



Crown-Indigenous Relations and Northern Affairs Canada

2024–25 Departmental Plan

The Honourable Gary Anandasangaree, P.C., M.P.
Minister of Crown-Indigenous Relations

The Honourable Dan Vandal, P.C., M.P.
Minister of Northern Affairs, Minister responsible for Prairies Economic
Development Canada and Minister responsible for the Canadian Northern
Economic Development Agency



For information regarding reproduction rights, please contact: CommunicationsPublications@canada.ca
www.canada.ca/crown-indigenous-relations-northern-affairs
1-800-567-9604

Catalogue: R1-106E-PDF
ISSN: 2561-6137

©His Majesty the King in Right of Canada, 2024.

This publication is also available in French under the title: Relations Couronne-Autochtones et Affaires du Nord
Canada : Plan ministériel 2024-2025.

Crown-Indigenous Relations and Northern Affairs Canada's 2024–25 Departmental plan at a glance

A departmental plan describes a department's priorities, plans and associated costs for the upcoming 3 fiscal years.

- [Vision, mission, raison d'être](#) and [operating context](#)
- [Ministers' mandate letters](#)

[\[Read the full departmental plan\]](#)

[\[Print this page\]](#)

Key priorities

- Acknowledge and redress past harms
- Affirm and respect Indigenous rights, and support self-determination
- Lead the Government of Canada's work in the North and Arctic

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over the next five years, starting in 2023–24, and by \$4.1 billion annually after that.

As part of meeting this commitment, CIRNAC is planning the following spending reductions.

- **2024–25:** \$15,745,357
- **2025–26:** \$23,230,234
- **2026–27 and after:** \$33,672,245

CIRNAC will achieve these reductions by doing the following:

- Internal Services and Operational Efficiencies
- Travel Efficiencies aligning with Shared Partner Priorities
- Streamlining Professional Services towards Resolving Claims and Agreements
- Reducing Grants and Contributions following discussions with partners, by targeting areas that will minimize impacts on communities and/or in areas where the funding has not been fully utilized

Highlights

A Departmental Results Framework consists of an organization's core responsibilities, the results it plans to achieve, and the performance indicators that measure progress toward these results.

Crown-Indigenous Relations

Departmental results:

- Past injustices are recognized and resolved
- Indigenous Peoples advance their institutional structures and governance
- Indigenous Peoples determine their political, economic, social and cultural development
- Indigenous Peoples strengthen their socio-economic conditions and well-being

Planned spending: \$9,655,111,553

Planned human resources: 961

To support results under Crown-Indigenous Relations, CIRNAC will:

- accelerate specific claims resolution, as well as the resolution of litigation and the negotiation of settlement agreements;
- support the timely processing of additions to reserve requests and keep working on redesigning the Additions to Reserve Policy;
- advance and implement the Truth and Reconciliation Commission's Calls to Action that are under CIRNAC's responsibility, and support the coordination of Calls to Action across the federal government;
- continue collaborating with First Nations partners to develop a modern solution for land registration;
- support the development of the First Nations Land Governance Registry;
- enhance the *First Nations Fiscal Management Act* regime;
- ensure the regime continues to meet the needs of First Nations governments in collaboration with the 4 First Nations fiscal institutions;
- offer funding to support Indigenous groups that participate in recognition of rights and self-determination discussion tables, and long-term planning and investment cycles;
- collaborate with Indigenous partners through the permanent bilateral mechanisms;
- collaborate with Indigenous women's and 2SLGBTQI+ organizations, and support initiatives included in the Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ People National Action Plan;
- support the Department of Justice in implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan;

- support family members and survivors of missing and murdered Indigenous women, girls, Two-Spirit and gender-diverse people in their healing journey;
- increase the number of Treaties, agreements and other constructive arrangements that realize self-determination and advance reconciliation, as well as support their management and implementation;
- continue to develop the commitments outlined in Canada's Collaborative Modern Treaty Implementation Policy, including holding an Intergovernmental Leaders' Forum;
- implement the requirements of the Cabinet Directive on the Federal Approach to Modern Treaty Implementation;
- work with Indigenous partners to address pressing housing needs and improve the quality of housing within Modern Treaty, self-governing, Inuit and Métis communities;
- work with self-governing Indigenous governments to implement their education sectoral agreements, and continue to advance collaborative work to define the gap in other critical areas, such as infrastructure, land and resources, and Indigenous languages programming;
- continue to work with Indigenous Peoples towards reducing socio-economic inequities between Indigenous and non-Indigenous populations.

More information about Crown-Indigenous Relations can be found in the full [departmental plan](#).

Northern Affairs

Departmental results:

- Northerners and Indigenous Peoples advance their political, economic and social governance development
- Northern and Indigenous communities are resilient to changing environmental conditions
- Northern lands, waters, and natural resources are sustainably managed

Planned spending: \$1,096,144,956

Planned human resources: 406

To support results under Northern Affairs, CIRNAC will:

- continue discussions with partners to define an additional regional governance approaches for Canada's Arctic and Northern Policy Framework (ANPF);
- assess and advance solutions to respond to Canada's critical housing needs in the North;
- advance the Nunavut lands and resources devolution;
- continue to invest in northern post-secondary education;
- support food security in isolated and northern communities;
- advance the development of an Indigenous Climate Leadership Agenda;

- help northern and Indigenous communities transition from diesel to clean, renewable and reliable energy;
- support climate change adaptation projects and climate monitoring projects;
- continue to engage Northerners and scientists in research and monitoring related to long-range contaminants in the North;
- continue to manage its portfolio of 165 northern contaminated sites;
- promote the northern and Arctic resources economy while protecting the environment through impact assessment, land use planning and conservation initiatives;
- advance the northern regulatory processes of the Canadian Critical Minerals Strategy;
- work with partners to conduct marine research, harvest studies, and environmental monitoring.

More information about Northern Affairs can be found in the full [departmental plan](#).

Crown-Indigenous Relations and Northern Affairs Canada's 2024–25 Departmental plan

On this page

- [From the Ministers](#)
- [Plans to deliver on core responsibilities and internal services](#)
 - [Crown-Indigenous Relations](#)
 - [Northern Affairs](#)
 - [Internal services](#)
- [Planned spending and human resources](#)
 - [Spending](#)
 - [Funding](#)
 - [Future-oriented condensed statement of operations](#)
 - [Human resources](#)
- [Corporate information](#)
- [Supplementary information tables](#)
- [Federal tax expenditures](#)
- [Definitions](#)

From the Ministers



The Minister of Northern Affairs and I are proud to jointly present the 2024–25 Departmental Plan for Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC).

CIRNAC remains committed to advancing shared priorities in collaboration with First Nations, Inuit, and Métis partners through strengthening nation-to-nation, Inuit-Crown, and government-to-government relationships.

Advancing reconciliation continues to be of the utmost importance to the Government of Canada. In 2024–25, the department will continue to accelerate specific claims resolution through streamlined processes and a framework approach to agricultural benefits claims, improving the credibility and efficiency of the specific claims process. Additionally, CIRNAC will support a whole-of-government approach towards fully

implementing the Truth and Reconciliation Commission’s Calls to Action, which aim to redress the legacy of residential schools and advance progress towards reconciliation.

Working collaboratively is key to advancing reconciliation with Indigenous Peoples in Canada. Canada has embarked on a journey of reconciliation between Indigenous and non-Indigenous people. Honouring the Treaty relationship and negotiating new agreements based on respect, partnership, and recognition of rights is key to achieving reconciliation with Indigenous Peoples. Canada is currently making progress in negotiations under the British Columbia Treaty process with several BC First Nations and the Government of British Columbia. Along with self-government agreements and other negotiated arrangements, Treaties can promote social and community well-being, regional economic growth, and the implementation of rights and titles. Much progress has been made and Canada will continue to work in partnership with Indigenous and provincial partners.

We also responded to calls from Indigenous Modern Treaty partners to fulsomely support the implementation of these agreements and worked with them to co-develop Canada’s Collaborative Modern Treaty Implementation Policy, which was endorsed by the Prime Minister in May 2023. It is essential that Canada keep the promises it has made in Modern Treaties. This Policy supports the full, effective, and timely implementation of all Modern Treaties in Canada by driving a shift in Government culture on both an individual and systemic levels to realize the promises of Modern Treaties. Modern Treaties are more than a promise, they are constitutional commitments fundamental to righting historical wrongs, rebuilding trust, and maintaining good government-to-government, and Inuit-to-Crown relationships with Indigenous Modern Treaty Partners.

CIRNAC will continue to support Indigenous self-determination in the year ahead. New amendments to the *First Nations Fiscal Management Act* received Royal Assent in June 2023. These amendments support First Nations-led processes for building good governance and financial management practices, which promote socio-economic development and advance economic reconciliation in accordance with the United Nations Declaration on the Rights of Indigenous Peoples. Through the permanent bilateral

mechanisms established with the national Indigenous organizations in 2017, CIRNAC is collaborating with First Nations, Inuit, and Métis partners on their priorities to jointly develop policies and processes that help us work together to deliver results for people. In addition, the department will work on advancing joint priorities and implementing whole-of-government relationship agreements with the 3 national Indigenous women's organizations.

CIRNAC will also continue to support families and survivors of the national, ongoing crisis of missing and murdered Indigenous women, girls, Two-Spirit, and gender-diverse people, and work in partnership on solutions. Informed by some difficult and important conversations at the second annual Indigenous-Federal-Provincial-Territorial Roundtable in February 2024, we are committed to work in partnership with Indigenous leaders, partners, and other governments to advance work on Call for Justice 1.7 and on Call for Justice 1.10 to create an independent mechanism to provide oversight on the implementation of the Calls for Justice. In June 2024, the third annual *Federal Pathway Annual Progress Report* will be published, highlighting the progress the Government of Canada is making towards the *National Action Plan to End Violence Against Indigenous Women, Girls and 2SLGBTQQIA+ People*. In 2024, the Ministerial Special Representative will provide advice and recommendations to myself on Call for Justice 1.7 to create a National Indigenous and Human Rights Ombudsperson as a result of engagement with survivors, families and organizations.

