



2023 to 2024 Departmental Sustainable Development Strategy Report

Canadian Heritage

Cat. No.: CH1-43E-PDF

ISSN: 2292-5198

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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, Canadian Heritage supports the goals laid out in the FSDS through the activities described in Canadian Heritage's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to Canadian Heritage's DSDS in the fiscal year 2023 to 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 Canadian Heritage's DSDS and 2023 to 2024 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, Canadian Heritage'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 Canadian Heritage





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

FSDS Context:

The *United Nations Declaration on the Rights of Indigenous Peoples Act (UN Declaration Act)* received royal assent in June 2021. The Federal *UN Declaration Act* Action Plan, led by the Department of Justice, was developed through engagement with Indigenous partners and outlines how the Government will achieve the objectives of the *UN Declaration Act*. To support this initiative, Canadian Heritage has developed Action Plan measures covering multiple ministerial mandate areas and corresponding to various Indigenous partner proposals. The Department will advance these measures by working with Indigenous peoples and their communities, Indigenous organizations, and portfolio organizations, on priorities and strategies for the implementation of these measures over the next five years.

Canadian Heritage is committed to increasing the use of Indigenous languages by Indigenous peoples in support of reconciliation. The Department will continue to work with Indigenous groups on the implementation of the [Indigenous Languages Act](#), through the implementation of new funding models that meet the unique needs of First Nations, Inuit, and Métis. Since Budget 2019, historic investments have been made to support Indigenous peoples in their efforts to reclaim, revitalize, maintain, and strengthen their languages. In 2023-24, the Department implemented new distinction-based Indigenous languages funding models to respond to the unique needs of First Nations, Inuit and Métis. The funding models will seek to support long-term and increased Indigenous autonomy over funding for Indigenous communities and organizations to implement a wide range of activities.

Building on the lessons and accomplishments from Canada's first [Anti-Racism Strategy, Changing Systems, Transforming Lives: Canada's Anti-Racism Strategy 2024-2028](#) aims to tackle systemic racism by removing barriers and making systems more inclusive, particularly for marginalized communities.

Work is ongoing under the Multiculturalism and Anti-Racism Branch to launch Canada's Action Plan on Combatting Hate. It is expected that the Action Plan will include three pillars that are aimed at preventing hate incidents and crimes, providing support for victims, and building trust among affected communities. This work will support community projects that ensure that Indigenous peoples, Black and racialized Canadians, and religious minorities

have access to resources that support their full participation in Canadian society, while also raising awareness of issues related to racism and hate in Canada.

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)

Departmental actions contributing to the implementation strategy in support of the target: Implement the *United Nations Declaration on the Rights of Indigenous Peoples Act*

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
<p>1.1 Increase the representation of Indigenous peoples within the audiovisual sector and advance Indigenous narrative sovereignty within the Canadian audiovisual sector.</p> <p>Core responsibility: Creativity, Arts and Culture</p> <p>Program: Cultural Industries Support and Development -Indigenous Screen Office</p>	<p>Performance indicator: Number of Indigenous audiovisual stories in production supported per year by the Indigenous Screen Office.</p> <p>Starting point: new program - the program's first full year of funding is 2022-23.</p> <p>Target: 10 per each year of the DSDS.</p>	<p>This departmental action will report the number of Indigenous audiovisual projects by Indigenous storytellers supported by the Indigenous Screen Office in production in Canada. It provides insight as to whether Indigenous creators in Canada are given opportunities to produce stories for audiovisual platforms.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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>Indicator result:</p> <p>66 Indigenous audiovisual stories in production were supported by the Indigenous Screen Office in 2023-2024.</p>

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<p>1.2 Canada Arts Training Fund will address historic inequities in funding levels for Indigenous and racialized arts training organizations, to support a more inclusive arts training sector.</p> <p>Core responsibility: Creativity, Arts and Culture</p> <p>Program: Cultural Industries Support and Development - Canada Arts Training Fund</p>	<p>Performance indicator: Percentage of new arts training organizations funded by Canada Arts Training Fund from equity-deserving* communities.</p> <p>The indicator will report on the percentage of new arts training organizations from equity-deserving communities supported by the program.</p> <p>Starting point: This is a new indicator for the program, so no data to determine a baseline has been collected. The program has until March 31, 2025, to attain the 75% target.</p> <p>Target: 75% by the end of the DSDS.</p>	<p>This departmental action addresses impacts specific to Indigenous communities. Information will be collected through the results of a special project. In collaboration with Indigenous training schools, this project examines student recruitment and retention currently supported by the Canada Arts Training Fund.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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>Indicator result:</p> <p>In 2023-2024, 50% of new arts training organizations funded by the Canada Arts Training Fund were from equity-deserving communities.</p> <p>Notes: * Equity-deserving communities in this context refers to Indigenous communities, racialized people, the Deaf community and persons with disabilities.</p>



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

FSDS Context:

Canadian Heritage commits to developing criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact and ensure the criteria are included in procurements. These commitments support the strengthening of green procurement criteria.

