as part of the strategic plan directly support a fair and accessible justice system, including:

- **Collecting disaggregated race-based data on police interactions with racialized and Indigenous Peoples**

The RCMP will analyze the data to identify trends that point to disproportionate outcomes for racialized individuals and examine ways to address systemic racism in policing and the broader justice system. The department has engaged with Toronto Police Service and Peel Regional Police to exchange best practices to advance race-based data collection.

- **Modernizing recruitment to support diversity and reduce bias**

The RCMP is working to increase diversity amongst applicants and cadets by modernizing its screening tools to promote diversity and ensure candidates have the characteristics and attributes for future police workforce needs. This includes screening for bias, racism and discriminatory attitudes and beliefs. Early results of the new online cognitive and personality assessment tool to screen potential candidates indicate a significant increase in pass rates across all candidates, with members of a visible minority being the most



successful. The RCMP also launched the Diverse and Inclusive Pre-Cadet Experienced (DICE), a new three-week program at the National Training Academy focused on removing systemic barriers that impact racialized and underrepresented persons aspiring to join the RCMP.

- **Increasing the use of restorative justice programs**

The RCMP is working towards a minimum five per cent increase in referrals to restorative justice programs that seek to repair harm by providing an opportunity for victims, offenders, and affected communities to actively participate in the justice process in meaningful and purposeful ways in the aftermath of a crime. Restorative justice also diverts individuals from the criminal justice system. Specifically from the courts and prison systems and supports rehabilitating offenders. A pilot project between the RCMP and the Department of Justice began in spring 2022 to bring together local RCMP detachments and Indigenous Justice Programs to increase restorative justice referrals and strengthen their working relationships. As of 2023, this initiative is active in nine pilot sites in six different provinces/territories, with an additional four sites and two provinces/territories planned.

- **Disclosing police information on a routine basis**

In January 2022, the RCMP released data on police intervention options. For the first time, the information was broken down by provinces and territories, rather than a national summary, and provided a breakdown by: type of intervention, subject and officer injury, and subject characteristics (for example, whether the subject was perceived to be under the influence of a substance). In May 2023, the RCMP released its [Transparency and Trust Strategy and Action Plan](#). Through the application of this strategy, the RCMP will strive to be an international leader in public safety transparency and open government practices, and embody the principles of trust, transparency, integrity, accountability, and participation.

- **Equipping RCMP officers with body worn cameras**

All RCMP officers who have operational interactions with the public will be equipped with a body-worn camera while on duty. This includes the front-line police officers that hold specific duty functions in uniform policing activities and account for over 90% of use of force encounters documented. Supporting software will store and ensure ready access to video evidence to support court proceedings, access to information requests, and other complaint processes in a manner that respects privacy legislation.

**Target theme:** A fair and accessible justice system and the rule of law

**Target:** By 2030, at least 70% of Canadians think the criminal justice system is both fair and accessible to all people (Minister of Justice and Attorney General of Canada)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Take action to improve fairness in law enforcement and the criminal justice system	Address systemic racism, including through collecting and analyzing race-based data on police interactions.	<p><b>Performance Indicator:</b> <a href="#">Canadian Views of RCMP Policing Services Survey Questionnaire</a> – Views of the RCMP (Sensitivity)</p> <p><b>Starting point:</b> Fewer than four in ten agree that the RCMP is sensitive to the needs of Canada’s various cultures and groups (39%); one in three agree that the RCMP treats members of visible minority groups fairly (35%) or that it treats Indigenous people fairly (30%) (2021-22).</p> <p><b>Target:</b> Trending improvement in annual survey results.</p>	<p>Systemic racism in policing and the broader justice system has been the subject of increased public dialogue since the summer of 2020. A strong response to address systemic racism and discrimination in the RCMP will help increase the percentage of Canadian who think that the criminal justice system is both fair and accessible to all people.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 16.6</i> Canadians have equal access to justice   <i>CIF Ambition: 16.7</i> Canadians are supported by effective, accountable, and transparent institutions</p>
	Advance reconciliation with Indigenous peoples through increasing the use of restorative justice programs	<p><b>Performance Indicator:</b> Percentage increase in individuals who are referred to a Restorative Justice Program (pre-charge diversion from conventional criminal charges)</p> <p><b>Starting point:</b> 56% (Baseline year 2021-22)</p> <p><b>Target:</b> 5% increase in pre-charge referrals to restorative justice from baseline</p>	<p>Restorative justice brings the community and the police closer together and works toward increasing and improving community and police relations. It also diverts individuals from the criminal justice system and, specifically, the court and prison systems along with rehabilitating offenders.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 16.6</i> Canadians have equal access to justice</p>

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
	<p>Improve accountability, transparency and conduct, including through disclosing police information on use of force, calls for service and diversity statistics, and equipping RCMP officers with body worn cameras and improving transparent oversight of serious incidents.</p>	<p><b>Performance Indicator:</b>  <a href="#">Canadian Views of RCMP Policing Services Survey Questionnaire</a>                      – Views of the RCMP (Transparency)</p> <p><b>Starting point:</b> Proportion of Canadians who agree the RCMP is an open and transparent organization (25%); and those who feel the RCMP provides adequate information about its work (34%) (2021-22).</p> <p><b>Target:</b> Trending improvement in annual survey results</p>	<p>As part of the RCMP's ongoing commitment to increased transparency, the RCMP is sharing more information with the public to build trust in the fairness in law enforcement.</p> <p>Body worn cameras also help demonstrate and promote fairness in law enforcement because they show what happens during interactions with police, can be used as evidence for complaints or in court and encourage better police and public behaviour</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition: 16.6</i> Canadians have equal access to justice   <i>CIF Ambition: 16.7</i> Canadians are supported by effective, accountable, and transparent institutions</p>



## **Initiatives advancing Canada's implementation of SDG 16 – Peace, Justice and Strong Institutions**

The RCMP's Departmental Plan identifies how our programming supports the 2030 Agenda and SDG GIF targets: 16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children, and 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.

- The RCMP's International Police Peacekeeping and Peace Operations Program activities are shaped by robust gender-based analysis and are tailored to advance the Women, Peace and Security agenda. In 2023-2024, the program will contribute to the development of the new Canadian National Action Plan on Women, Peace and Security. It will also work to deploy a diverse cadre of personnel on missions, with a goal to meet or exceed the UN established targets for the participation of women police officers in international peace operations.
- Sensitive and Specialized Investigative Services continues to pursue online child sexual exploitation investigations, identify victims and remove them from abusive situations, and will bring offenders to justice, including those who offend abroad. In support of these outcomes, the National Child Exploitation Crime Centre will continue to contribute intelligence and identify victims and offenders in the International Criminal Police Organization's (INTERPOL) International Child Sexual Exploitation Database. The National Child Exploitation Crime Centre will also develop and expand existing, domestic and international partnerships and private industry collaborations.

SECTION 5

# Integrating Sustainable Development

The RCMP will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. An SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

The RCMP has a two-step SEA process:

1. Preliminary SEA Scan – required for all policies, plans and program proposals to be submitted to a Minister or Cabinet
2. Detailed SEA – required if proposal implementation is likely to cause important environmental effects (positive or negative)

The RCMP incorporates Preliminary SEA Scans and Detailed SEAs into our existing decision-making structure and approval processes to appropriately assess all eligible proposals.

Public statements will be issued when the Detailed SEA determines that proposal implementation will result in important environmental effects. The purpose of the public statement is to demonstrate that the environmental effects, including impacts on the relevant FSDS goals and targets of the approved policy, plan or program, have been considered during proposal development and decision-making.