Everyone should have a place to call home, and yet, housing challenges continue to impact Canadians in all parts of the country. CIRNAC will continue to support safe and affordable housing to Inuit, Métis, and modern treaty and self-governing First Nations in 2024–25 through the delivery of direct, distinctions-based housing investments, including funding provided through the Urban, Rural and Northern Indigenous Housing Strategy.

In the last few years, we have made a lot of progress towards renewing our relationships. There is a lot of hard work ahead. By working together in full partnership with First Nations, Inuit, and Métis leaders, I am confident we will be able to accomplish great work in the coming year. I look forward to the progress to be made towards strengthening and advancing the priorities and vision of Indigenous communities.



The Honourable Gary Anandasangaree, P.C., M.P.
Minister of Crown-Indigenous Relations



The Minister of Crown-Indigenous Relations and I are pleased to present the Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) 2024–25 Departmental Plan.

CIRNAC will continue to advance solutions toward addressing the needs and priorities of the North and Arctic. Ongoing discussions between CIRNAC and Indigenous, territorial and provincial partners are informing the shared priorities of Canada’s Arctic and Northern Policy Framework (ANPF), which helps to guide federal policy for the region until 2030 and beyond. One shared priority achieved a significant milestone early in 2024, with the signing of the Nunavut Lands and Resources Devolution Final Agreement. The Agreement will support the transfer of responsibilities to the Government of Nunavut, targeted for April 2027.

Everyone deserves access to healthy and affordable food no matter where they live, and food security remains one of the top priorities of the department. In support of the ANPF objective to address food insecurity in the North, Nutrition North Canada will build on expansions in eligibility that took place over the last year and onboard additional local retailers, food banks and local food producers as part of the subsidy program. The Northern Contaminants Program will further target efforts to reduce and eliminate contaminants in traditionally-harvested foods.

Northern and Arctic communities are seeing some of the harshest impacts of climate change. The Indigenous Climate Leadership Agenda is working with First Nations, Inuit, and Métis partners to set the long-term approach to partnership on climate, led and delivered by Indigenous Peoples. Furthermore, CIRNAC is supporting community-led climate solutions such as adaptation measures, monitoring projects and transitioning to clean and renewable sources of energy. The department will uphold the integrity of the northern co-management regime, to ensure northern voices are effectively captured in environmental and natural resource decision-making.

The department will also continue to manage 165 northern contaminated sites, which pose an environmental and health and safety risk in Nunavut, the Northwest Territories and the Yukon. Work in 2024–25 will include the ongoing remediation of Giant Mine in the Northwest Territories, as well the beginning of remediation work at the United Keno Hill Mines in the Yukon. This work will be done in collaboration with northern and Indigenous partners.

I am confident that we can build a future that is more sustainable and prosperous for Northerners and all Canadians by working together to address the unique challenges of the North.

The Honourable Dan Vandal, P.C., M.P.

Minister of Northern Affairs, Minister responsible for Prairies Economic Development Canada and Minister responsible for the Canadian Northern Economic Development Agency

Plans to deliver on core responsibilities and internal services

Core responsibilities and internal services:

- [Crown-Indigenous Relations](#)
- [Northern Affairs](#)
- [Internal services](#)

Crown-Indigenous Relations

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Results and targets](#)
- [Plans to achieve results](#)
- [Key risks](#)
- [Snapshot of planned resources in 2024–25](#)
- [Related government priorities](#)
- [Program inventory](#)
- [Summary of changes to reporting framework since last year](#)

Description

This core responsibility aims to support Indigenous organizations, individuals, communities and governments in advancing reconciliation and self-determination through strengthening Crown-Indigenous relationships based on respect, cooperation, partnership, the affirmation and implementation of Indigenous rights.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#) and, more specifically, to “Indigenous Self-Determination” and “Discrimination and Unfair Treatment”, through all the activities mentioned in the core responsibility description.

Results and targets

The following tables show, for each departmental result related to Crown-Indigenous Relations, the indicators, the results from the 3 most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 1: Indicators, results and targets for departmental result “Past injustices are recognized and resolved”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of specific claims resolved by the department	36	26	56	35	March 31, 2025
Number of additions to reserves completed	Not applicable ^a	36	40	70	March 31, 2025
Percentage of former residential schools for which investigation work has been conducted ^b	New in 2023–24	New in 2023–24	New in 2023–24	86%	March 31, 2025
Percentage of Truth and Reconciliation Commission Calls to Action that are implemented ^c	80%	80%	85%	100%	March 31, 2026

^a Data only became available for this indicator in 2021–22.

^b This indicator pertains to unmarked burial sites investigations at residential schools included in the Indian¹ Residential Schools Settlement Agreement and the Newfoundland and Labrador Residential Schools Settlement Agreement.

^c This indicator includes initiatives under shared or sole responsibility of the federal government that are implemented or well underway.

Table 2: Indicators, results and targets for departmental result “Indigenous Peoples advance their institutional structures and governance”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of First Nations that have opted into an <i>Indian Act</i> alternative	55%	58.4%	68%	71.5%	March 31, 2025
Percentage of First Nations that assert jurisdiction over fiscal management	48.8%	53.1%	58%	61.5%	March 31, 2025
Percentage of First Nations that assert jurisdiction over land management	Not applicable ^a	17.4%	17.9%	19.3%	March 31, 2025
Percentage of Indigenous groups that have enhanced their governance capacity	New in 2023–24	New in 2023–24	New in 2023–24	5%	March 31, 2025

^a Data only became available for this indicator in 2021–22.

¹ While language in Canada used to describe and speak about Indigenous Peoples is evolving to be more respectful and reflective of how Indigenous people and communities themselves choose to be identified, there remains some pieces of legislation that continue to use outdated and colonial terminology. As the *Indian Act*, a very outdated and colonial piece of legislation, continues to be in effect, terms such as “registered Indian” (also referred to as Status Indian) remain in use. Given that these remain accepted legal terms, for the purposes of this report, which requires reference to the *Indian Act* and its provisions and requires precision in terminology for statistical purposes, the legal terms are used.

Table 3: Indicators, results and targets for departmental result “Indigenous Peoples determine their political, economic, social and cultural development”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Annual number of priorities identified through the permanent bilateral mechanisms that result in policies, funding or legislation ^a	10	10	13	12	March 31, 2025
Percentage of Indigenous people that have reached preliminary types of co-developed agreements	New in 2023–24	New in 2023–24	New in 2023–24	90%	March 31, 2025
Number of treaties, self-government agreements and other constructive arrangements that have been concluded	39	53	60	93	March 31, 2025
Percentage of Indigenous people with whom treaties, self-government agreements and other constructive arrangements have been concluded	New in 2023–24	New in 2023–24	New in 2023–24	40%	March 31, 2025

^a Results for this indicator are not cumulative.

Table 4: Indicators, results and targets for departmental result “Indigenous Peoples strengthen their socio-economic conditions and well-being”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Average Community Well-Being Index score for modern treaty and self-government agreement holders	66 ^a	66 ^a	66 ^a	To be determined ^b	March 31, 2029
Percentage of Indigenous groups with concluded arrangements demonstrating an increase in the Community Well-Being Index score	67% ^c	67% ^c	67% ^c	To be determined ^b	March 31, 2029
Percentage of First Nations schools associated with a sectoral education agreement that provides culturally-based curriculum	New in 2023–24	New in 2023–24	New in 2023–24	80%	March 31, 2025
Number of missing and murdered Indigenous women and girls family members and survivors who have received supports from a culturally-relevant provider for their healing journey	New in 2023–24	New in 2023–24	New in 2023–24	To be determined ^d	To be determined ^d

^a This result is from the 2016 Census. It is an average of: stand-alone self-governing Nations: 71, modern treaty First Nations: 67 and modern treaty Inuit communities: 61.

^b A target will be determined once the results from the 2021 Census are available in 2024.

^c This result is from the 2016 Census.

^d This target is currently being developed and will be established once data is available.

The financial, human resources and performance information for CIRNAC's program inventory is available on [GC InfoBase](#).

Plans to achieve results

The renewal of nation-to-nation, Inuit-Crown, and government-to-government relationships with Indigenous Peoples is critical to moving forward with reconciliation. CIRNAC continues to work with Indigenous partners to address past wrongs and build towards a better future through self-determination.

In 2024–25, Crown-Indigenous Relations will focus on 4 departmental results, which support Indigenous partners to create, determine and improve their own conditions for success and well-being.

Departmental result: Past injustices are recognized and resolved

Assimilation policies and practices have led to the denial of Indigenous rights in the past. To resolve grievances, Canada remains committed to pursuing dialogue, partnerships and negotiation as positive means of advancing reconciliation. This is an ongoing process which requires affirmation of rights, acknowledgement of past wrongs, understanding of the colonial history of Canada and collaboration with Indigenous Peoples to co-develop solutions.

[Specific claims](#) deal with past wrongs against First Nations. The Government of Canada works with First Nations to resolve outstanding specific claims through negotiated settlements. Over the next year, CIRNAC will continue to accelerate specific claims resolution to support reconciliation between First Nations and Canada. The department is aiming to resolve at least 35 specific claims in 2024–25, making use of streamlined processes and a framework approach to agricultural benefits claims. Work will also continue with First Nations partners to reform the specific claims process and to co-develop a Centre for the resolution of specific claims in line with our commitment in Canada's United Nations Declaration Action Plan. This initiative aims to improve the credibility and efficiency of the specific claims process, contributing to Canada's efforts to move faster on the path to reconciliation.

CIRNAC partners with the Department of Justice to manage the resolution of litigation, including negotiating settlement agreements out of court or supporting litigation through the court system, in accordance with the [Attorney General of Canada's Directive on Civil Litigation Involving Indigenous Peoples](#), taking into consideration the United Nations Declaration on the Rights of Indigenous Peoples, and helping to establish Canada's Indigenous jurisprudence. As per the Directive and the [10 Principles respecting the Government of Canada's relationship with Indigenous Peoples](#), CIRNAC prioritizes the resolution of litigation cases through negotiation and settlement to promote reconciliation. To support the effective resolution of litigation arising from past injustices, CIRNAC will engage with all implicated federal departments to ensure a whole-of-government approach to address past federal actions leading to these claims.