Target theme: Federal Leadership on Responsible Consumption

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)

Departmental actions contributing to the implementation strategy in support of the target: Strengthen green procurement criteria

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2.1 Canadian Heritage looks at opportunities for more efficient and greener solutions in its management practices.	<p>Performance indicator: Percentage of financial delegation approval activities completed electronically.</p> <p>Starting point: 80% of financial delegation approval activities were done electronically in 2022-23.</p>	This action supports adaptation to climate change as it allows managers to complete their management responsibilities in a paperless environment. The Financial Management Branch currently requires managers to exercise their delegated financial authorities electronically as it pertains to procurement, Grants & Contributions, and invoice approval. Delegated managers also have a suite of reporting tools available on their desktop. In addition, dashboards will	<p>Indicator result:</p> <p>85% of financial delegation approval activities are now done electronically in 2023-24.</p> <p>100% of payment approval activities are done electronically in accordance with the Financial</p>

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<p>Program: Internal Service - Financial Management</p>	<p>Target: 100% of financial delegation approval activities are carried out electronically for the duration of the DSDS.</p>	<p>be available at the beginning of 2023-24 to help and empower managers regarding their budget.</p> <p>Actions to support the DSDS:</p> <ul style="list-style-type: none"> • Electronic Approvals • Electronic Signature • Financial Dashboards and Reporting <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Delegation Instrument. There is no longer a need for paper approvals.</p> <p>Financial dashboards (Salary, Operations and Maintenance, Grants and Contributions) for managers have also been implemented. These dashboards allow managers to see an overview of their financial situation and have eliminated the need to print numerous reports at month end and year end.</p>
<p>2.2 Ensure that, where applicable for the commodity being purchased, environmental criteria are used in competitive procurements to ensure that sustainability is a part of the best-value equation in the selection of the winning proposal(s).</p> <p>Program: Internal Service - Financial Management</p>	<p>Performance indicator: Number of Contracting and Material Management Directorate contracting templates that contain a green procurement provision in the standard terms and conditions. During quality assurance review, green procurement provisions will be part of the standard checklist, making their inclusion mandatory for all Canadian Heritage contracts.</p> <p>Starting point: 100% as of 2022-23.</p> <p>Target: 100% of Contracting and Material Management Directorate contracting templates contain a green procurement provision in the standard terms and conditions for the duration of the DSDS</p>	<p>This departmental action ensures that green procurement provisions are included in the terms and conditions of all Canadian Heritage contracts, and that, where applicable, environmental evaluation criteria are considered for use in competitive procurements based on the commodity, and are part of the best-value equation in the selection of the winning proposal(s). This departmental action also ensures that all Canadian Heritage contracts contain a standard provision relating to green procurement.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>100% of corporate contracting templates contain green procurement provisions in the standard terms and conditions. Green Procurement provisions have been incorporated into the standard quality assurance checklist, making their inclusion mandatory for all Canadian Heritage contracts.</p> <p>Where applicable and based on the commodity being purchased, environmental criteria are being used in competitive procurements to ensure that sustainability is part of the best-value equation in the selection of winning proposal(s).</p>

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<p>2.3 Ensure green procurement is included in the performance evaluation of managers and functional specialists of Canadian Heritage's Contracting and Material Management Directorate.</p> <p>Program: Internal Service -Financial Management</p>	<p>Performance indicator: Percentage of managers and functional specialists of procurement and materiel management whose performance evaluation includes support and contribution towards green procurement in the current fiscal year.</p> <p>Starting point: 100% as of 2021-22. For new employees, managers will include this objective/training within all performance management agreements.</p> <p>Target: 100% of evaluations of managers and functional specialists of the Contracting and Material Management Directorate for the duration of the DSDS.</p>	<p>This departmental action commits managers to support the objectives of green procurement.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>100% of contracting functional specialists and managers have this initiative/objective reflected in their individual performance evaluation.</p>

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<p>2.4 Require procurement and material management specialists to complete the most current Canada School of Public Service Green Procurement course.</p> <p>Program: Internal Service - Financial Management</p>	<p>Performance indicator: Percentage of specialists in procurement and materiel management who have completed training on green procurement.</p> <p>Starting point: 100%. For new employees, training to be completed within six months of hire.</p> <p>Target: 100% of specialists in procurement and materiel management have completed training on green procurement for the duration of the DSOS.</p>	<p>This departmental action ensures the necessary level of subject matter expertise to manage actions that support low carbon departmental procurement of goods and services effectively.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>100% of procurement and materiel management specialists have completed the most current Canada School of Public Service Green Procurement course. Furthermore, any new employees within that corporate function must complete the course as part of their onboarding obligations.</p>
<p>2.5 Implement the best practice of requiring acquisition card users to take training in green procurement.</p> <p>Program: Internal Service -Financial Management</p>	<p>Performance indicator: Percentage of acquisition cardholders trained on green procurement.</p> <p>Starting point: 0%. Green Procurement course has not been taken or delivered to the Resource Management Directorates or Regions.</p> <p>Target: 100% of acquisition cardholders are trained on green procurement by the end of the DSOS.</p>	<p>This departmental action allows the Department's functional experts in procurement to educate and inform users and carry out due diligence of sustainable development practices, while procuring low dollar value goods and services under \$10,000 (purchasing threshold for Resource Management Directorates) using a departmental acquisition card.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>A clause to provide proof of completion of training on Green Procurement to obtain a government acquisition card has now been included in Canadian Heritage's Employee acknowledgement of Responsibilities and Obligations Form.</p> <p>91% of acquisition card-holders have completed the green procurement training.</p>
<p>2.6 Acquire audiovisual equipment and Information Technology (IT) hardware that are subject to the Green Procurement provision, through mandatory Public Services and Procurement Canada (PSPC)</p>	<p>Performance indicator: Percentage of audiovisual equipment and IT hardware purchased via mandatory PSPC and Shared Services Canada's acquisition mechanisms.</p> <p>Starting point: 100% as of 2019-20.</p>	<p>The environmentally responsible acquisition of goods and services supports the FSOS net-zero emissions target and bolsters efforts to make progress on greening government operations. This departmental action also takes into consideration accessibility requirements as part of the planning process, when acquiring audiovisual equipment, IT hardware and office furniture.</p>	<p>Indicator result:</p> <p>We continue to meet the target of 100% since 2019-20.</p>

