



# 2023 to 2024 Departmental Sustainable Development Strategy Report

Financial Consumer Agency of Canada

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# Introduction to the 2023 to 2024 Departmental Sustainable Development Strategy Report

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 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 Financial Consumer Agency of Canada (FCAC or the Agency) supports the goals laid out in the FSDS through activities described in FCAC's [2023 to 2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This Report describes the progress FCAC made related to its DSDS in the fiscal year 2023–2024 (FY 2023–2024).

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in FCAC's DSDS and 2023–2024 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, FCAC's departmental strategy reports on Canada's progress towards implementing the 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The Report also now captures progress on SDG initiatives that fall outside the scope of the FSDS.



# Commitments for the Financial Consumer Agency of Canada





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

### FSDS Context:

As a federal agency, FCAC is committed to advancing equity, diversity, and inclusion (EDI) in its core business activities and employment practices. Through its EDI Action Plan 2022–2025, FCAC contributes to the Government of Canada’s implementation of the [FSDS](#) and [Call to Action on Anti-Racism, Equity, and Inclusion](#), as well as key legislation aimed at reducing inequality, including the *Employment Equity Act*, the *Accessible Canada Act (ACA)*, and the *Pay Equity Act*.

FCAC is improving outcomes for Canadians through core business activities within its mandate. For example, through the [Make Change that Counts: National Financial Literacy Strategy 2021–2026](#) and other research, policy and public affairs initiatives, FCAC seeks to understand the needs of populations that are at greater risk of experiencing financial vulnerabilities, including Indigenous Peoples, racialized Canadians, and people with disabilities, to tailor its financial literacy and consumer protection interventions and products to the needs of diverse demographics, and to engage stakeholders and partners in doing the same. In support of the [Procurement Strategy for Indigenous Business](#), FCAC also seeks to strengthen the economic relationship with Indigenous entrepreneurs and communities by providing increased economic opportunities to First Nations, Inuit, and Métis businesses through its procurement processes. Through its [Accessibility Plan 2023 to 2025](#), FCAC is taking action to identify, remove and prevent barriers, to contribute to the ACA goal of a barrier-free Canada by 2040.

As an employer, FCAC seeks to attract and retain a diverse workforce that is representative of Canadians, and to foster an inclusive, respectful, and enabling workplace where all contributions and perspectives are valued. FCAC continues to develop and strengthen its foundational people-management policies, and leaders and employees receive training appropriate to their roles. FCAC’s approach to EDI is supported by its Action Plan, which includes actions informed by its first employment systems review, targeted recruitment strategies, accommodation and accessibility measures, and intentional efforts to celebrate diversity and promote inclusion. As of March 31, 2024, FCAC’s representation of 3 of the 4 employment equity groups—specifically women, members of visible minorities, and persons with disabilities—continued to exceed the groups’ representation in workforce availability. FCAC’s representation of Indigenous employees has increased, but a slight gap between Agency representation and general workforce availability persists and is receiving sustained attention.

The Agency has focused on numerous key initiatives to engage members of employment equity and other equity-seeking groups, including the 2SLGBTQIA+ community. The Public Service Employee Survey (PSES) and the employee engagement sessions FCAC holds following the release of results are key sources of measures for evaluating EDI. The Agency continued to see strong results on the questions related to diversity and inclusion in the 2022–2023 PSES, and feedback from an FCAC employee engagement session on

the topic of EDI confirmed that Agency employees are proud to work for an organization where EDI is taken seriously. They also expressed strong appreciation for the EDI Action Plan and the development of a new EDI Ambassadors Community, which was launched this year. The EDI Ambassadors Community provides a dedicated forum for discussion and input on EDI initiatives, raises awareness about EDI across the Agency, and encourages employee engagement in EDI events and initiatives. Over the past year, the Agency’s Pay Equity Committee conducted the required analysis and developed the draft plan to be posted for employee comment early in the next fiscal year. EDI events and announcements throughout the year raise awareness, encourage curiosity, and promote understanding across the Agency.

At least 1 event and 3 commemorations per year have an Indigenous focus. As a small agency with limited capacity to develop training, FCAC hopes to benefit from the foundational training that Justice Canada, the Canada School of Public Service and other departments will co-create with Indigenous subject matter experts as identified in the [United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan](#).

In its [Employment Equity Annual Reports](#), FCAC provides analyses of its representation data, and descriptions of principal measures taken to achieve progress over time. Embedding EDI in its core organizational activities and decision-making enables FCAC to produce better and more effective outcomes, and truly make changes that count.

