



**Departmental Sustainable Development Strategy
2023 to 2027
Women and Gender Equality Canada**

Cat. No.: SW1-17E-PDF
ISSN: 2818-3150

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Women and Gender Equality Canada's 2023-27 Departmental Sustainable Development Strategy Report

On this page

- [Executive Summary](#)
- [Section 1: Introduction to the Departmental Sustainable Development Strategy](#)
- [Section 2: Women and Gender Equality Canada's Sustainable Development Vision](#)
- [Section 3: Listening to Canadians](#)
- [Section 4: Women and Gender Equality Canada's Commitments](#)
- [Section 5: Integrating Sustainable Development](#)

Executive Summary

As part of its mandate, Women and Gender Equality Canada (WAGE) champions gender equality and is committed to achieving the goals of the 2022 to 2026 Federal Sustainable Development Strategy (FSDS) and the United Nations' 2030 Agenda for Sustainable Development goals. The department works on horizontal initiatives within the federal government, with the provinces and territories and with partner organizations to address systemic barriers that perpetuate gender inequality.

WAGE strives to advance equality with respect to sex, sexual orientation and gender identity or expression through the inclusion of people of all genders, including women, in Canada's economic, social, and political life by:

- advancing and promoting gender equality through policy development and program delivery
- implementing a national action plan to end gender-based violence
- implementing the first federal 2SLGBTQI+ action plan
- leading the implementation of Gender-based Analysis Plus (GBA+) across the federal government
- implementing the Truth and Reconciliation (TRC) Commission's Call to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' (MMIWG) *Calls for Justice* in partnership with First Nations, Inuit, and Métis Peoples

At WAGE, addressing systemic barriers to gender equality is an integral component of its sustainable development strategies and core business. The Department tracks performance information based on the Canadian Indicator Framework (CIF) and Global Indicator Framework (GIF) targets.

In support of the FSDS goal for Greening Government, WAGE'S Departmental Sustainable Development Strategy, 2023-2027 includes measures to reduce its carbon footprint, such as:

- understanding climate change impacts
- maintaining a zero emission or hybrid executive vehicle fleet
- promoting green procurement

In 2023, WAGE developed a climate change adaptation plan to address the risks that the impacts of climate change pose for the achievement of departmental results and increase resilience to those impacts. This plan will be updated annually.

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 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, WAGE supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS).

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the DSDS. These basic principles have been considered and incorporated in WAGE's 2023-27 Strategy.

To promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by GIF and CIF targets and indicators. The strategy captures SDG initiatives that inform the development of the Canada's Annual Report on the 2030 Agenda and the SDGs.

Section 2: Women and Gender Equality Canada's Sustainable Development Vision

WAGE will continue to contribute to Canada's progress on the SDGs through a number of important activities, including implementing the National Action Plan to End Gender-Based Violence; maintaining and expanding the Gender-Based Violence Knowledge Centre; raising awareness and promoting

action to prevent and address gender-based violence through public awareness and commemoration activities; strengthening Gender-Based Analysis Plus; funding research to support evidence-based, gender-responsive and inclusive policies; delivering the 2SLGBTQI+ Action Plan and supporting related activities; continued funding of women's and equity-deserving organizations; and supporting gender equality abroad through engagement at international events and bilateral engagement.

Section 3: Listening to Canadians

As required by *the Federal Sustainable Development Act*, Environment and Climate Change Canada (ECCC) engaged in public consultations from March 11 to July 9, 2022. Building on the consultations, WAGE considered comments on the draft 2022-2026 FSDS. 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, WAGE identified the following sustainable development priorities and issues that affect Canadians:

- greater acknowledgment of socio-economic challenges such as inequality
- a stronger focus on reconciliation and respect for Indigenous rights and self-governance

What We Did

WAGE took these sustainable development priorities and issues into consideration in the development of the DSDS for 2023-27 by:

- incorporating a new gender equality target (Goal 5) to strike a better balance among social, economic and environmental dimensions of sustainable development
- amplifying Indigenous perspectives to include additional dimensions of sustainable development, specifically, Indigenous rights-based perspectives and cultural dimensions

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

Section 4: Women and Gender Equality Canada's Commitments



[Goal 5](#)
[Gender Equality](#)

Champion gender equality



[Goal 10](#)
[Reduced Inequalities](#)

Advance reconciliation with indigenous peoples and take action on inequality



Goal 12

Responsible consumption and production

Reduce waste and transition to zero-emission vehicles



Goal 13

Climate action

Take action on climate change and its impacts

Goal 5: Gender Equality

FSDS Context:

This goal focuses on enhancing women’s economic empowerment, ending discrimination against women, providing equal opportunities for women in decision-making and leadership, and promoting gender equality. WAGE works towards these goals through its own actions, in partnership with non-governmental organizations and through horizontal initiatives in conjunction with other federal departments.