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<p>and Shared Service Canada acquisition mechanisms.</p> <p>Program: Internal service – Information Technology</p>	<p>Target: 100% of audiovisual equipment, IT hardware, and office furniture purchased via mandatory PSPC and Shared Service Canada's acquisition mechanisms for the duration of the DSDS.</p>	<p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 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:

The Greening Government Strategy has enabled the option of purchasing carbon offsets as an eligible expense for grants and contribution program recipients. Therefore, in the summer of 2022, Sport Canada revised the terms and conditions for the Sport Support Program and the Hosting Program to include the purchase of carbon offset credits as an eligible expense. During 2023-24, Sport Canada provided support to national-level sport organizations for travel, conferences, and events through both the Sport Support Program and the Hosting Program, including travel for the North American Indigenous Games, the Arctic Winter Games and the Canada Games.

In 2023-24, Canadian Heritage began tracking the Department's paper usage, by monitoring how much paper is being printed in the Department's buildings. By reinforcing the Information Management (IM) Strategy and leveraging the depersonalization exercise to promote IM best practices (e.g., using collaborative tools and saving and storing information electronically), the Department is helping to reduce paper usage in buildings. The Chief Information Officer Branch tracks paper usage on Canadian Heritage network printers only.

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)

Departmental actions contributing to the implementation strategy in support of the target: Implement the [Greening Government Strategy](#) through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations

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<p>3.1 Institute a mandatory Departmental policy of one primary source of operational technology per employee.</p> <p>Program: Internal service –Information Technology</p>	<p>Performance indicator: Percentage of employees using one primary source of technology for day-to-day operations.</p> <p>Starting point: 100% as of 2019-20.</p> <p>Target: 100% of employees use one primary source of operational technology for the duration of the DSDS.</p>	<p>This departmental action supports the aspirational objectives of the United Nations SDGs and FSDS targets. By being asked to use one source of technology, employees become actively engaged in advancing efforts to green government operations. It encourages public service employees' understanding of climate change while providing a tangible way for them to contribute. It also reduces the demand for energy and leads to a reduction in greenhouse gas emissions. The reduction in multiple operational technologies also leads to a reduction in waste. This action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p> <p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result:</p> <p>We continue to meet the target of 100% since 2019-20.</p>
<p>3.2 Move to digital funding applications by onboarding Canadian Heritage program components to an online service delivery channel, in alignment with objectives of the Government of Canada's Digital Operations Strategic Plan.</p> <p>Program: Internal service – Information Technology</p>	<p>Performance indicator: Percentage of yearly funding applications received digitally.</p> <p>Starting point: 15% as of 2021-22.</p> <p>Target: 80% of yearly funding applications received digitally by the end of the DSDS.</p>	<p>Canadian Heritage currently requires applications for funding to be sent by mail or by email as PDF files. These files are often printed and managed. The implementation of an online service delivery channel will reduce energy and material use by streamlining and simplifying the funding application process, in turn reducing greenhouse gas emissions.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p>	<p>Indicator result:</p> <p>48% of funding applications received digitally (21 program components).</p>