**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)	RESULTS ACHIEVED
Other	Implement FCAC’s <a href="#">National Financial Literacy Strategy (NFLS)</a> . One of the key priorities of the NFLS is to “Build & provide for diverse needs”. By mobilizing the ecosystem to address the needs of diverse groups in the population, including Indigenous	<b>Performance indicator:</b>  As part of its Departmental Results Framework that was updated in 2023–2024, FCAC will track the outcomes of the Financial Literacy Program including program outcome	FCAC develops and adapts interventions to address the diverse needs of vulnerable populations including Indigenous Peoples, promoting access to financial products and services, and the reduction of any identified systemic barriers	<b>Indicator result:</b>  The indicator result here relates to the number of ecosystem initiatives that aim to address inequalities (e.g., collaborations, partnerships, and/or

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	<p>Peoples, the NFLS aims to act on inequalities and help achieve financial resilience.</p> <p>FCAC engages with national financial literacy stakeholders by leading a <i>Financial Literacy Working Group for Indigenous Peoples</i> to advance the goals of the NFLS.</p> <p><b>Program:</b></p> <p>Research, Policy, and Education</p>	<p>indicator (POI) 2: Number of ecosystem initiatives (FCAC and stakeholders) that aim to contribute to any outcome of the National Financial Literacy Strategy.</p> <p>FCAC will identify a POI tracking target of these ecosystem initiatives that aim to address inequalities (e.g., collaborations, partnerships, and/or interventions that aim to support groups experiencing inequality, research activities that include disaggregated data, etc.). This will include, but not be limited to, initiatives that aim to improve outcomes for Indigenous Peoples.</p> <p><b>Starting point:</b></p> <p>As part of its Departmental Results reporting, FCAC will establish baselines (i.e., the</p>	<p>and/or discrimination in the financial literacy ecosystem across government and regulators, the financial services industry, and other key stakeholders.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>GIF Target: 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.</i></p>	<p>interventions that aim to support groups experiencing inequality, research activities that include disaggregated data, etc.)</p> <p>As of 2023–2024, the result is 88.</p> <p><b>Notes:</b></p> <p>This is the first year of reporting on this indicator; as such, the 2023–2024 result (88) will serve as FCAC’s baseline.</p> <p>The count for this indicator is cumulative.</p> <p>Program Outcome Indicator 2 related to the number of ecosystem initiatives (FCAC and stakeholders) that aim to contribute to any outcome of the</p>

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		<p>starting point) for its Program Outcome Indicators by the end of FY 2023–2024.</p> <p><b>Target:</b></p> <p>As part of its Departmental Results reporting, FCAC will establish targets for its Program Outcome Indicators by the end of FY 2023–2024. Results will be reported in 2025.</p>		<p>National Financial Literacy Strategy.</p> <p>As of 2023–2024, the result is 127.</p> <p>The target for this indicator is “Year-over-year improvement within the 5-year NFLS cycle.”</p>
<p>Increase Indigenous employment in the federal public service</p>	<p>Increase Indigenous employment at FCAC.</p> <p><b>Program:</b></p> <p>Internal Services</p>	<p><b>Performance indicator:</b></p> <p>Percentage of indeterminate and term employees who self-identify as Indigenous Peoples compared to Canadian workforce availability (WFA) data adapted from the Statistics Canada Census.</p> <p><b>Starting point:</b></p>	<p>Increasing Indigenous employment in the federal public service is identified in the FSDS as an implementation strategy supporting the goal, which also supports implementation of the Many Voices One Mind: A Pathway to Reconciliation and Call to Action on Anti-Racism, Equity and Inclusion. The contributions and perspectives of FCAC’s Indigenous employees enrich the</p>	<p><b>Indicator result:</b></p> <p>As of March 31, 2024, representation of Indigenous employees increased to 3.4%.</p> <p><b>Notes:</b></p> <p>FCAC will continue to emphasize recruitment of Indigenous talent to meet or exceed its WFA target. The Agency promotes and</p>



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		<p>As of March 31, 2023, the representation of Indigenous employees was 3.2% compared to the WFA of 4% based on 2016 Census data.</p> <p><b>Target:</b></p> <p>As of March 31, of each year, representation of Indigenous employees meets or exceeds WFA (WFA to be updated when 2021 Census data is available).</p>	<p>workplace culture and enhance the programs and services provided to Indigenous Peoples and all Canadians.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>GIF Target: 10.3 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.</i></p>	<p>leverages the Indigenous Career Pathways tool and available pools of Indigenous talent, and hiring managers are strongly encouraged to consider Indigenous candidates for all positions, as well as for student hiring.</p> <p>In line with updates to the <i>Public Service Employment Act</i>, FCAC revised its staffing templates and tools to evaluate against biases and barriers. Assessment tools are also evaluated at the onset of each staffing process, to ensure the mitigation or elimination of biases and barriers for candidates, including Indigenous candidates.</p> <p>FCAC fosters an inclusive workplace that welcomes diversity. The Agency offered a KAIROS Blanket Exercise for managers and employees to</p>