Target theme: Take Action on Gender Equality

Target: By 2026, at least 37% of the environmental and clean technology sector are women (Minister of Innovation, Science, and Industry)

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 systemic barriers to gender equality</p>	<p>1) Support economic security and prosperity for women and girls in Canada</p> <p>2) Encourage women and girls in leadership and decision-making roles</p> <p>3) Take strategic action through engagement to address systemic barriers to gender equality</p> <p>Program: Women’s Program</p>	<p>Performance indicator:</p> <p>Labour force participation rate (for women)</p> <p>Proportion of leadership roles held by women</p> <p>Prevalence of low income^{Footnote1} by gender and sexual orientation</p> <p>Data for these indicators are maintained by Statistics Canada and the Canadian Women’s Foundation.</p>	<p>WAGE invests in programs and partnerships designed to support women and girls to foster leadership skills and improve economic prosperity. WAGE is strongly committed to ending gender-based violence and building capacity in 2SLGBTQI+ communities including through the launch of a new 2SLGBTQI+ Projects Fund. These actions contribute to improving the social, health, and economic outcomes of individuals.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition/Target:</p> <p>5.2 Gender equality in leadership roles and at all levels of decision-making</p> <p>CIF Indicator:</p> <p>5.2.1 Proportion of leadership roles held by women</p> <p>GIF Target:</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life</p>

Target: By 2026, reduce self-reported rates of intimate partner violence in Canada by up to 5% (Minister for Women and Gender Equality and Youth)

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
Prevent gender-based violence and support survivors	<p>1) Provide support for victims, survivors and their families through life-saving support and safe spaces, and delivering social, health, and community services that protect and empower victims and survivors.</p> <p>2) Support a responsive justice system to improve the experiences of victims and survivors.</p> <p>3) Expand social infrastructure and enabling environments for populations at a greater risk of experiencing gender-based violence.</p> <p>Program: Federal Gender-Based Violence Strategy - National Action Plan to End Gender-Based Violence</p>	<p>Performance indicator:</p> <p>Percentage of the population aged 15 and over that experience intimate partner violence self-reported over a 12-month period</p> <p>Starting point:</p> <p>11.8% ^{Footnote2} (2022-23)</p> <p>Target:</p> <p>Decrease percentage of the population aged 15 and over that experience intimate partner violence to less than 11.8% by 2027-28</p> <p>Performance indicator:</p> <p>Percentage of intervention participants who report using/applying knowledge or support to adapt their attitudes and/or behaviours related to gender-based violence</p> <p>Starting point:</p> <p>70% ^{Footnote3} (2022-23)</p> <p>Target:</p> <p>Increase the percentage of intervention participants who report adapting their attitudes and/or behaviours related to gender-based violence to greater than 70% by 2027-28</p> <p>Performance indicator:</p> <p>Percentage of survivors who report incident(s) to police</p>	<p>WAGE strongly believes in the right of every Canadian to live free from violence. The department works collaboratively alongside provinces and territories, Indigenous partners, survivors, their families, and gender-based violence organizations to address social inequities and foster the safety, healing, and well-being of survivors and their families. This action contributes to the reduction of rates of violence against women and girls, especially, Indigenous women who experience high rates of violence.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition:</p> <p>5.1 Eliminate gender-based violence and harassment</p> <p>CIF Indicator:</p> <p>5.1.1 Proportion of the population who self-reported being sexually assaulted in the last 12 months</p> <p>5.1.2 Proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the last 12 months</p> <p>GIF Target:</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p> <p>5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age</p>

		<p>Starting point:</p> <p>5% ^{Footnote4} (2022-23)</p> <p>Target:</p> <p>Increase the percentage of survivors who report incident(s) to police to greater than 5% by 2027-28</p>	<p>5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence</p>
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This section is for implementation strategies that support the goal “**Champion gender equality**” but not a specific FSDS target.