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		<p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	
<p>3.3 Canadian Heritage is tracking the Department's paper usage, in terms of how much paper is being printed on network printers.</p> <p>Program: Internal services – Information Technology</p>	<p>Performance indicator: Reduction of paper usage at Canadian Heritage buildings (tracked on network printers only).</p> <p>Starting point: Average number of pages printed in 2019:</p> <p>Monthly: 641,307 Year: 7,695,684</p> <p>Target: Target cannot be set at the time of the DSDS as data is not available since a new system to track paper usage was implemented starting in 2019. A reduction target for 2023-24 will consist of the difference in percentage of usage data from 2019 to 2023, then year-to-year for the duration of the DSDS.</p>	<p>This departmental action will be reinforced by the current Canadian Heritage IM Strategy; leveraging the depersonalization exercise and to promote IM best practices (e.g., using collaborative tools and saving and storing information electronically) will help to reduce paper usage in Canadian Heritage buildings. Concrete action in reducing paper waste reduces the demand for energy and leads to a reduction in greenhouse gas emissions. This departmental action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p> <p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result:</p> <p>Target set for 2024 to 2027: 2.5% reduction per year.</p> <p>Total printed pages from April 1, 2023, to March 31, 2024:</p> <p>Monthly: 86,662 Year: 1,039,940</p> <p>Notes: Data for years 2020, 2021 and 2022 would not accurately capture departmental activities due to work from home orders during the COVID-19 pandemic.</p>
<p>3.4 Implementation of a three-year program update to incorporate and/or strengthen the consideration of climate change-related risks relative to Business Continuity and Emergency Management policy instruments, plans and procedures.</p>	<p>Performance indicator: Percentage of updates completed for the Business Continuity and Emergency Management program.</p> <p>Starting point: 0 % (new program).</p>	<p>This Departmental action builds resilience and ensures that the Department is better prepared to respond to emergencies/crisis to ensure employees' health and safety, the availability of assets and the continuity of operations and critical services. It also ensures that employees are informed of the risks of climate change in relation to emergency management and provide guidance for them to better prepare.</p>	<p>Indicator result:</p> <p>Following organizational changes, the BCM program will be reviewed in its entirety in the broader context of the 2024-25 to 2027-28 Departmental Security Plan. This plan will identify</p>

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<p>Program: Internal services - Corporate Security</p>	<p>Target: 100 % of completed activities for each year of the Business Continuity and Emergency Management program updates.</p> <ul style="list-style-type: none"> • Fiscal year 1 (2023-24): Critical service evaluation, Business Continuity Management Policy update, and review of emergency management communications and procedures. • Fiscal year 2 (2024-25): Provide training to those responsible in developing continuity strategies ensuring that the impacts of climate change are considered and incorporated in the guidance and templates. • Fiscal year 3 (2025-26): Update the business continuity strategies. (Planning for recovery beyond geographical boundaries or shifting workloads between regional offices will be considered as well as remote working capabilities. This will ensure that strategies are flexible and can adapt to the scale and scope of the event.) 	<p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.2 Canadians are well-equipped and resilient to face the effects of climate change.</p> <p>GIF target: GIF 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>the key security gaps among the 8 security controls of the Government Security Policy that require attention, including business continuity.</p> <p>This commitment will be integrated into the adjusted Business Continuity Management program plan, which will include climate change considerations as well as the targets identified in this commitment. The new BCM program should be ready for approval in December 2024.</p>
<p>3.5 Canadian Heritage is the custodian of one leased asset, the Canadian Conservation Institute. On an ongoing basis, Canadian Heritage will seek opportunities to minimize the impact of the Canadian Conservation Institute's</p>	<p>Performance indicator: Canadian Heritage will review NRCan's RETScreen software as a tool for monitoring the percentage of energy consumption and quantifying the impact of energy conservation measures.</p>	<p>The Canadian Conservation Institute's goal is the creation of green workplaces, through employee mobilization and action, where deemed possible, given that the Canadian Conservation Institute is in a leased facility for a fixed period.</p>	<p>Indicator result:</p> <p>NRCan's RETScreen software, first used in 2023-2024, allowed Canadian Heritage to account for electricity and natural gas use data from the Canadian Conservation Institute.</p>

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<p>operations and maximize climate change resilience.</p> <p>Program: Internal services - Real property management</p>	<p>Starting point: 0% (new program). Past Canadian Conservation Institute utilities data will be used as a performance analysis test case.</p> <p>Target: 10% of cost savings in both energy and gas usage per year of the DSDS. This will help reduce the environmental impact of the building operations at Canadian Conservation Institute.</p>	<p>This action contributes to the Green Government strategy by supporting the incorporation of all facilities in the RETScreen Clean Energy Management Software by 2025.</p> <p>In the short term, Canadian Heritage will strive to meet the commitments within the Greening Government Strategy, focusing on low-carbon operations, water conservation, waste diversion and climate resiliency.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambitions: CIF 13.1 Canadians reduce their greenhouse gas emissions, and CIF 13.2 Canadians are well-equipped and resilient to face the effects of climate change.</p> <p>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Using the year from May 1, 2022, to April 30, 2023, as a baseline, the results show a 7.5% energy reduction in electricity consumption for the year 2023-2024.</p> <p>For greenhouse gas emissions from 2008-2009 to 2023-2024, the value is 53%. This is a combination of reduced energy consumption at the Canadian Conservation Institute and a lower emissions factor for the electricity in Ontario (230 g/kWh in 2005 to around 30 currently).</p> <p>If we use the year 2008-2009 as a reference, we can now notice a remarkable reduction in consumption of around 20% for electricity and 33% for natural gas.</p>

Canadian Heritage initiatives advancing the United Nations 2030 Agenda for Sustainable Development