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				<p>increase awareness of the importance of reconciliation and plans to offer another KAIROS Blanket session in the next fiscal year.</p> <p>By seeking out Indigenous talent and creating an environment where Indigenous Peoples can thrive, FCAC aims to increase Indigenous employment in the public service and advance reconciliation with First Nations, Inuit, and Métis communities.</p>
<p>Support economic development and entrepreneurship in Indigenous communities</p>	<p>Ensure a minimum 5% of the total value of FCAC's contracts are held by Indigenous businesses.</p>	<p><b>Performance Indicator:</b> Percentage of total value of FCAC's contracts held by Indigenous businesses.</p>	<p>In 2021 the Government of Canada announced the implementation of a mandatory requirement for federal departments and agencies to ensure that 5% of the total value of its contracts be held by Indigenous businesses with the goal of increasing economic opportunities for First Nations, Inuit, and Métis businesses. The</p>	<p><b>Indicator result:</b> The percentage for contracts awarded to Indigenous businesses in 2023–2024 is 33.5%.</p> <p><b>Notes:</b></p>

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			<p>initiative is being implemented in a phased approach; FCAC was part of Phase I and was required to meet or exceed the 5% target by the end of fiscal year 2022–2023.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>GIF Target: 10.3 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.</i></p>	<p>The Financial Consumer Agency of Canada has surpassed its 5% goal for this indicator. This achievement was made possible through a combination of competitive requirements won by Indigenous suppliers and several Indigenous <a href="#">set-asides</a>.</p>

## Initiatives advancing Canada’s implementation of SDG 10 – Reduced Inequalities

The following initiatives demonstrate how FCAC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>FCAC's Research, Policy, and Education Program strengthens the financial literacy and resilience of Canadians. Working with stakeholders (i.e., through mobilizing the financial ecosystem), it relies on evidence-based research and collaboration to propose policies, educate consumers, and encourage them to take beneficial financial actions. The scope of this program is covered comprehensively by the National Financial Literacy Strategy.</p> <p>One of the key priorities advanced by the NFLS is to “Build &amp; provide for diverse needs”. The aim of this priority is to encourage stakeholders to use tailored approaches to better serve the financial needs of diverse audiences. By addressing the needs of diverse subgroups in the population, including those who experience different forms of financial vulnerability, the NFLS aims to reduce inequalities and promote financial resilience.</p> <p>In support of this priority, FCAC conducts ongoing research and analysis to identify and understand diverse needs of target population groups who are at greater risk of experiencing financial vulnerabilities (e.g., research initiatives that include disaggregated data by age, gender, etc.) to support evidence-based decision making aimed at</p>	<p>The identified actions contribute to economic inclusion – GIF Target 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>	<p>In 2023–2024, FCAC continued to implement its National Financial Literacy Strategy (NFLS).</p> <p>The target outcome of several of the initiatives carried out in 2023–2024 was to “Build and Provide for Diverse Needs.” These initiatives included the following:</p> <ul style="list-style-type: none"> <li>• FCAC tested the effectiveness of gamified online modules in increasing the financial confidence of students (particularly girls) in grades 6-12.</li> <li>• FCAC worked in collaboration with Carleton University to test the efficacy of targeted interventions at improving the financial confidence and responsible financial behaviours of young women (aged 16-25) over time.</li> </ul> <p>In addition, FCAC continued to partner with other financial ecosystem stakeholders and encouraged them to measure the impacts of their efforts in this area. The <a href="#">Measurement Plan Dashboard</a> showcases the adopters of the NFLS Measurement Plan and the results of their initiatives.</p> <ul style="list-style-type: none"> <li>• Some adopters of the National Strategy represent key communities (e.g., <a href="#">Black Moms Connection</a>, <a href="#">Canadian Center for Women’s Empowerment</a>, <a href="#">CanAge</a>, <a href="#">Momentum</a>, <a href="#">Prosper Canada</a>).</li> </ul>