Canada is also committed to resolving Indigenous childhood claims litigation outside of the courts, wherever possible. Settlements are designed to balance individual compensation with forward-looking investments to support healing, wellness, education, language, culture and commemoration. Canada will continue to work collaboratively with plaintiffs and their counsel and, where appropriate, with Indigenous leadership, the provinces, territories and others, to resolve claims of this nature.

Additions to reserves are parcels of land added to an existing reserve land of a First Nation or that create a new reserve, in a rural or urban setting. In 2024–25, CIRNAC will keep working in collaboration with Indigenous partners on options to redesign the Additions to Reserve Policy and to support the timely processing of additions to reserve requests. The options for a redesigned policy will be informed through a First Nation-led engagement process. The goal is to have a policy that efficiently supports First Nations' community and economic development, identity, and prosperity by adding lands to their reserve land base in a timely manner. The department is aiming to co-develop policy options with First Nations partners by March 2025. Additionally, the department, in collaboration with Indigenous Services Canada, is aiming to approve 70 additions to reserve and reserve creation submissions in 2024–25.

The Government of Canada has also been working towards full implementation of the 94 [Calls to Action](#) delivered by the Truth and Reconciliation Commission to advance reconciliation. All 94 Calls to Action aim to reduce inequality between Indigenous people and non-Indigenous Canadians and to close the socio-economic gaps.

In 2024–25, CIRNAC will continue to implement [Calls to Action 72 to 76](#) regarding Missing Children and Burial Information. More specifically, the department will continue to collaborate with the [National Centre for Truth and Reconciliation](#) to update and maintain the National Indian Residential School Student Death Register (Call to Action 72), and to develop and maintain a registry of residential school cemeteries (Call to Action 73). This ongoing work will increase the information available to families and survivors on student deaths and burial places, accelerate the progress made to fill gaps in data collected to date, and improve access to information on missing or deceased family members.

Moreover, to advance Calls to Action 74 to 76, CIRNAC will fund community-led initiatives centered on survivors to locate, document, and memorialize undocumented burial sites and graves associated with the 140 residential schools included in the Indian Residential Schools Settlement Agreement (IRSSA) and the Newfoundland and Labrador Residential Schools Settlement Agreement (Anderson). This includes providing stable, predictable funding over 4 years to the National Centre for Truth and Reconciliation to ensure it can successfully fulfill its mandate. The department will also:

- support initiatives to honour families' wishes to identify and repatriate children's remains, through the Residential Schools Missing Children Community Support Fund;
- lead a whole-of-government process to scope and develop a federal approach to identify and manage the sharing of documents related to residential schools defined under the Indian Residential Schools Settlement Agreement with the National Centre for Truth and Reconciliation, beyond what has already been shared;
- continue the implementation of an advisory committee comprised of federal representatives, survivors, Indigenous communities and experts to provide guidance on document sharing.

In June 2024, the Office of the Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools is expected to table a final report. CIRNAC, along with other federal departments and agencies, will work with the Department of Justice to respond to the recommendations of the Special Interlocutor.

Additionally, CIRNAC will continue to address [Call to Action 46](#) in collaboration with the Indian Residential Schools Settlement Agreement parties. Specifically, we will develop and sign a Covenant of Reconciliation that identifies principles for advancing reconciliation collaboratively in Canadian society. General agreement has been reached on the principles, and the parties are exploring options for concrete implementation actions.

Finally, in fulfillment of [Call to Action 53](#), [Bill C-29](#) was introduced in 2022 to support the establishment of a national council for reconciliation. This independent, Indigenous-led council will be instrumental in monitoring and reporting on progress towards the implementation of Calls to Action. In 2024–25, CIRNAC will continue to identify the steps and activities needed to create the future council.

Departmental result: Indigenous Peoples advance their institutional structures and governance

The development of Indigenous-led institutions and governance is an essential step towards Indigenous self-determination. It is a fundamental principle of the United Nations Declaration on the Rights of Indigenous Peoples. CIRNAC is working to put in place effective mechanisms to support the transition away from colonial systems of administration and governance through support to Indigenous Peoples to advance their governance institutions.

CIRNAC will continue to support Justice Canada as the lead on the [implementation of the United Nations Declaration on the Rights of Indigenous Peoples Act](#). Canada's [Action Plan \(2023-2028\)](#), developed in consultation and cooperation with Indigenous partners to advance the objectives of the Declaration, will serve as a guide to work with Indigenous Peoples to achieve common objectives. CIRNAC is significantly involved in around 43% of the Action Plan measures (APM), including a number of broad measures applicable to the whole of the Crown. Collectively, the APMs reinforce Canada's commitments to renewed nation-to-nation, government-to-government, and Inuit-Crown relationships based on the recognition of rights, respect, and partnership, and they are the foundation for transformational change. Work is currently underway across CIRNAC, in consultation and cooperation with Indigenous nations, to develop plans for the implementation of measures under its mandate. Key measures led by CIRNAC relate strongly to supporting self-determination, self-government, the recognition of treaties, participation in decision-making and the strengthening of Indigenous institutions, as well as other areas of rights. Many of the individual measures are captured throughout this Departmental Plan. Highlights include:

- the clarification of Canada's right recognition approach (Shared Priorities APM 23);
- the co-development of legislation, policies, programs, regulations and services that further the right of Indigenous Peoples to self-determination — this work is led by priorities and strategies determined and developed by Indigenous Peoples, including working with Indigenous partners to establish co-development principles with each of the distinction groups (Shared Priorities APM 67; Inuit Priorities APM 9; Métis Priorities APM 10);

- various efforts identified to support the fulfillment of modern treaty obligations (Modern Treaty Partner Priorities, APM 5.1).

In 2024–25, CIRNAC will further develop tools to support greater departmental consistency with the principles of the Declaration, including policy guidance and educational materials.

Moreover, the [Framework Agreement on First Nation Land Management](#) enables participating communities to withdraw their lands from the land management provisions of the *Indian Act*, and to implement First Nation governance and laws with respect to their land, resources and environment. Budget 2023 proposed an investment of \$35.3 million over 3 years starting in 2023–24 to support the development of a First Nations-led national land registry system. This registry will be managed and administered by a new not-for-profit First Nations organization and will be available for First Nations with operational land codes made pursuant to the Framework Agreement on First Nation Land Management. In 2024–25, CIRNAC will continue collaborating with First Nations partners to develop a modern solution for land registration and, in collaboration with the Lands Advisory Board, will propose regulations to authorize the disclosure of personal information to support the development of the First Nations Land Governance Registry. In addition, CIRNAC will continue to co-develop future legislative, regulatory and Framework Agreement amendments required to advance this initiative.

The [First Nations Fiscal Management Act](#) provides First Nations with a legislative and institutional framework through which to assert and exercise jurisdiction in the areas of financial management, taxation, access to capital markets and more recently, respecting the provision of services and infrastructure. In 2024–25, CIRNAC will continue to enhance the *First Nations Fiscal Management Act* regime and work closely with the 4 First Nations fiscal institutions (First Nations Financial Management Board, First Nations Tax Commission, First Nations Finance Authority, and the First Nations Infrastructure Institute) on key initiatives, as well as to ensure that the regime continues to meet the needs of Indigenous governments. This will include continuing to explore possible enhancements to the Act, institution building, and regulatory amendments to provide First Nations with the tools they need to operate their property assessment systems, collect local revenues, and enforce their local revenue laws. Work will also continue on regulations to expand access to the First Nations Finance Authority for self-governing First Nations and Indigenous non-profit organizations, while exploring insurance, investment, assets management, financing and economic development options and opportunities for First Nations. Additionally, CIRNAC will continue to support the implementation of the First Nations Infrastructure Institute.

CIRNAC will also offer funding under the Enhanced Capacity Building funding stream to support Indigenous groups that participate in recognition of rights and self-determination table discussions. This will allow approximately 15 Indigenous groups to undertake rights and self-determination preparedness activities prior to the implementation of agreements. The funding will target groups in negotiations or discussions to help them achieve objectives according to co-developed discussion and negotiation work plans.

Finally, CIRNAC will work towards streamlining processes related to board member appointments, based on information gained from engagement with modern treaty partners. Facilitating more efficient appointments of board members will enhance the ability of Indigenous modern treaty partners to

continue meaningfully participating in the co-management of lands, resources, waters, and wildlife within their territories.

Departmental result: Indigenous Peoples determine their political, economic, social and cultural development

The Government of Canada is committed to renewing relationships with Indigenous Peoples based on the affirmation and implementation of their inherent right to self-determination, including the right to self-government. This will allow Indigenous Peoples to determine their political, economic, social and cultural development.

[Permanent bilateral mechanisms](#) (PBM) are established with First Nations, Inuit, and Métis leaders to identify joint priorities, co-develop policies and monitor progress. CIRNAC will continue to collaborate with representatives of the Assembly of First Nations (AFN) and First Nations, Inuit Tapiriit Kanatami (ITK) and the 4 Inuit Nunangat regions, and the Métis National Council and its Governing Members through the PBMs.

The PBM with the AFN is expected to resume in 2024, following the election of the National Chief of the Assembly of First Nations that took place in December 2023 at the Special Chiefs Assembly. Pursuant to the joint Memorandum of Understanding, regular and ongoing meetings will follow to support joint priorities.

The Inuit-Crown Partnership Committee (ICPC) will continue to meet 3 times a year to make progress on 14 joint priorities and their associated work plans. Specifically, in 2024–25, the focus will be on implementing the recommendations contained in the ICPC evaluation report, endorsed by the Prime Minister, Ministers, and Inuit Leaders in May 2023. Work will also advance to implement the Inuit Nunangat Policy across federal organizations and to support the housing and homelessness priority areas.