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

SUSTAINABLE DEVELOPMENT GOALS (SDGS)	PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>SDG 3 – Good health and well-being</p>	<p>Sport Support Program</p> <p>The Sport Support Program contributes funding to support sport participation, specifically to Provincial and Territorial governments, via bilateral agreements and to Canadian organizations focused on increasing youth participation in sport.</p> <p>Strong evidence shows that physical inactivity increases the risk of many adverse health conditions, including the world’s major non-communicable diseases. This funding supports programs and initiatives that encourage and enable increased participation in sport and physical activity, particularly for Canadian youth.</p>	<p>CIF ambitions: CIF 3.1 Canadians adopt healthy behaviours and CIF 3.5 Canadians have healthy and satisfying lives.</p> <p>GIF target: GIF 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p>	<p>Federal-Provincial/Territorial bilateral agreements on Sport Participation with all 10 provinces and three territories were established with a funding for up to \$4,977,935 to support projects that strengthen physical literacy and children and youth participation that are compatible with the first three stages of Canadian Sport for Life or programming at comparable stages that exist across jurisdictions. As well, funding for up to \$2,000,000 was established to strengthen Indigenous Capacity and Leadership for the Provincial/Territorial Aboriginal Sport Bodies; and increase culturally relevant sport programming for Indigenous children and youth at the community level.</p> <p>ParticipACTION is a national non-profit organization that encourages Canadians to increase their participation in sport and physical activity. ParticipACTION works with its partners, including sport, physical activity and recreational organizations, governments and corporate sponsors to make sport participation and physical activity a part of Canadians’ everyday life. Funding for up to \$1,989,000 was approved.</p> <p>The Community Sport for All Initiative seeks to remove barriers and increase sport participation rates for underrepresented groups, in particular Black, Indigenous, racialized, 2SLGBTQI+, low-income, persons with a disability, and Newcomers to increase participation and retention in sport.</p>

SUSTAINABLE DEVELOPMENT GOALS (SDGS)	PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
			Funding for \$16,800,000 was approved, allowing Sport Canada to fund 39 National Sport Organizations.
SDG 4 – Quality education	<p>Indigenous Languages and Cultures Program</p> <p>The Indigenous Languages and Cultures Program’s Indigenous Languages Component supports the reclamation, revitalization, maintenance, and strengthening of Indigenous languages through community-driven activities, including language instruction and the development of language resources.</p> <p>Funding is intended to be flexible and responsive to a broad range of Canada’s Indigenous communities’ needs, goals and priorities including lifelong learning.</p>	<p>CIF ambition: CIF 4.1 Canadians have access to inclusive and quality education throughout their lives.</p> <p>GIF target: GIF 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations.</p>	<p>In 2023-24, the Indigenous Languages Component provided \$163.8 million towards community-based language revitalization initiatives.</p> <p>This included the development of resources, including pedagogical tools such as instructional books in Indigenous languages, dictionaries, online tools, early childhood education lessons, and post-secondary education course modules. It also included other education-related initiatives such as language and culture instruction and camps, language classes and learning resources, adult emersion and other learner activities.</p> <p>Also in 2023-24, Canadian Heritage introduced and began implementing new co-developed distinctions-based funding models specific to First Nations, Inuit and the Métis Nation. These new models support increased Indigenous autonomy over funding, sustainable long-term funding and greater responsiveness to the priorities of First Nations, Inuit and the Métis Nation. They represent a concrete way in which the Government is increasing its support for Indigenous-led, self-determined approaches for Indigenous languages.</p>
SDG 8 – Decent work and economic growth	<p>Creative Export Strategy</p> <p>Canada’s creative industries are key drivers of economic growth and employment for the middle class, and they make an important contribution to Canada’s gross domestic product. Through funding</p>	<p>GIF targets: GIF 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries, and GIF 8.3 Promote development-oriented policies that support productive</p>	<p>The creative industries are a key sector of Canada’s economy.</p> <p>Throughout 2023-2024, Canadian Heritage supported the international business development efforts of</p>

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	<p>for export-ready projects and creating trade opportunities, the Government’s Creative Export Strategy aims to maximize the export potential of Canada’s creative industries.</p>	<p>activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>	<p>Canadian cultural companies and organizations to help them maximize their export potential through the Creative Export Strategy. This included leading two in-person trade missions: one Canadian Heritage-led mission to Australia and New Zealand and one creative industries delegation on the Global Affairs Canada-led Team Canada Trade Mission to Japan.</p> <p>Through these trade missions the Creative Export Strategy supported business programming, such as business-to-business meetings with international buyers, market briefings, networking opportunities, and pitch sessions. In addition, Canadian Heritage supported enhanced business programming for Canadian companies and organizations on the margins of 17 key international trade or cultural events.</p> <p>These business programming activities helped Canadian companies and organizations to build business partnerships and secure or work towards securing business deals. Finally, the Creative Export Strategy supported 21 export-ready and 80 export development projects helping 101 companies and organizations to be able to create jobs and grow their revenue.</p>
<p>SDG 9 – Industry, innovation and infrastructure</p>	<p>Canada Cultural Spaces Fund</p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts and heritage related creation, collaboration, presentation, preservation and exhibition.</p> <p>To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and</p>	<p>GIF target: GIF 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p>	<p>During 2023-2024, Canadian Heritage invested \$56.7 million for the improvement of cultural infrastructure via the Canada Cultural Spaces Fund.</p> <p>This investment included support for the construction and renovation of arts and heritage facilities, including creative hubs, resulting in increased and improved access to arts and culture for Canadians.</p> <p>The Canada Cultural Spaces Fund’s investments also continued to ensure that a variety of arts and heritage</p>