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>reducing inequalities and building financial resilience. FCAC also works with stakeholders to develop and test experimental interventions that meet the needs of diverse population groups (e.g., women).</p> <p>Another key priority advanced by the NFLS is “Supporting increased digital access &amp; digital literacy” of those who are financially vulnerable.</p>		<p>FCAC also leveraged the insights of several working groups and committees to improve the design, development and delivery of policies, programs and services for groups facing inequalities:</p> <ul style="list-style-type: none"> <li>• FCAC gathered input from Indigenous-led and Indigenous-serving organizations through the <a href="#">Financial Literacy Working Group for Indigenous Peoples</a> (FLWGIP). This working group provides a forum to discuss disparities, challenges and barriers faced by First Nations, Inuit, and Metis persons in Canada. Some members of this working group are also part of the <a href="#">Financial Literacy Networks</a>, which provide input to FCAC.</li> <li>• FCAC’s <b>Research Committee</b> members are researchers who provide advice on research trends and activities. Many members gather input from Indigenous Peoples, and Black and racialized communities.</li> </ul> <p>FCAC continued to conduct ongoing research and analysis to identify and understand the diverse needs of target population groups who are at greater risk of experiencing financial vulnerabilities. For example:</p> <ul style="list-style-type: none"> <li>• FCAC conducted the Canadian Financial Capability Survey in February–March 2024, to collect data on Canadians’ knowledge, abilities and behaviour concerning financial decision-making. While the</li> </ul>

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
		<p>results of this survey are upcoming, characteristics such as gender, age, ethnic/cultural background (including Indigenous status) and socioeconomic status were collected so that the analyses can be informed by disaggregated results.</p> <ul style="list-style-type: none"> <li>• FCAC gathered monthly statistical data on the financial well-being of Canadians, including breakdowns by gender, age, ethnic/cultural background (including Indigenous status) and socioeconomic status, through the <a href="#">Monthly Financial Well-being Monitor</a>.</li> </ul> <p>Finally, FCAC reviewed and analyzed primary and secondary research data about the needs of target population groups that are at greater risk of experiencing financial vulnerabilities as the Agency developed policy advice on several key files, including:</p> <ul style="list-style-type: none"> <li>• <a href="#">the Consumer Driven Banking framework</a></li> <li>• <a href="#">mortgages</a></li> <li>• <a href="#">access to banking services</a></li> </ul> <p>Further, FCAC joined the <a href="#">G20 Global Partnership for Financial Inclusion</a>. FCAC applies a financial inclusion lens across policy files, leveraging data and research to understand diverse needs and promote quality financial inclusion for diverse groups.</p>



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

### FSDS Context:

FCAC adheres to the Government of Canada’s policies, directives and guidelines for the acquisition, management and disposal of assets, ensuring that it operates in an environment-friendly manner and supports sustainable development objectives. Green strategies are considered for every procurement action.

In recent years, FCAC has promoted digital practices over paper-based ones. The Agency’s IM/IT tools and technologies were moved to a cloud-based system in 2021. The cloud introduced new and varied methods for collaborating in a virtual environment and has reduced the consumption of resources including writing and printing materials.

FCAC does not own real property and does not maintain a vehicle fleet.

**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)

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Maximize diversion of waste from landfill	Dispose of all assets using green strategies such as Computers for	<b>Performance indicator:</b>	By divesting of electronic equipment and other surplus	<b>Indicator result:</b>

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	<p>Schools program, GCTransfer &amp; GCSurplus.</p> <p><b>Program:</b> Internal Services</p>	<p>Percentage of assets disposed using green strategies.</p> <p><b>Starting point:</b></p> <p>FCAC considers green strategies in 100% of its asset divestiture activities.</p> <p><b>Target:</b></p> <p>100%</p>	<p>assets through donation or sale, FCAC reduces the environmental impacts of its operations and promotes environmental stewardship by diverting waste from landfill, reducing landfill gas and transport hauling emissions, and reducing emissions produced by the extraction and production of virgin materials.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>CIF Ambition: Canadians consume in a sustainable manner.</i></p> <p><i>CIF Indicator: 12.3.1 Total waste diversion per capita.</i></p> <p><i>GIF Target: 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.</i></p>	<p>As of 2023–2024, the result is 100%.</p> <p><b>Notes:</b></p> <p>FCAC disposes of assets using <a href="#">Computers for Schools Plus</a> for IT equipment without data storage. IT equipment with non-removable data storage and other storage types (e.g., hard drives, thumb drives, flash memory) were shredded as per the proper security classification, and recycled thereafter.</p>