With respect to the Métis-Crown PBM, a meeting between Ministers and Métis leaders took place on January 31, 2024. In 2024–25, CIRNAC will continue to advance work with the Métis National Council and its Governing Members on the endorsement and implementation of co-development principles. Additional priorities areas under the PBM include health, economic development, emergency management, as well as primary and secondary education.

The Government of Canada will also continue to collaborate with the 3 national Indigenous women's organizations (Pauktuutit Inuit Women of Canada, Les Femmes Michif Otipemisiwak and the Native Women's Association of Canada) to implement the whole-of-government relationship agreements and advance shared priorities. In addition, the department will work with each organization and other federal departments on a whole-of-government stock-take exercise to assess the effectiveness and impact of the relationship agreements, including reporting out on successes and identifying any barriers.

The [Canada-Congress of Aboriginal Peoples \(CAP\) Political Accord](#) aims to build a renewed relationship, improve Indigenous socio-economic conditions, and reduce disparities between Indigenous people and non-Indigenous Canadians, through the coordination of 5 policy priority area working group tables, with participation from multiple other federal departments. CIRNAC functions as the secretariat and

relationship lead with CAP, providing support and guidance to participating federal departments. CAP and federal department members of priority working groups on missing and murdered Indigenous women and girls, family programs, languages, housing and justice will continue to meet regularly to advance agreed upon action items identified in their working groups' work plan for 2024–25.

Following the release of the [Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan](#) in 2021 to end systemic racism and violence, and the federal government's contribution to this action plan, [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People](#), the third *Federal Pathway Annual Progress Report* will be published in June 2024. Additionally, multi-year projects will continue to be funded through 2024–25 from the [Indigenous-Led Data Research Projects Program](#), which aims to improve data methodologies specific to missing and murdered Indigenous women, girls and 2SLGBTQI+ people. The department will continue to collaborate with grassroots regional and community-level Indigenous women's and 2SLGBTQI+ organizations to bring forward the interests and priorities of grassroots Indigenous women and 2SLGBTQI+ people, through the Supporting Indigenous Women's and 2SLGBTQI+ Organizations program and stable and longer-term project capacity funding.

[Modern treaties, self-government agreements](#) and other constructive arrangements are the foundations for transformative change that move us away from colonial systems of administration and governance. In December 2022, Canada adopted new financial tools with enriched capital transfer, allowing for more flexible types of agreements, and helping resolve Section 35 negotiations. CIRNAC will continue to advance discussions at over 180 active negotiation tables with more than 468 First Nations, 22 Inuit communities, and 8 Métis organizations, representing a total population of approximately 1 million people. Through these discussion tables, CIRNAC will increase the number of treaties, self-government agreements and other constructive arrangements that realize self-determination and advance reconciliation.

The purpose of [Canada's Collaborative Modern Treaty Implementation Policy](#), released in 2023, is to increase understanding and awareness of the importance of the implementation of modern treaties, with the specific goal of advancing a systemic shift in the federal public service's institutional culture, reflected in behaviour, decision-making, and actions at every level of the federal government. This will contribute to Canada meeting its obligations under modern treaties and respecting Indigenous sovereignty by fully embodying true nation-to-nation, government-to-government and Inuit-Crown relationships with Indigenous modern treaty partners. Additionally, the Policy's key principles will guide federal officials in upholding the spirit and intent of modern treaties and provide clear direction to deputy heads on their responsibilities for overseeing the implementation of modern treaties. In 2024–25, CIRNAC will continue to co-develop the commitments to further work outlined in the Policy. This will contribute to Canada meeting its obligations under modern treaties and the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan, and will complement the Inuit Nunangat Policy.

CIRNAC will also continue its work on the Collaborative Fiscal Policy Development Process, a whole-of-government initiative involving Canada and 26 self-governing Indigenous governments, to co-develop expenditure need methodologies and approaches as set out in [Canada's Collaborative Self-government Fiscal Policy](#). Work in 2024–25 will focus on the approval of co-developed approaches as part of the

[United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan](#). Canada will also engage with self-governing Indigenous governments to identify next priorities for collaborative work. Another highlight for 2024–25 will be advancing the policy co-development work in 3 areas: capital infrastructure support; culture, language and heritage; lands, resources and treaty management. In addition, Canada and self-governing Indigenous governments will continue their collective efforts to establish a fiscal relationship that is consistent with the commitments made in self-government agreements and modern treaties, and that works towards closing the gaps. This will promote transparency and equal treatment of self-governing Indigenous governments.

The [Recognition and Reconciliation of Rights Policy for Treaty Negotiations in British Columbia](#) supports a rights-based approach to the negotiation of treaties, agreements and other constructive arrangements among Canada, British Columbia and participating Indigenous nations in British Columbia. In 2024–25, CIRNAC will continue to advance the implementation of the Policy, in partnership with the other Principals to the British Columbia Treaty Process (the First Nations Summit and the Province of British Columbia). The parties will advance work to support the development of annexes listed in [Schedule A](#) and, based in part on outcomes from the first review of the Policy, will identify further opportunities to support the Policy’s implementation going forward. Where there is interest, Canada is prepared to engage with negotiation partners elsewhere in the country, using the approaches found in the Policy.

CIRNAC will also continue to support the whole-of-government approach to consultation and accommodation through enhanced guidance and interdepartmental coordination to help ensure the Crown meets its constitutional obligations, as well as its commitments under the United Nations Declaration on the Rights of Indigenous Peoples and its corresponding Act. Budget 2023 provided funding for CIRNAC to engage with Indigenous groups and renew the guidelines for federal officials to fulfill the Crown’s duty to consult Indigenous Peoples. Engagement will begin in early 2024.

Furthermore, CIRNAC will continue to provide advice and expertise on Indigenous consultation and accommodation during major project assessments and assessment-related policy development to ensure that Indigenous Peoples’ Aboriginal and Treaty rights are taken into consideration when the Crown contemplates activities or decisions that might impact Aboriginal and Treaty rights.

On behalf of Canada, CIRNAC is committed to developing relationships with Indigenous Peoples through the co-development of [consultation protocol agreements](#) with Indigenous groups to create a process to follow when consulting on potential adverse impacts to Aboriginal or treaty rights. As it currently stands, existing funding supports the implementation of 10 consultation protocols and the co-development of 9 consultation protocols (representing 92 Indigenous communities and 27 Métis regions), as well as the operation of 5 resource centres (representing 62 Indigenous communities and 18 Métis regions).

Finally, the department will continue to make ongoing system enhancements and content updates to the [Aboriginal and Treaty Rights Information System \(ATRIS\)](#) to support the consultation of potential or established Aboriginal or treaty rights holders. In line with the commitment made under the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan, efforts will be made to co-develop system content and explore co-management of ATRIS with Indigenous partners.

Departmental result: Indigenous Peoples strengthen their socio-economic conditions and well-being

The Government of Canada is committed to supporting Indigenous Peoples in achieving self-determination, which will lead to improved socio-economic conditions and well-being.

CIRNAC will continue to support the management and implementation of modern treaties and self-government agreements by having meaningful engagement with Indigenous organizations and governments, provincial and territorial partners, as well as other federal departments. Indigenous organizations and governments will be engaged through various avenues such as renewal negotiations, implementation committee meetings, ongoing policy co-development processes, subject-specific working groups, recognition of Indigenous rights and self-determination tables, as well as other appropriate forums in response to partner requests. This engagement strategy will allow meaningful representation, clarify roles and responsibilities, and promote relationship building to work towards addressing historical injustices collaboratively. Full and fair implementation of these agreements embodies a solemn commitment to the ongoing process of reconciliation with modern treaty and self-governing Indigenous partners, and is key to strengthened and sustained nation-to-nation, Inuit-Crown, and government-to-government relations.

Additionally, the department will offer Indigenous governments funding arrangements to support long-term planning and investment cycles. These funding arrangements are designed to incorporate numerous federal funding initiatives and to limit the administrative burdens associated with reporting. The flexibility and stability provided by this approach will allow Indigenous governments to focus on sustainable changes that require more time to implement, such as economic development plans that may help create new employment opportunities in Indigenous communities, and will improve access to culturally-relevant education for Indigenous Peoples. These stable, predictable and longer-term funding arrangements with Canada will support Indigenous governments in closing socio-economic gaps while advancing their self-determination.

CIRNAC will support the organization of a second [Intergovernmental Leaders Forum](#), as established by Canada's Collaborative Modern Treaty Implementation Policy, with leaders of modern treaty and self-governing Indigenous governments to advance shared implementation priorities, discuss areas of concern, and celebrate successes.

In parallel, CIRNAC is working with modern treaty partners and other government departments to co-develop an updated version of the existing Cabinet Directive on the Federal Approach to Modern Treaty Implementation. The new Cabinet Directive will provide a refreshed operational framework for the implementation of modern treaty objectives, the fulfillment of legal obligations in a broad and purposive manner, and the strengthening of treaty relationships, building on established practices. Additionally, the department will continue to offer more training to federal officials in order to increase awareness of modern treaty relationships, objectives, and obligations across government. CIRNAC has developed a learning strategy which supports employees, through a flexible approach, in obtaining the competencies required to co-develop treaties, self-government agreements and other constructive arrangements with Indigenous partners, provincial and territorial governments, and other federal officials. Ultimately, it will increase CIRNAC's capacity towards relationship building with Indigenous Peoples across the country. The department will also work to develop training partnerships and outreach opportunities with

Indigenous and other organizations. Lastly, under the updated Cabinet Directive, the Deputy Ministers' Oversight Committee on Modern Treaty Implementation will continue whole-of-government efforts to oversee the implementation of the updated Directive, and by extension, Canada's roles and responsibilities under modern treaties.

With regard to education, Canada has entered into several sectoral and self-government agreements which provide full jurisdictional control over education. These agreements enable Indigenous Peoples to establish and control their education systems and institutions by providing services that better reflect student needs and by delivering culturally-appropriate education. In 2024–25, Canada will continue working with self-governing Indigenous governments to implement their education sectoral self-government agreements, to improve student educational outcomes in participating communities. Specifically, CIRNAC will implement 7 education sectoral agreements in British Columbia, including 3 new participating First Nations. Additionally, the department will seek new financial authorities in order to enter into new agreements pursuant to the [First Nations Jurisdiction over Education in British Columbia Act](#).