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	<p>manage creative hubs and equivalent Indigenous peoples' organizations.</p>		<p>experiences are available in a wide range of communities across Canada. Improving cultural space has contributed to a cohesive and creative Canada, in which all Canadians have opportunities to participate in Canada's cultural and civic life, which lies at the heart of Canadian Heritage's mandate.</p>
<p>SDG 10 – Reduced inequalities</p>	<p>Canada's Anti-Racism Strategy</p> <p>The goal of Canada's Anti-Racism Strategy is to foster and promote an inclusive society where everyone is able to fully participate in the economic, cultural, social and political spheres.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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><i>Building a Foundation for Change: Canada's Anti-Racism Strategy 2019-2022</i> was guided by a vision of Canada where all Canadians benefit from equitable access to and participation in the economic, cultural, social, and political spheres.</p> <p>To achieve this vision, the Government of Canada is supporting communities with lived experience of and expertise in addressing various forms of racism and discrimination. This has led to \$70 million provided directly to community organizations through the Multiculturalism and Anti-Racism Program and increased investments to support data and evidence related initiatives by Statistics Canada and Justice Canada.</p> <p>In 2023-2024, Canada continued its commitment to supporting communities, including renewing <i>Canada's Anti-Racism Strategy</i> to build a better, fairer and more inclusive country for every generation of Canadians, by ensuring that everyone can reach their full potential.</p> <p><i>Changing Systems, Transforming Lives: Canada's Anti-Racism Strategy 2024–2028</i> encompasses over 70 federal initiatives designed to ensure federal policies, programs and services reflect the Canada it serves, while also working in partnership with communities by</p>

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			investing over \$70 million in local initiatives across the country.
SDG 10 – Reduced inequalities	<p>Indigenous Languages and Cultures Program</p> <p>The International Decade of Indigenous Languages (2022-2032) aims to draw attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalize and promote Indigenous languages and to take urgent steps to this end at the national and international level.</p> <p>The National Action Plan for the Decade, developed in collaboration with Indigenous Peoples includes a pillar focused on supporting Indigenous peoples in defining, leading, and advancing their vision for the Decade.</p> <p>The Decade’s focus on Indigenous languages will raise the awareness of these languages as being valued and living languages in Canada. It will also support reconciliation.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>The International Decade of Indigenous Languages 2022-2032 (the Decade) provides a unique opportunity to promote, accelerate, and amplify the implementation of the Act.</p> <p>In March 2024, the Minister of Canadian Heritage approved Canada’s National Action Plan for the Decade. It was released in June of 2024 and was translated in six Indigenous languages.</p> <p>The Plan provides an inclusive framework that encourages Indigenous Peoples and others to develop their own unique action plans. For example, the Assembly of First Nations has already finalized a First Nations National Action Plan.</p>
SDG 10 – Reduced inequalities	<p>Action Plan for Official Languages</p> <p>The Action Plan for Official Languages contributes to reducing inequalities by promoting Canada’s two official languages, which are at the heart of Canadian identity and an essential platform for the inclusion of all Canadians.</p> <p>The Department has modernized the <i>Official Languages Act</i>, which includes the development of regulatory measures aimed at substantive equality for Canadians from both French and English communities.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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, and GIF 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.</p>	<p>On April 26, 2023, Canadian Heritage unveiled its new Action Plan for Official Languages 2023–2028: Protection – Promotion – Collaboration. This Action Plan includes 81 initiatives contributing to investments of \$4.1 billion from 2023 to 2028.</p> <p>Among other things, the funding will help counter the declining demographic weight of Francophones in Canada, take into consideration the specific challenges and realities of all regions of the country, and improve the compliance of federal institutions with the commitments under the <i>Official Languages Act</i>.</p>

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			<p>Action Plan 2023–2028 is based on a people-centered approach that includes the following objectives: substantive equality between Canada’s two official languages, sustainable development of official language minority communities, increased access to education in both official languages at all grade levels and across Canada, and greater equity between genders, who experience different situations within community organizations.</p> <p>The modernization of the federal language regime seeks to foster substantive equality between English and French in Canada, to better promote English and French, and to better support the vitality of official language minority communities. Implementation work continued in 2023-24 to complete this major step forward in the advancement of the two official languages. As part of this work, Canadian Heritage organized a series of workshops for Official Languages Day, and the Deputy Minister delivered opening remarks at a virtual event that was open to the public.</p> <p>Notes: During the modernization of the <i>Official Languages Act</i>, the Department also developed a new Act, the <i>Use of French in Federally Regulated Private Businesses Act</i>, to foster and protect the use of French in federally regulated private businesses in Quebec and in regions with a strong francophone presence.</p>
<p>SDG 10 – Reduced inequalities</p>	<p>Sport Support Program - Sport for Social Development in Indigenous Communities</p> <p>The Sport Support Program - Sport for Social Development in Indigenous Communities is a response to the Truth and Reconciliation Commission of Canada’s Calls to Action, which</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of</p>	<p>Sport for Social Development in Indigenous Communities Stream 1 delivered on-going funding to the Provincial/Territorial Aboriginal Sport Bodies and Aboriginal Sport Circle to support communities across their respective jurisdictions and Canada.</p>