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
Champion gender equality	<p>1) Address the substantial and persisting inequities faced by Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional sexually and gender diverse people in Canada.</p> <p>2) Engage with international partners to advance gender equality abroad by participating in sessions organized by the United Nations, the G7, the OECD and regional bodies.</p> <p>Program:</p> <p>2SLGBTQI+ Action Plan</p>	<p>Performance indicator:</p> <p>Percentage of 2SLGBTQI+ individuals who have a sense of belonging in their local community</p> <p>Starting point:</p> <p>33.4% ^{Footnote5} (2022-23)</p> <p>Target:</p> <p>Increase the % of 2SLGBTQI+ individuals who have a sense of belonging in their local community to greater than 33.4% by 2027-28</p> <p>Performance indicator:</p> <p>Percentage of 2SLGBTQI+ individuals aged 15 and over who reported good, very good or excellent mental health</p> <p>Starting point:</p> <p>New program, TBD</p> <p>Target:</p> <p>Target will be determined</p>	<p>WAGE invests in and takes action to address persistent gender inequalities that impact all people in Canada and achieve more equitable economic, social, and political outcomes for people of all genders. This action contributes to making Canada a country where people of all genders are equal in every way and can achieve their full potential.</p> <p>Relevant targets or ambitions:</p> <p>GIF Ambition/Target:</p> <p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality</p> <p>GIF Indicator:</p> <p>5.c.1 Proportion of countries with systems to track and make public allocations for gender equality</p>

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

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

Planned initiatives	Associated domestic targets or ambitions and/or global targets
<p>GBA Plus</p> <p>WAGE plays a key role in ensuring an intersectional gender lens is adopted across the Government of Canada through the GBA Plus framework that facilitates equality, fairness, and inclusion considerations in government decision-making. Besides providing advice on mandatory GBA Plus assessments undertaken by other federal departments, WAGE will build capacity and awareness of GBA Plus by developing new tools, resources and learning products. WAGE will also support the integration of GBA Plus with other government priorities to better incorporate quality of life measurements into government decision-making and budgeting.</p> <p>Women’s Program</p> <p>WAGE will support the capacity and sustainability of women’s equality-seeking organizations to achieve the full participation of women in economic, social, and democratic life in Canada. Since 2015, WAGE has invested over \$380 million, under the Women’s Program, in 910 projects to advance women’s equality. The program’s pillars on economic security and leadership are leveraged to support entrepreneurship and community development among Black women.</p> <p>Menstrual Equity Fund</p> <p>This pilot program will make menstrual products available to those in need. Through partnerships, WAGE will test approaches to distribute free menstrual products to community organizations serving diverse low-income populations in various locations across Canada and scale up education and awareness activities to inform Canadians about period poverty and reduce stigma around menstruation. The Menstrual Equity pilot project will run until March 31, 2024</p> <p>Domestic and International Co-operation</p> <p>WAGE will continue to work closely with counterparts in provincial and territorial governments, notably through the Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women to advance gender equality across Canada. The Forum’s main mandate is to share knowledge and information and to undertake collaborative initiatives to advance the status of women which can include gender diversity and gender equality. WAGE also collaborates with international partners to advance gender equality abroad.</p>	<p>These initiatives contribute to advancing Canada’s Federal Implementation Plan for the 2030 Agenda by “supporting the core principle of leaving no one behind by advancing gender equality, empowering women and girls, and advancing diversity and inclusion.”</p>
<p>The Gender-Based Violence Research Program helps to:</p>	<p>These programs contribute to broadly advancing Global target 5.1 of the United Nations 2030 Agenda and the Sustainable Development</p>

<ul style="list-style-type: none"> • shape the research agenda on gender-based violence. It is working with Statistics Canada on the second cycle of the Survey of Safety in Public and Private Spaces (SSPPS) and a Femicide Information System • fill critical data and knowledge gaps, such as the economic cost of gender-based violence in Canada • undertake research to advance evidence-based responses to gender-based violence. WAGE will fund studies on how diverse groups of people in Canada experience gender-based violence and why gender-based violence persists <p>The Gender-Based Violence Knowledge Centre has been set up to:</p> <ul style="list-style-type: none"> • disseminate information within WAGE and key partners • provide tools, training, and other resources to those experiencing gender-based violence as well as federal partners, stakeholders, and members of the public through a centre of excellence <p>WAGE keeps track of activity on the Knowledge Centre online portal (number of page views), attendance at events as well as conducts surveys to determine the percentage of those who benefit from resources provided.</p> <p>Awareness Campaigns</p> <p>WAGE promotes actions and awareness aimed at preventing gender-based violence through commemorative events and awareness campaigns (e.g., 16 Days of Activism). Through feedback from youth and youth-service partner organizations, WAGE keeps track of performance metrics including the percentage of youth in Canada who report an increased understanding of gender-based violence.</p>	<p>Goals by “ending all forms of discrimination against all women and girls everywhere.”</p>
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Goal 10: Advance reconciliation with indigenous peoples and take action on inequality

FSDS Context:

Reconciliation with Indigenous Peoples is essential to addressing social, economic, and environmental inequalities and achieving substantive equality. Strategic action and engagement, at home and abroad, will address systemic barriers to gender equality and inclusion including economic, social, and political equality.