As per the United Nations Declaration on the Rights of Indigenous Peoples, Indigenous Peoples have the right “to the improvement of their economic and social conditions, including, among other things, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security”. In 2024–25, CIRNAC will continue to work with Indigenous Peoples towards reducing socio-economic inequities between Indigenous and non-Indigenous populations and between Indigenous men, women and gender-diverse people.

Access to safe and affordable housing is also critical to improving health and social outcomes for Indigenous Peoples, and to ensuring a strong future for their communities. Delivery of direct, distinctions-based housing investments to Inuit, Métis and modern treaty and self-governing First Nations announced through Budgets 2018 and 2022 will continue in 2024–25. CIRNAC will help advance projects and investments that Indigenous rights holders have determined will best respond to the housing needs in their communities.

Specifically, in 2024–25, distinctions-based Inuit housing investments will be delivered directly to Inuit Treaty Organizations through flexible grant funding agreements, supporting self-determined housing delivery in all 4 regions of Inuit Nunangat. Through the Inuit-Crown Partnership Committee, the Government of Canada, Inuit Tapiriit Kanatami and Inuit Treaty Organizations will advance actions outlined in the [Inuit Nunangat Housing Strategy](#) to address housing needs, and assess progress of housing delivery to inform long-term housing plans in Inuit Nunangat.

CIRNAC will also continue to provide support for housing programming delivered by Governing Members of the Métis National Council, Manitoba Métis Federation, and Métis Settlements General Council to address the housing needs of Métis people and support self-determination.

Finally, CIRNAC is committed to supporting family members and survivors of missing and murdered Indigenous women, girls and 2SLGBTQI+ people to find healing in whatever form that is meaningful to them. In 2024–25, the Support for the Wellbeing of Families and Survivors of

Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People Contribution Program will launch a call for proposals, and multi-year projects will continue to be funded.

Key risks

The department carries out its mandate in a highly-complex and rapidly-changing environment, characterized by many important inter-dependencies. The complexity of the department's mission, coupled with the diversity of perspectives at play, expose CIRNAC to an important set of risks associated with its ability to establish alignment around its vision, strategic directions and approaches. While full alignment may not ever be possible, the department needs to establish sufficient agreement among its stakeholders and partners to ensure that all players are operating in a direction that will realize a shared vision for enhanced and accelerated self-determination and for northern development. This includes the interdependencies of the department with Indigenous Services Canada, the Department of Justice, other federal departments, Indigenous leaders and provinces and territories.

In part, CIRNAC's ability to seek alignment and establish trusted, constructive relationships is rooted in its ability to transform itself away from the well-entrenched colonial approach and to maintain robust management practices grounded in public service values and ethics. Not only does it need to effectively manage its own strategic and organizational changes and establish the required capacity (both cultural and technical), but it must also prioritize advancing the capacity of Indigenous nations, communities and partners. More fundamentally, the ability of the department and its federal, provincial and territorial partners to advance on the negotiation and implementation of new and different agreements is critical to the establishment of effective and sustainable nation-to-nation relationships.

These risks will be managed by a range of whole-of-government efforts to coordinate on matters related to Section 35 rights. This includes a variety of robust governance structures (e.g. Deputy Ministers' Oversight Committee, Deputy Ministers Committee on Indigenous Reconciliation, Federal Steering Committee structures, etc.), Cabinet Committees and relationship-building mechanisms, such as PBMs, that aim to enhance trust, alignment and coordination, as well as specific collaborations with provinces and territories on key matters (e.g. Arctic and Northern Policy Framework). Governance structures and a variety of consultation mechanisms exist in relation to the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan to ensure effective coordination and direction-setting. In addition, the department will continue to support the work of the National Council for Reconciliation to further ensure alignment. Weekly policy meetings within the department and with other government departments are held on specific matters, including Missing and Murdered Indigenous Women and Girls (MMIWG). The department will continue to work closely with the Privy Council Office and the Department of Justice on whole-of-government items, including the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples Act* Action Plan.

Going forward, the department will be implementing innovative approaches for the negotiation and finalization of agreements that are better aligned with the UN Declaration and the principles of self-determination. This includes guidance on meaningful co-development principles practices, where possible agreed to at the PBMs, and a new principles-based approach to Indigenous communities'

ratification of concluded agreements that is flexible and compliant with [Article 18 of the Declaration](#), and that supports Indigenous communities' decision-making processes.

These risks will also be mitigated by an internal review of existing funding programs, to provide long-term and sustainable support to Indigenous communities. Ongoing support for Indigenous institutions will also contribute to important capacity building efforts. Similarly, specific financial mandates will be developed for reconciliation agreements (i.e. comprehensive claims, recognition of Indigenous rights and self-determination agreements, and other constructive arrangements).

Snapshot of planned resources in 2024–25

- Planned spending: \$9,655,111,553
- Planned full-time resources: 961

Related government priorities

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

Whole-of-government relationship agreements with national Indigenous women's organizations contribute to advancing SDG 5, Gender Equality, through a collaborative and coordinated horizontal approach with each organization to identify and work on joint priorities ensuring the inclusion of an intersectional, gender-based analysis lens in policy, programs and legislation that directly impact First Nation, Métis and Inuit women, girls and gender-diverse people's experiences.

The Supporting Indigenous Women's and 2SLGBTQI+ Organizations program also contributes to advancing SDG 5 through the provision of multi-year project funding (\$36.3 million over 5 years, and \$8.6 million ongoing). This includes capacity funding for Gender-based analysis Plus to enhance the ability of grassroots and regional organizations to engage within communities, identify needs and interests, and bring forward priorities and perspectives to inform policies, programs and legislation.

CIRNAC's commitment to both the redesigning of the Additions to Reserve policy as well as its support in relation to the Framework Agreement on First Nation Land Management contributes to SDG 8 and represents a significant move toward fostering strong Indigenous partnerships and self-sustainability. The redesigned Additions to Reserve policy will enable First Nations to reclaim traditional lands, resulting in increased land market efficiency, access to credit, tenure security, and competitiveness. The Framework Agreement on First Nation Land Management empowers Indigenous communities to exercise jurisdiction, control, and management over their resources, fostering local economic development. These initiatives provide tools for land administration and governance, creating an environment that encourages economic development, contributing to the broader goal of Decent Work and Economic Growth.

Canada contributes to advancing SDG 10, Reduced inequality, through the negotiation of treaties, self-government agreements and other constructive arrangements, which reconcile Indigenous rights with the sovereignty of the Crown. The intent is to help co-create an enabling environment where Indigenous groups can exercise their right of self-determination, including economic self-determination to improve the political, cultural and socio-economic conditions within their communities.

The permanent bilateral mechanisms (PBM) also contribute to advancing SDG 10 by supporting a nation-to-nation, Inuit-to-Crown, and government-to-government relationship with First Nations, Inuit and Métis partners to identify joint priorities, co-develop policies and monitor progress. The PBMs provide a mechanism for Indigenous partners to work in partnership with the Government of Canada to improve socio-economic conditions for Indigenous peoples through the advancement of policies, programs, and funding decisions.

The Canada-Congress of Aboriginal Peoples Political Accord also contributes to advancing SDG 10 by supporting the Congress of Aboriginal People and its provincial and territorial organizations, and by sharing their voices, knowledge, and perspectives on key priorities, with the aim of better understanding and appreciating the historical, social, cultural and policy landscape of off-reserve and urban Indigenous Peoples (status and non-status Indians, Métis, and Southern Inuit).

The Federal Interlocutor Contribution Program (FICP) contributes to advancing SDG 10 by continuing to enhance the relationships with Métis, as well as non-status and off-reserve Indigenous organizations and communities across the country. The FICP helps build organizational capacity, governance, stability, and accountability of organizations to effectively represent their constituents, build partnerships with governments and private sector, and improve socio-economic realities.

The Supporting Indigenous Women's and 2SLGBTQI+ Organizations program contributes to advancing SDG 10 by providing dedicated funding for Indigenous women's and 2SLGBTQI+ organizations through longer-term stable funding agreements. Projects funded under this initiative support the Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People Call for Justice 1.8, and support the Government of Canada in improving the social, health, and economic outcomes of Indigenous women and 2SLGBTQI+ people.

Whole-of-government relationship agreements with national Indigenous women's organizations contribute to advancing SDG 10 by reducing intersectional inequality based on gender identity, race, ethnicity, origin, as well as regional and economic status. These agreements formalize a relationship between Canada and the organizations to work on joint priorities to ensure the inclusion of an intersectional, gender-based analysis lens in policy, programs, and legislation that directly impact First Nations, Métis, and Inuit women, girls, and gender-diverse people's experiences.

The *First Nations Fiscal Management Act* (FNFMA), its institutions and the on-going enhancements to the regime including through Bill C-45 are contributing towards advancing the SDG 10 to reduce inequality, by addressing historical barriers and gaps experienced by Indigenous Peoples, including jurisdictional, capacity, and access to capital gaps.

The FNFMA regime plays an important role to advance self-determination and economic reconciliation in First Nations communities. It is an optional, First Nations-led alternative to the *Indian Act* that provides First Nations with a legislative and institutional framework through which to assert jurisdiction in the areas of financial management, property taxation, access to capital markets and, more recently, respecting the provision of services and infrastructure.

Finally, under SDG 10, CIRNAC will implement policy tools to ensure consistency of the department's initiatives with the UN Declaration. The Action Plan contains concrete measures to address injustices, combat prejudice and eliminate all forms of violence, racism and discrimination, including systemic racism and discrimination. All these measures contribute directly to the goal of reducing inequalities faced by Indigenous Peoples.

The Residential Schools Legacy program administers funding for the implementation of the Truth and Reconciliation Commission's Calls to Actions 72-76 in support of SDG 16, Peaceful, Just and Inclusive Societies. Program funding supports Indigenous community-led initiatives to locate, document, commemorate, and memorialize unmarked burial sites associated with residential schools. CIRNAC collaborates with the National Centre for Truth and Reconciliation (NCTR) regarding the National Residential School Student Death Register and a registry of residential school cemeteries. The department will continue to lead a horizontal initiative involving 6 federal departments and agencies to address the ongoing impacts of the residential schools system and commemorate their history and legacy in a whole-of-government approach.