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	<p>identified four key social development needs of Indigenous communities. This initiative supports the use of sport for the purpose of achieving targeted social outcomes under these four key needs, namely improved health, education, and employability; and the reduction of at-risk behaviour.</p>	<p>age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>	<p>Sport for Social Development in Indigenous Communities Stream 2 funded 54 Indigenous community projects across Canada.</p> <p>Sport for Social Development in Indigenous Communities Stream 3 funded 10 Provincial/Territorial Aboriginal Sport Bodies and 37 Indigenous community projects across Canada.</p> <p>All three of the Streams have projects and recipients representing a wide reach of diversity and intersectionality of Indigenous identity. Many projects, as indicated in their funding applications, planned to have inclusive programming for: Indigenous distinction groups of First Nations, Inuit, and Metis; accessible programming to visible and invisible disabilities; intergenerational programs; either inclusive of or targeted programs to sex and gender; and efforts to increase accessibility for participants (such as transportation, equipment, memberships to fitness programs etc.).</p>
<p>SDG 10 – Reduced inequalities</p>	<p>Court Challenges Program</p> <p>The objective of the Court Challenges Program is to provide financial support to Canadians and people in Canada to bring before the courts test cases of national significance that aim to clarify and assert certain constitutional and quasi-constitutional official language rights and human rights. The Program contributes to access to justice, and in doing this, it contributes to creating a more equitable society for Canadians.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>The Court Challenges Program continues to contribute to reducing inequalities by providing financial support to people residing in Canada to bring before the courts test cases of national significance that aim to clarify and assert certain constitutional and quasi-constitutional official language rights and human rights.</p> <p>The program upholds a variety of human rights, encompassing freedom of religion and expression, non-discrimination, gender equality, and multiculturalism. In addition, it supports language rights through funding for test cases that assert and clarify official language rights, stemming from, among other sources, the enforceable aspects of the <i>Official Languages Act</i>. This</p>

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			<p>program significantly benefits equity-deserving, racialized, and marginalized groups by addressing inequalities through financial support for relevant legal cases.</p> <p>For example, the program funded an intervention in a recent constitutional reference concerning the <i>Act respecting First Nations, Inuit and Métis Children, Youth and Families</i>. This intervention provided crucial contextual analysis to demonstrate the legislation's failure to provide substantively equal services to First Nations children as mandated by the <i>Canadian Charter of Rights and Freedoms</i>. Such interventions help to advance SDG 10 by advocating for fair treatment and equality under the law.</p>
<p>SDG 11 – Sustainable cities and communities</p>	<p>Canada Cultural Spaces Fund</p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts- and heritage-related creation, collaboration, presentation, preservation, and exhibition.</p> <p>To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and manage creative hubs and equivalent Indigenous peoples' organizations.</p>	<p>GIF target: GIF 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.</p>	<p>The Canada Cultural Spaces Fund provided \$56.7 million in 2023-2024 the construction and renovation of arts and heritage facilities, including creative hubs. The Canada Cultural Spaces Fund's investments also supported the acquisition of specialized equipment and the development of feasibility studies for the construction or renovation of arts and heritage facilities.</p>
<p>SDG 17 – Partnerships for the goals</p>	<p>Canadian Conservation Institute and Canadian Heritage Information Network</p>	<p>CIF ambition: CIF 17.1 Canada fosters collaboration and partnerships to advance the SDGs.</p>	<p>As part of the Our Collections Matter initiative, the Canadian Conservation Institute worked with partners based in Belgium, Colombia, Italy, the Netherlands,</p>

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	<p>Canadian Conservation Institute and Canadian Heritage Information Network participate in the Our Collections Matter initiative, led by the International Centre for the Study of the Preservation and Restoration of Cultural Property, which will assist heritage institutions in connecting their collections-based work to sustainable development using the SDGs, thereby demonstrating more effectively their added value to society. With their partners, Canadian Conservation Institute and Canadian Heritage Information Network will explore ways to support heritage institutions in playing their fullest part in sustainable development.</p>	<p>GIF target: GIF 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the SDGs in all countries, in particular developing countries.</p>	<p>Thailand, and the United States in 2023-24 to develop a self-assessment tool to help heritage institutions understand how the work they do with collections can contribute to the United Nations' Sustainable Development Goals. The tool was published in May 2024.</p>

Integrating Sustainable Development

Canadian Heritage ensured that its decision-making process included 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.

Public statements on the results of Canadian Heritage's assessments are made public when an initiative has undergone a detailed SEA (see <https://www.canada.ca/en/news.html>). 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.