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

This section is for implementation strategies that support the goal “**Advance reconciliation with Indigenous Peoples and take action on inequality**” but not a specific FSDS target.

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>1) Inform the implementation of the National Action Plan to End Gender-Based Violence (Pillar 4: Implementing Indigenous-led approaches) in conjunction with Indigenous peoples.</p> <p>2) Implement the Federal 2SLGBTQI+ Action Plan (Pillar 3: Support Indigenous 2SLGBTQI+ resilience and resurgence).</p> <p>3) Collaborate and engage with Indigenous peoples, the Indigenous Women's Circle and national Indigenous organizations, governments, and representative institutions, on the implementation of these two Action Plans.</p> <p>4) Implement \$55 million received through Budget 2021 to bolster the capacity of Indigenous women's and 2SLGBTQI+ organizations to provide gender-based violence prevention programming, maintain meaningful partnerships with Indigenous partners to support Indigenous-led, distinctions-based initiatives that respond to priority areas raised by the TRC and the MMIWG2S+ National Inquiry as they relate to gender-based violence.</p> <p>Program: Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ People</p>	<p>Percentage of Indigenous organizations that reported an increase in organizational capacity to prevent and address gender-based violence.</p> <p>Starting point: New program, TBD</p> <p>Target: Target will be determined</p>	<p>WAGE supports the Government of Canada's commitment to implement the Truth and Reconciliation Commission's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice in partnership with First Nations, Inuit and Métis peoples. By co-leading on the human safety and security theme under the Federal Pathway, WAGE will contribute to ending discrimination and addressing the root causes of violence against Indigenous women, girls, and 2SLGBTQI+ people. Additionally, WAGE's gender-based violence action plan and 2SLGBTQI+ action plan have Indigenous-specific pillars. WAGE provides funding to bolster the capacity of Indigenous women and 2SLGBTQI+ organizations to provide gender-based violence prevention programming.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition/Target:</p> <p>10.2 Canadians live free of discrimination and inequalities are reduced</p> <p>CIF Indicator:</p> <p>10.2.1 Proportion of the population reporting discrimination or unfair treatment</p> <p>GIF Target:</p> <p>10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months based on a ground of discrimination prohibited under international human rights law</p>

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

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

Planned initiatives	Associated domestic targets or ambitions and/or global targets
<p>Support for the implementation of the MMIWG2S+ National Action Plan in partnership with First Nations, Inuit, and Métis Peoples</p> <p>WAGE will continue to support the implementation of the Federal Pathway to Address Missing and Murdered Indigenous Women and Girls, and 2SLGBTQIA+ People. WAGE will also continue to support the implementation of the 2021 Missing and Murdered Indigenous Women and Girls and 2SLGBTQIA+ National Action Plan.</p> <p>Provide funding to bolster the capacity of Indigenous women and 2SLGBTQI+ organizations to provide gender-based violence prevention programming</p> <p>WAGE will continue to implement \$55 million received through Budget 2021 to bolster the capacity of Indigenous women’s and 2SLGBTQI+ organizations to provide gender-based violence prevention programming.</p> <p>WAGE conducts quarterly meetings with the Indigenous Women’s Circle and annual meetings with other national Indigenous and representative organizations to discuss progress towards the program’s goals.</p>	<p>These initiatives contribute to advancing global target 10.3 of the United Nations 2030 Agenda and the Sustainable Development Goals which calls for “ensuring equal opportunity and reducing inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.”</p>

Goal 12: Reduce waste and transition to zero-emission vehicles

FSDS Context:

Goal 12 supports the SDG of reducing waste and transitioning to zero-emission vehicles, thereby, limiting contribution to greenhouse gas emissions. WAGE plays an active role in protecting the environment through activities that help reduce the department’s carbon footprint.