Call to Action 46 calls upon the parties to the Indian Residential Schools Settlement Agreement to develop and sign a Covenant of Reconciliation that would identify principles for working collaboratively to advance reconciliation in Canadian society. General agreement has been reached on the Draft Covenant of Reconciliation's principles by the majority of the Settlement Agreement All Parties Table members. All parties are currently exploring options for concrete actions for implementation as well as engaging with their constituents. CIRNAC is engaging with those excluded from the Settlement Agreement and additional parties such as the Métis Nation and Governing Members, Manitoba Métis Federation, modern treaty and self-governing agreement holders, and the Congress of Aboriginal Peoples.

Advancing the departmental goal of recognizing and resolving past injustices by addressing the ongoing impacts of the residential schools system is an essential foundation for achieving peaceful, just and inclusive societies in Canada.

Finally, under SDG 16, CIRNAC will implement policy tools to ensure consistency of the department's initiatives with the UN Declaration. The Action Plan measures support stronger relationships with Indigenous Peoples stemming from the principles of justice, democracy, respect for human rights, non-discrimination and good faith. Implementing the Action Plan will support this goal, including combatting gender-based violence, strengthening Indigenous Peoples' participation in decision-making, and establishing credible institutions.

More information on CIRNAC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Crown-Indigenous Relations is supported by the following programs:

- Negotiations of Treaties, Self-Government Agreements and other Constructive Arrangements
- Management and Implementation of Agreements and Treaties
- Consultation and Accommodation
- Indigenous Engagement and Capacity Support
- Indigenous-led Services
- First Nation Jurisdiction over Land and Fiscal Management
- Indian Residential Schools Settlement Agreement
- Residential Schools Legacy
- Other Claims
- Specific Claims

Supporting information on planned expenditures, human resources, and results related to CIRNAC's program inventory is available on [GC InfoBase](#).

Summary of changes made to reporting framework since last year

No changes were made to the approved Departmental Results Framework associated with this core responsibility.

Northern Affairs

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Results and targets](#)
- [Plans to achieve results](#)
- [Key risks](#)
- [Snapshot of planned resources in 2024–25](#)
- [Related government priorities](#)
- [Program inventory](#)
- [Summary of changes to reporting framework since last year](#)

Description

This core responsibility aims to support Canada’s Arctic and northern organizations, individuals, communities and governments in the pursuit of a strong, inclusive, vibrant, prosperous and self-sufficient North, the vision of Canada’s Arctic and Northern Policy Framework. This includes federal coordination, science leadership, natural resource and environmental management, effective delivery of federal programming, and territorial relations.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#) and, more specifically, to “Canada’s place in the world”. It also contributes to the “Environment” domain and, more specifically, to “Climate change adaptation” and “Greenhouse gas emissions”. Both domains are supported through all of the activities mentioned in the core responsibility description.

Results and targets

The following tables show, for each departmental result related to Northern Affairs, the indicators, the results from the 3 most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 5: Indicators, results and targets for departmental result “Northerners and Indigenous Peoples advance their political, economic and social governance development”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Average Community Well-Being Index score for communities in the North	67.1 ^a	67.1 ^a	67.1 ^a	To be determined ^b	March 31, 2029
Number of devolution phases in Nunavut completed	Advanced to phase 3	Phase 3 in process	Phase 3 in progress	Advance phase 4 (Implementation of Devolution Agreement)	March 31, 2025
Percentage of reports produced by the Arctic Council that include Canadian content	Not applicable ^c	88%	Not applicable ^d	88%	March 31, 2025
Percent change in recipient self-assessment of food sovereignty	New in 2023–24	New in 2023–24	New in 2023–24	To be determined ^e	March 31, 2025
Percentage of income required to purchase sufficient nutritious food	Not applicable	Not applicable	Not applicable	40% or less	March 31, 2026

^a This result is from the 2016 Census. It is an average of: Nunatsiavut: 66.9, Nunavik: 60.4, Territories Non-Indigenous: 81.4, First Nations: 66.3, and Inuit: 60.7.

^b A target will be determined once the results from the 2021 Census are available in 2024.

^c Data for this indicator only became available in 2021–22.

^d No reports have been submitted to Arctic Council Ministers due to the Arctic Council pause following the Russian invasion of Ukraine.

^e This target is currently being co-developed with partners and will be established once data is available.

Table 6: Indicators, results and targets for departmental result “Northern and Indigenous communities are resilient to changing environmental conditions”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Litres of diesel avoided annually with clean energy	366,000 litres ^a	667,000 litres ^a	830,000 litres ^a	7,000,000 litres	March 31, 2030
Percentage of climate change assessments and plans for which measures have been implemented	Not applicable ^b	40%	49%	50%	March 31, 2025
Percentage of contaminant information available to inform public health guidance and individual food choices	80%	90%	88%	100%	March 31, 2025

^a Although the target is cumulative and the date to achieve is 2030, annual results are available.

^b Data for this indicator only became available in 2021–22.

Table 7: Indicators, results and targets for departmental result “Northern lands, waters, and natural resources are sustainably managed”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of high-priority northern contaminated sites that are being actively managed	89%	83%	92%	80%	March 31, 2025
Percentage of Indigenous and northern groups who report that their participation improved completed impact assessments	100%	100%	100%	80%	March 31, 2025
Percentage of regulatory requests for which measures are taken to ensure long-term sustainability of water and land resources in the North	New in 2023–24	New in 2023–24	New in 2023–24	100%	March 31, 2025

The financial, human resources and performance information for CIRNAC’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

CIRNAC is the lead federal department responsible for building healthy and sustainable communities, and advancing broader scientific and social development objectives in the North.

In 2024–25, Northern Affairs will focus on 3 departmental results, which will contribute to continued progress in building a strong, vibrant, and prosperous North and Arctic.

Departmental result: Northerners and Indigenous Peoples advance their political, economic and social governance development

Canada will continue to provide federal leadership and collaboration with partners in the Arctic and the North to develop solutions to challenges, ensure regional needs and priorities are addressed, and build capacity in regional organizations.

[Canada's Arctic and Northern Policy Framework](#) (ANPF), which was co-developed with Indigenous, territorial and provincial partners, aims to achieve a shared vision of the future where northern and Arctic people are thriving, strong and safe. It will guide federal policy in the region until 2030 and beyond. In 2024–25, bilateral discussions between CIRNAC and territorial, provincial and Indigenous partners will continue in order to define additional regional governance approaches for the Framework. This will ensure federal awareness of ANPF-relevant discussions occurring through established regional governance mechanisms (e.g. Northwest Territories Council of Leaders), and will ensure that updates are obtained on partner-led implementation activities, including the development of partner chapters. Multi-lateral discussions with partners will also continue to take place through the officials' level All Partners Working Group, to:

- update partners on federally-supported implementation initiatives;
- jointly determine priority agenda items for the 2024 annual ANPF Leadership Committee meeting (currently anticipated to be held in fall 2024);
- determine next steps for collaborating on deeper analyses aimed at reviewing and measuring progress against the co-developed goals and objectives of the Framework.

Furthermore, housing is essential to support healthy families and communities in the North and throughout Canada. Through continued investment and ongoing work with territorial and Indigenous partners, the Government of Canada is working to ensure that all Northerners have access to sustainable, affordable and safe housing, and to support the health and welfare of Northerners using made-in-the-North solutions. In 2024–25, on a quarterly basis, the Government of Canada will continue to assess and advance innovative solutions that respond to Canada's critical housing needs in the North and Arctic through the dedicated Intergovernmental Steering Committees on Housing for Nunavut and the Northwest Territories, and will build on historic investments in northern and Arctic housing strategies throughout the North and Arctic.

The Government of Canada, the Government of Nunavut and Nunavut Tunngavik Inc. (the Parties) signed the historic Nunavut Lands and Resources Devolution Final Agreement in 2023–24. The 3-year collaborative implementation phase has begun as stipulated in the Agreement. Over the coming year,

the Parties will advance the work of transferring responsibilities to the Government of Nunavut, targeted for April 2027.

With regard to the [Sustainable Development Working Group](#) (SDWG), the Canadian delegation will support reports related to mental wellness, renewable energy, economic development in the Arctic, and gender equality. SDWG projects in these areas are currently underway in collaboration with Iceland, the United States, Finland, Norway, the Inuit Circumpolar Council, the Arctic Athabaskan Council, and Gwich'in Council International.

CIRNAC will also continue to support Northerners through investments in northern post-secondary education and a coordinated horizontal response to the Calls to Action of the [Task Force on Northern Post-Secondary Education](#). This will involve continuing to support the construction of Yukon University's science building with Budget 2019 funding through to 2025–26. The department will also continue to foster partnerships and collaboration with various northern post-secondary institutions and explore opportunities to address the Truth and Reconciliation Commission's Calls to Action, including with other federal departments and agencies.

The [Nutrition North Canada](#) (NNC) program supports food security in [isolated and northern communities](#) by improving access to and affordability of retail, country, and locally-produced food, and other essential items in 125 eligible communities. The program contributes to the ANPF goal of ensuring that Canadian Arctic and northern Indigenous Peoples are resilient and healthy, and supports food security.

Specifically, the program continues to build on recent expansions with a proactive food systems approach. Expansions include improvements to the [retail subsidy](#), increased funding for the [Harvesters Support Grant and Community Food Programs Fund](#), and the introduction of NNC's [Food Security Research Grant](#). In 2024–25, NNC will continue working with small local retailers, food banks, local food producers and non-profit organizations to be onboarded onto the subsidy. Engagement and collaboration with Indigenous partners and academics continues to be an ongoing process to inform program design and remain attuned to the needs of isolated communities.

Collectively, these recent investments in NNC's expanded food security programs from Budget 2021 have been praised by Indigenous and northern partners, who view this work as a core requirement to sustained food security.