**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)

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Strengthen green procurement criteria	<p>Consider green procurement strategies for every procurement action, maximizing the use of Public Services and Procurement Canada’s common-use procurement instruments, when available, as environmental considerations are integrated within.</p> <p><b>Program:</b></p> <p>Internal Services</p>	<p><b>Performance indicator:</b></p> <p>Percentage of procurement actions in which green strategies are considered.</p> <p><b>Starting point:</b></p> <p>FCAC considers green procurement strategies for every procurement action.</p> <p><b>Target:</b></p> <p>100%</p>	<p>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.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>CIF Ambition: Canadians consume in a sustainable manner.</i></p> <p><i>CIF Indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.</i></p> <p><i>GIF Target: 12.7 Promote public procurement practices that are</i></p>	<p><b>Indicator result:</b></p> <p>As of 2023–2024, the result is 100%.</p> <p><b>Notes:</b></p> <p>Environmental considerations are incorporated in all FCAC purchasing decisions and are documented in the Agency’s procurement files. In addition to these considerations, FCAC contracting officers use PSPC &amp; SSC common procurement instruments, which have green considerations built in.</p>

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			<i>sustainable, in accordance with national policies and priorities.</i>	



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

### FSDS Context:

In 2020, FCAC launched a workplace modernization project to transform how and where the Agency operates, and it was completed in March 2024. This project included investments in FCAC’s Ottawa and Toronto locations to offer workspaces that have incorporated greening strategies. These offices complement the Agency’s hybrid work model, which includes a mix of in-office and telework. Employees work together seamlessly, supported by cloud-based IM/IT tools and technologies. Collectively, these initiatives reduce the use of resources and lower travel-related green house gas emissions.

FCAC does not own real property, however the Agency’s leased spaces are located within Leadership in Energy and Environmental Design (LEED) certified buildings.

**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)

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<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>Ensure all FCAC buyers complete the Canada School of Public Service's Green Procurement (COR405) course.</p> <p><b>Program:</b></p> <p>Internal Services</p>	<p><b>Performance indicator:</b></p> <p>Percentage of procurement specialists trained in green procurement within one year of being hired.</p> <p><b>Starting point:</b></p> <p>FCAC currently employs 4 procurement specialists and buyers, all of which have completed the required training.</p> <p><b>Target:</b></p> <p>100%</p>	<p>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.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>CIF Ambition: Canadians consume in a sustainable manner.</i></p> <p><i>CIF Indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.</i></p> <p><i>GIF Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</i></p>	<p><b>Indicator result:</b></p> <p>As of 2023–2024, the result is 100%.</p> <p><b>Notes:</b></p> <p>All FCAC contracting officers have completed the Canada School of Public Service's <a href="#">Green Procurement course (COR405)</a>.</p>

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

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<p>Reduce risks posed by climate change to federal assets, services, and operations</p>	<p>Consider the impacts of climate change and climate-related risks during business continuity planning.</p> <p><b>Program:</b></p> <p>Internal Services</p>	<p><b>Performance indicator:</b></p> <p>FCAC's business continuity planning process is conducted annually during which climate-related risks are identified, assessed, and mitigated as required.</p> <p><b>Starting point:</b></p> <p>FCAC's Business Continuity Plan is reviewed annually and updated as required.</p> <p><b>Target:</b></p> <p>FCAC's Business Continuity Plan is reviewed on an annual basis and updated as required.</p>	<p>FCAC's Business Continuity Plan guides the efficient recovery of time critical activities to their minimum service level within a prescribed timeframe following a business disruption. By assessing the risks of climate change impacts and developing plans to reduce the risks, the potential for a disruption of service delivery to Canadians is reduced.</p> <p><b>Relevant targets or ambitions:</b></p> <p><i>CIF Ambition / Target: 13.3 Canadians are well-equipped and resilient to face the effects of Climate change.</i></p> <p><i>GIF Targets: 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</i></p>	<p><b>Indicator result:</b></p> <p>n/a</p> <p><b>Notes:</b></p> <p>The process to update the Business Continuity Plan (BCP) was initiated in 2022–2023. The impact of climate risk continues to shape the development of the BCP, including the integration of common strategies for all sectors of the organization.</p>

# Integrating Sustainable Development

FCAC 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.

To date, FCAC has not been required to conduct a detailed SEA of policy, plan and program proposals. Statements on the results of FCAC's assessments are made public when an initiative that has undergone a detailed SEA (see [here](#)). The purpose of the public statement is to demonstrate that the environmental effects—including the impacts on achieving the FSDS goals and targets—of the approved policy, plan or program have been considered during proposal development and decision making.

FCAC did not complete any detailed SEAs in 2023–2024.