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 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>Transform the federal light-duty fleet</p>	<p>Purchase executive fleet vehicles that are zero emission.</p> <p>Program: Internal Services</p>	<p>Performance indicator:</p> <p>Percentage of executive fleet vehicles that are zero emission</p> <p>Starting point:</p> <p>0%</p> <p>Target:</p> <p>100% by 2030</p>	<p>WAGE is moving towards the purchase of zero-emission vehicles to reduce greenhouse gas emissions. This action will enhance sustainable consumption and contribute to reducing climate change in the long run.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition/Target:</p> <p>12.1 Canadians consume in a sustainable manner/Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040</p> <p>CIF Indicator:</p> <p>12.1.1 Proportion of new light-duty vehicle registrations that are zero-emission vehicles</p> <p>GIF Target:</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>
<p>Strengthen green procurement criteria</p>	<p>Ensure all procurement, materiel management specialists and acquisition card holders are trained in green procurement (through the Canada School of Public Service courses on green procurement or equivalent) within one year of being identified.</p> <p>Program: Internal Services</p>	<p>Performance indicator:</p> <p>Percentage of procurement and materiel management specialists and acquisition card holders trained in green procurement within one year of being identified</p> <p>Starting point:</p> <p>100%</p> <p>Target:</p> <p>100%</p>	<p>WAGE incorporates environmental considerations into its purchasing decisions through green procurement. This action is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver and lead to more sustainable supply chains.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition:</p> <p>12.2 Canadians consume in a sustainable manner</p> <p>CIF Indicator:</p> <p>12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p>GIF Target:</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>

Goal 13: Take action on climate change and its impacts

FSDS Context:

Goal 13 is important in building resilience against climate pollutants and reducing the impact of climate change that disproportionately impacts disadvantaged communities. WAGE has been active on this front by integrating climate change measures with policies, strategies, and planning, and improving education, awareness and human and institutional capacity on climate change mitigation, adaptation, and impact reduction.

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

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

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 Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>Ensure all relevant employees are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.</p> <p>Program: Internal Services</p>	<p>Performance indicator:</p> <p>Percentage of relevant employees trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified</p> <p>Starting point:</p> <p>New program, TBD</p> <p>Target:</p> <p>100%</p>	<p>Trained staff at WAGE identify risk to critical program delivery and develop responses to increase the resilience of operations to impacts of climate change. These actions contribute to helping meet the government's green targets and commitments to get to net-zero.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition/Target:</p> <p>13.3 Canadians are well equipped and resilient to face the effects of climate change</p> <p>CIF Indicator:</p> <p>13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process</p> <p>GIF Targets:</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate</p>

			change mitigation, adaptation, impact reduction and early warning
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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
Reduce risks posed by climate change to federal assets, services and operations	<p>Assess the risk of climate change impacts at mission critical assets and where there are moderate to high risks, develop plans to reduce the risk.</p> <p>Program: Internal Services</p>	<p>Performance Indicator:</p> <p>Percentage of mission critical assets for which the risk of climate change impacts is assessed</p> <p>Starting point:</p> <p>20%</p> <p>Target:</p> <p>100% (2026)</p>	<p>WAGE assesses the risks of climate change impacts at mission critical assets and develops plans to reduce these risks. These actions contribute to reducing the risk of disruption of critical service delivery to Canadians.</p> <p>Relevant targets or ambitions</p> <p>CIF Ambition / Target:</p> <p>13.3 Canadians are well equipped and resilient to face the effects of Climate change</p> <p>CIF Indicator:</p> <p>13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process</p> <p>GIF Targets:</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>

This section is for implementation strategies that support the goal **“Take action on climate change and its impacts”** but not a specific FSDS target.

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
Collaborate on emergency management and disaster risk reduction	Incorporate a natural disaster scenario in a business continuity plan tabletop exercise. Program: Internal Services	Performance indicator: A natural disaster scenario is included in a business continuity plan tabletop exercise Starting point: A disaster scenario has not been included yet Target: By the end of 2024-25	WAGE will include a disaster scenario in a business continuity plan tabletop exercise to assess its readiness and make the necessary adjustments. This contributes to strengthening resilience and adaptive capacity to climate-related hazards and natural disasters in Canada. Relevant targets or ambitions CIF Ambition/Target: 13.3 Canadians are well equipped and resilient to face the effects of climate change / No specific target CIF Indicator: 13.3.1 Proportion of municipal organizations who factored climate change adaptation into their decision-making process GIF Target: 13.2 Integrate climate change measures into national policies, strategies, and planning

Section 5: Integrating Sustainable Development

WAGE will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. A 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.

Public statements on the results of Women and Gender Equality's assessments are made public when an initiative that has undergone a detailed SEA (see [Strategic Environmental Assessment](#)). 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.