The department recognizes that more can be done to improve food security in the North and is committed to working closely with Indigenous and program partners to raise awareness and support ongoing program enhancements.

Departmental result: Northern and Indigenous communities are resilient to changing environmental conditions

Northern and Arctic residents are exposed to the impacts of changing environments due to a number of factors, including rapid climate change, remoteness and inaccessibility, cold climate, aging and inefficient infrastructure, and flooding and wildfires. In 2023, wildfire events were the most destructive on record in the Northwest Territories reinforcing the increasing risk from natural disasters. Working

with Public Safety Canada, Indigenous Services Canada, other federal government departments, the Government of the Northwest Territories, and Indigenous partners will strengthen governance and support for emergency preparedness, management and recovery from disaster events. CIRNAC is working to ensure that Indigenous and northern communities are resilient to these changing environments, which in turn will allow them to respond better to these challenges in the future.

CIRNAC will continue to advance the development of an Indigenous Climate Leadership Agenda. In 2024–25, the focus will be on concluding the collaborative development of distinctions-based First Nations, Inuit, and Métis climate leadership agendas, which will build capacity and identify the mechanisms to support climate programming led and delivered by Indigenous Peoples. Co-developed recommendations will be put forward to decision-makers in Fall 2024. The Indigenous Climate Leadership Agenda will support self-determined action to adapt and build resilience to climate change impacts and will also support the implementation of [Canada's National Adaptation Strategy](#).

Many remote Indigenous and northern communities still rely on imported diesel fuel for heat and electricity. However, to reduce environmental, social and health-related impacts, many communities are now pursuing cleaner and more sustainable sources of energy. Investing in wind, hydro and solar energy is a vital opportunity for ensuring clean growth while generating skilled jobs and advancing Indigenous self-determination.

The [Northern Responsible Energy Approach for Community Heat and Electricity \(REACHE\) program](#) is part of 'Wah-ila-toos', a multi-departmental Indigenous and remote communities clean energy hub which supports northern and Indigenous communities in their transition from diesel to clean, renewable and reliable energy. In 2024–25, the program will continue to fund renewable energy installations, energy efficiency projects, and related capacity-building initiatives in the 3 territories and across Inuit Nunangat. Priority goes to Indigenous lead or Indigenous partnered projects that support self-determined community priorities. The Program is expected to reduce diesel consumption by 7 million litres by 2030.

CIRNAC will also fund community-led climate change adaptation projects and climate monitoring projects in northern and Indigenous communities that support self-determined community priorities, through a suite of climate change programs: [Climate Change Preparedness in the North](#), [First Nation Adapt](#), and [Indigenous Community-Based Climate Monitoring](#). In November 2022, the National Adaptation Strategy announced an additional \$50 million over 5 years to top up adaptation programs, including introducing new Métis Nation adaptation funding to implement their adaptation priorities. In 2024–25, the department will invest \$31.2 million to support Indigenous communities in adapting to climate change impacts through risk assessments, adaptation planning projects, and projects that facilitate the collection and co-application of scientific data and Indigenous knowledge for community-based climate monitoring. Additionally, CIRNAC will support the implementation of adaptation measures in the North, such as permafrost modeling and the redesign, retrofit, or upgrading of vulnerable infrastructure.

The CIRNAC-led [Northern Contaminants Program](#) will continue its work to engage Northerners and scientists in research and monitoring related to long-range contaminants in the North. The results inform actions to reduce and, wherever possible, eliminate contaminants in traditionally-harvested

foods, while providing information that assists informed decision-making by individuals and communities in their food use. In 2024–25, the Northern Contaminants Program will begin implementing actions and recommendations from several sources, including:

- a program-led review of its core environmental monitoring framework;
- findings of an audit on plastic research and monitoring activities by the Office of the Auditor General of Canada.

The Northern Contaminants Program will also continue to boost participation in the quality assurance / quality control interlaboratory study and plans to contribute to the analysis and reporting of updated persistent organic pollutant trends in collaboration with the contaminant-trend focused working group led by the [Arctic Council's Arctic Monitoring and Assessment Program](#). These actions will strengthen and optimize the coordinated generation, collection and management of scientific and environmental data and Indigenous knowledge pertaining to contaminants of concern in the Arctic, such as persistent organic pollutants and mercury, as well as chemicals of emerging Arctic concern, including plastic pollution.

Departmental result: Northern lands, waters, and natural resources are sustainably managed

Many remote Indigenous and northern communities are facing environmental and socio-economic challenges associated with environmental changes. Dealing with these challenges requires the participation of Indigenous partners and Northerners in resource management policies and decisions, and strengthening nation-to-nation, Inuit-Crown, and government-to-government relationships with Indigenous Peoples based on affirmation of rights, respect, cooperation and partnership.

In 2024–25, CIRNAC will continue to manage its portfolio of 165 northern contaminated sites. These sites pose significant risks to the environment and human health and safety in the 3 territories, and the department will continue to invest in strategies with northern and Indigenous partners to address these risks as part of its commitment to the territorial governments and Indigenous rights holders.

Among the department's 8 large abandoned mine reclamation projects, the [Giant Mine Remediation Project](#) in the Northwest Territories will continue remediation work, and the United Keno Hill Mines in the Yukon will begin remediation in 2024–25. The other 6 abandoned mine projects will continue planning work towards remediation in the coming years, while carrying out care and maintenance activities in the interim to ensure site stability.

CIRNAC will also continue to promote the Northern and Arctic resource economy while protecting the environment through impact assessment, land use planning, and conservation initiatives. CIRNAC's [Northern Participant Funding Program](#) supports the meaningful participation of Indigenous governments and organizations, as well as non-Indigenous organizations, in environmental and socio-economic impact assessments of major development, remediation, and infrastructure projects in the territories. This helps ensure that the co-management boards assessing those projects have fuller access to Indigenous knowledge and better information on potential impacts on Indigenous rights and interests and Northerners' concerns more broadly. Key major projects will include the Project Certificate

reconsideration for the Mary River Mine (Nunavut), the review of the Government of Northwest Territories' Mackenzie Valley Highway proposal, and the Casino Mine Panel Review (Yukon).

Additionally, CIRNAC will advance the northern regulatory processes component of the [Canadian Critical Minerals Strategy](#) in Yukon, the Northwest Territories, and Nunavut. In 2024–25, the focus will be on supporting the following initiatives:

- multi-party dialogues to help inform regulatory priorities and actions;
- a regional study in the Northwest Territories and smaller cumulative effects studies in areas of critical mineral and enabling infrastructure potential;
- the analysis of Crown consultation gaps and opportunities;
- Indigenous participation in impact assessment and land use planning processes.

The department will also support other federal departments in the implementation of northern elements of the Canadian Critical Minerals Strategy as needed.

Finally, CIRNAC will continue to work with Indigenous partners, academia and other federal government departments to conduct marine research, harvest studies, and environmental monitoring. The department is participating in the Fisheries and Oceans Canada-led Marine Conservation Targets initiative, which aims to conserve 25% of Canada's oceans by 2025 and 30% by 2030. CIRNAC will discuss local and regional needs and priorities with Indigenous organizations across the Arctic, to collaboratively develop studies to collect environmental, social and cultural information. Work plans and projects in 2024–25 will continue to enhance the knowledge base (Indigenous knowledge and scientific information) to help inform marine spatial planning in the Western Arctic and the establishment and management of conservation sites in the Eastern Arctic.

Key risks

CIRNAC is leading a number of governmental and inter-governmental strategies aimed at fostering political, economic and social development and security in the North, as well as environmental resilience. Canada's Arctic and Northern Policy Framework, launched in September 2019, was co-developed with Arctic and Northern partners and is intended to set the foundation for policy directions in the North through to 2030 and beyond. This multi-dimensional agenda requires a large number of players to work together to achieve common objectives. The number and diversity of the stakeholders – including other federal departments, provinces and territories, and Indigenous partners – inherently exposes the department to risk associated with aligning and navigating differences of perspectives, agendas and capacities. Compounding this are the growing pressures imposed by economic factors, and the scale and complexity of challenges. Costs associated with northern activities are already high, and the socio-economic pressures on Northerners remain acute.

Partners continue to highlight gaps in infrastructure and housing, human and economic development, food security, environmental protection and clean energy, among other areas. Concerns related to sovereignty and defense in the face of a rapidly changing geopolitical landscape have also been highlighted. These matters will continue to require multi-dimensional, collaborative solutions.

These risks are currently being mitigated by the establishment and ongoing use of shared governance mechanisms such as Arctic and Northern Policy Framework national and regional tables, which include Territorial, Provincial and Indigenous partners to the Framework. Horizontal collaboration between federal departments is supported by senior management committees, including at the Deputy Minister level, reflecting the whole of government nature of the Framework. The department will continue to work to strengthen these mechanisms.

In addition to the risks related to its strategic and operational changes, the department is exposed to risk stemming from environment and climate change. Changing and extreme climatic conditions and events are having serious effects on the communities served by the department – particularly in the North. While important advancements have been made to address long-standing environmental liabilities, additional and active attention is needed to manage the department’s climate change risks, which are described in the departmental risk profile. Accordingly, senior management has made commitments to better managing this risk, with a view to strengthening environmental resilience.

Environmental risks are currently being mitigated by investments in contaminated sites programs, most notably through the department’s Northern Abandoned Mine Reclamation Program (NAMRP) and the Federal Contaminated Sites Action Plan (FCSAP), which is set for renewal in 2025–26, along with various monitoring and oversight activities and programs. The control frameworks and accountability measures for FCSAP and NAMRP are considered to be very strong and characterized by good alignment among partners.

Indigenous Peoples have long-called for implementation of their right to self-determination in relation to climate change, and greater autonomy on how climate impacts, risks, and vulnerabilities are addressed. In response, the department is increasingly equipping Indigenous communities to pursue mitigation measures directly. Further to this, in collaboration with Environment and Climate Change Canada, the department is co-developing an Indigenous Climate Leadership Agenda with First Nations, Inuit, and Métis to enhance Indigenous-led responsiveness to climate change.