Canadian Heritage completed 25 preliminary scans and 1 detailed SEA in 2023-24.

Canadian Heritage also participated in interdepartmental working groups led by Environment and Climate Change Canada to support the development of a new approach for strategic environmental assessments. The new approach proposes that assessments include environmental, economic and climate change considerations and that these be integrated throughout the federal government decision making process.



Additional activities that support the Greening Government Strategy, FSDS goals and targets, and Canada’s implementation and advancement of the United Nations 2030 Agenda for Sustainable Development

Canadian Heritage is integrating sustainable development into its internal policy and operational processes and will endeavour to find additional ways to do so as new opportunities arise. The following are examples of activities that supported sustainable development in 2023-24:

Equity, Diversity, and Inclusion Review

In 2023-24, programs that participated in the Equity, Diversity and Inclusion Review began implementing the changes they envisioned through this process, with some having developed or currently in the process of developing their own cross-program plans and working groups to implement their strategies.

As well, three programs who did not participate in the Equity, Diversity and Inclusion Review (Celebration and Commemoration Program, Building Communities through Arts and Heritage – Community Anniversaries, and Young Canada Works) undertook a five-month self-directed process, using material produced by the Review.

Some important corporate recommendations from the Equity, Diversity and Inclusion Review have also been implemented, including:

- The establishment of common Inclusion, Diversity, Equity and Accessibility-related Performance Management Agreement objectives for all executives;
- An enhancement of the Office of the Ombuds, Well-being and Ethics to enable a greater response to issues related to harassment and discrimination; and
- A new department-wide Inclusion, Diversity, Equity and Accessibility Community of Practice.

More broadly, the Equity, Diversity and Inclusion Review’s recommendations are being incorporated into the Public Impact Pillar of the inclusion, diversity, equity, and accessibility Action Plan being developed by the Inclusion, Diversity, Equity and Accessibility (IDEA) Office in fiscal year 2024-25. These initiatives address SDG 10: Reduced inequalities and directly responds to the aspirational outcomes of the PCH Culture Statement to promote and achieve inclusion, diversity, equity, and accessibility at Canadian Heritage.

Gender-Based Analysis Plus (GBA Plus)

GBA Plus embeds a rigorous methodology to identify inequalities faced by diverse and intersecting demographic groups in Canada and to frame options to address them. Strategic Policy and International Affairs leads the GBA Plus Responsibility Centre within the Department. In 2023-24, through the Centre, Canadian Heritage advanced the meaningful application of GBA Plus in the Department's policies and programs. This included:

- Strengthening the Responsibility Centre's challenge function when reviewing departmental outputs, such as Budget and Cabinet documents, and in the reporting cycle (e.g., Departmental Plans and Departmental Results Reports);
- Supporting interdepartmental work to implement the mandate letter commitment of Minister of Women and Gender Equality and Youth to strengthen the intersectional analysis offered by GBA Plus;
- Increasing departmental capacity and competency regarding GBA Plus and intersectionality through training sessions and the maintenance of a GBA Plus Community of Practice; and
- Supporting the activities of the Department's GBA Plus governance structure, including the activities of Canadian Heritage's GBA Plus Champion.

This work helped Canadian Heritage create policies and programs that center the lived experiences of, and outcomes for, equity-deserving groups in Canada in all development, implementation, and monitoring phases, with the goal of ensuring that they are inclusive and effective at reducing inequalities. GBA Plus activities address SDG 10: Reduced inequalities.

Disability Inclusion

The IDEA Office continued to lead efforts in support of inclusion initiatives such as the Calls to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service, the Nothing without Us: An Accessibility Strategy for the Public Service of Canada, Canada's Anti-Racism Strategy, Many Voices One Mind: A Pathway to Reconciliation, and the open letter to deputy ministers to take action to support transgender, non-binary and gender-diverse colleagues in the federal public service. In the spirit of Nothing without Us, it engaged persons with disabilities and other equity deserving communities to strengthen awareness of the systemic barriers that these communities regularly face.

Equity in Human Resources Management

In 2023-2024, equity goals were included in all executive performance agreements in relation to recruitment, retention and promotion:

- Staffing and onboarding decisions;
- Supporting second language training, given that language barriers can be obstacles to career progression; and
- Mentoring and sponsoring initiatives to prepare equity deserving employees for leadership roles.

Canadian Heritage also demonstrated its committed towards supporting the government in hiring 5000 people with disabilities by 2025 by launching a recruitment campaign specifically targeted for persons with disabilities, with an explicit target of recruiting 61 persons with disabilities within this timeframe.

The recruitment campaign fostered understanding of accessibility issues and why they matter, given that people with disabilities face the highest rates of harassment and discrimination, heightened accessibility knowledge and increased skills of our employees.

It also addressed concerns raised through internal/external feedback mechanisms, and produced an annual accessibility progress report on Canadian Heritage's 131 commitments towards a greater sense of belonging and inclusion. Recognizing that persons with disabilities often have multiple identities, the impact of compounding barriers of discrimination were also considered. These initiatives address SDG 10: Reduced inequalities.