Snapshot of planned resources in 2024–25

- Planned spending: \$1,096,144,956
- Planned full-time resources: 406

Related government priorities

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

Nutrition North Canada (NNC)’s programming aligns with the goals and objectives of the Arctic and Northern Policy Framework, reflecting Goal 1 of the Framework: “Canada Arctic and northern Indigenous peoples are resilient and healthy.” The Framework sets out to achieve its objectives by 2030, informed by the United Nations’ 2030 Sustainable Development Goals (SDGs). Consequently, NNC is working towards SDG 1, No poverty, and towards eradicating hunger by 2030.

NNC will also contribute to advancing SDG 2, Zero hunger, through the following programming initiatives:

- The NNC subsidy helps lower the cost of nutritious food and other essential items in 125 isolated communities to make them more affordable. In 2022, NNC extended the subsidy to not-for-profit entities to provide eligible communities with food at no cost. The newly-launched research program is Indigenous-led and seeks to fill in critical data gaps to drive policy development and provide critical insights on how to better position the program to address Northerners' needs.
- In 2020, NNC also launched the Harvesters Support Grant (HSG) to support hunting and harvesting-related activities in eligible communities in order to strengthen local food systems and support cultural restoration and revitalization. Through Budget 2021 investments, NNC added the Community Food Programs Fund to support local food security programs, such as bulk buying, as well as school and elder meal programs.

The implementation of the Arctic and Northern Policy Framework includes improving the quality of education available to Northerners. The following investments, allocated to the department through the fiscal framework, have been made towards improving accessibility of post-secondary education and will contribute to advancing SDG 4, Quality education, through the improvement of post-secondary education programs and facilities that are available to Northerners and Indigenous people in Canada:

- \$1 million over 2 years to establish a Task Force on Northern Post-Secondary Education to make recommendations on establishing a robust system of post-secondary education in the North (Budget 2019);
- \$26 million over 5 years towards the construction of a new science building at Yukon University (Budget 2019);
- \$12.97 million over 5 years to the Dechinta Centre for Research and Learning to support culturally-appropriate and land-based learning and research activities (Budget 2019);
- \$8 million over 2 years to support the transformation of Aurora College into a polytechnic university (Budget 2021).

Reconciliation is both a goal of the Framework and a guiding principle that runs through all of its other goals and objectives. Collaboration with all Framework partners is ongoing to support the social and political self-determination that underpins reconciliation, and to fully implement the reconciliation-related objectives of the Framework. Strategic investments allocated through the fiscal framework towards northern post-secondary education reflect this approach and help provide quality education that has more cultural relevance for Northerners and Indigenous people in Canada.

Northerners and Indigenous people face unique challenges in ensuring food security, including: remoteness and isolation, changing behaviours regarding traditional or country foods, access to clean water, financial hardship and socio-economic inequities, climate change, as well environmental dispossession and contamination. By reducing risks to human health and safety through the elimination, containment, or mitigation of toxic substances in the air, water, and on land, the remediation of

contaminated sites contributes to the achievement of the SDG 2, Zero hunger, as well as SDG 6, Clean water and sanitization.

The Northern REACHE program supports clean energy initiatives in northern, Indigenous and remote communities with the aim of reducing reliance on diesel. Northern REACHE supports SDG 7, Affordable and clean energy, by improving access to clean energy. The program is part of Wah-ila-toos, a new interdepartmental single-window initiative designed to streamline access to federal clean energy funding and resources for remote and Indigenous communities.

The Northern Regulatory and Legislative Frameworks (NRLF) program will help advance SDG 9, Industry, innovation and infrastructure, by means of the Northern Regulatory Initiative (NRI), under the Canadian Critical Minerals Strategy (CCMS). The NRI will enable the realization of SDG 9 by collaboratively developing common goals and advancing objectives to improve the efficiency and effectiveness of resource management regulatory systems, and by clarifying the duty to consult. The NRI is expected to contribute to the building of resilient infrastructure and will help promote inclusive and sustainable industrialization in the North.

The Community Infrastructure Fund will also contribute to advancing SDG 9. It aims to close the infrastructure gap in Indigenous communities by supporting and investing in the immediate infrastructure needs of Indigenous communities for ongoing, new, and shovel-ready projects.

Management of waste, resources and chemicals is a key component under Federal Sustainable Development Strategy Goal 12: Reduce Waste and Transition to Zero-Emissions Vehicles (SDG 12 – Responsible Consumption and Production). The Northern Abandoned Mine Reclamation Program is directly contributing to a key implementation strategy of this goal: Remediating High-Priority Contaminated Sites. Through using environmentally-sound management and public procurement practices, the Government of Canada's goal is to reduce environmental and human health risks from known federal contaminated sites and associated federal liabilities by focusing on the highest priority of sites.

CIRNAC's climate change programming supports SDG 13, Climate action, by helping to strengthen resilience and adaptive capacity to climate-related hazards, building regional and local capacity, and improving impact reduction.

Specifically, by supporting community-driven climate adaptation actions, the programs Climate Change Preparedness in the North and First Nation Adapt are helping Indigenous and northern communities build climate resiliency through self-determined adaptation projects.

By working with Indigenous Peoples across Canada to monitor climate and climate change impacts, the Indigenous Community-based Climate Monitoring program is supporting Indigenous communities, groups, and governments in gathering data that help make informed decisions by using a blend of Indigenous knowledge and science.

By advancing an Indigenous Climate Leadership Agenda, CIRNAC and Environment and Climate Change Canada will transform the ways in which Indigenous Peoples access climate funding opportunities by reducing barriers and improving equitable access to funding processes. This work is aligned with the

goals and vision of the United Nations Declaration on the Rights of Indigenous Peoples and will work towards supporting self-determined Indigenous climate action.

Additionally, through action under SDG 9, the Northern Regulatory and Legislative Frameworks program will advance SDG 13 by working towards more effective and efficient resource management systems in the 3 territories, therefore encouraging the sustainable critical mineral development required for renewable energy and clean technologies (such as advanced batteries, permanent magnets, solar panels, wind turbines, and small modular reactors). The regulatory dialogue component of the Canadian Critical Minerals Strategy (CCMS) - Northern Regulatory Initiative (NRI) in particular is responsive to target 13.2 to integrate climate change measures into national policies, strategies, and planning.

Because the Arctic is particularly sensitive to the effects of climate change, managing contaminated sites in the North requires consideration of climate change in the planning and implementation of remediation, for instance in areas where there is discontinuous permafrost. Integrating climate change measures into strategies and planning supports Federal Sustainable Development Goal 13: Take Action on Climate Change and its Impacts (SDG 13 – Climate action).

CIRNAC's participation in the Government of Canada's Marine Conservation Targets initiative supports SDG 14, Life below water, by advancing projects with northern Indigenous organizations and communities, and other partners, which will contribute to enhancing ocean conservation and the sustainable use of marine resources. Local priorities are discussed with Indigenous organizations across the Arctic to collaboratively develop Indigenous knowledge and scientific studies to collect environmental, social and cultural information. This strengthening of the knowledge base will contribute to informing the sustainable use of the marine environment and the establishment of protected and conservation sites in the Arctic. By supporting Indigenous-led programs and projects, CIRNAC is helping to advance work that responds to regional interests, enhances capacity, and aligns with the goals of the United Nations Declaration on the Rights of Indigenous Peoples and the Inuit Nunangat Declaration on Inuit-Crown partnerships, which establish the need for collaboration on marine conservation.

More information on CIRNAC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Northern Affairs is supported by the following programs:

- Climate Change Adaptation and Clean Energy
- Northern and Arctic Environmental Sustainability
- Northern and Arctic Governance and Partnerships
- Northern Contaminated Sites
- Northern Regulatory and Legislative Frameworks
- Northern Strategic and Science Policy
- Nutrition North

Supporting information on planned expenditures, human resources, and results related to CIRNAC's program inventory is available on [GC InfoBase](#).

Summary of changes to reporting framework since last year

The "Canadian High Arctic Research Station" program was removed from the Program Inventory associated with this core responsibility, as the program's responsibility was transferred to Polar Knowledge Canada.

Internal services

In this section

- [Description](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024–25](#)
- [Related government priorities](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services
- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

With regards to internal services functions, CIRNAC and Indigenous Services Canada have an internal service structure with a large number of shared services functions located in one or the other department.

Plans to achieve results

Human Resources

CIRNAC will complete the transformation of its human resources and workplace services, moving from a shared service model with Indigenous Services Canada to a single service tailored to CIRNAC's culture and needs.

CIRNAC's Diversity, Inclusion and Anti-Racism Secretariat will pursue its efforts to mobilize various employee networks, working groups as well as senior management in response to the [Clerk of the Privy Council's call to action to create a diverse, equitable and inclusive public service](#). Further, the Diversity,

Inclusion and Anti-Racism Strategy, which aims to foster workforce diversity, raise awareness, promote inclusion, improve retention, and measure progress, will remain at the heart of CIRNAC's human resources actions.

The department will also strengthen diversity and inclusion in hiring practices by implementing the recent changes to the [Public Service Employment Act](#). Training, communications and support will be offered to hiring managers to help them design hiring processes that are barrier-free and fair to all, CIRNAC will also support First Nations, Inuit and Métis recruitment and retention through actions inspired by the [Many Voices One Mind: a Pathway to Reconciliation](#) strategy, including:

- the implementation of the Joint Deputy Minister Action Plan with a focus on Indigenous inclusion, in close collaboration with Indigenous Services Canada and in partnership with the Indigenous Employee Secretariat;
- the organization of the fourth Indigenous Employee Forum, whose priorities and themes are based on the Joint Deputy Ministers Action Plan;
- the "Cousins" initiative, focused on mentoring, inclusion and retention of Indigenous within the department.

Moreover, CIRNAC will implement the updated Indigenous Cultural Competency Learning Policy to ensure that all employees, regardless of their position, continue to build Indigenous cultural competencies. The Policy includes an Indigenous language component and a new system to monitor and measure progress. Various efforts and initiatives will be identified to further enhance Indigenous cultural competency at all levels of the organization.

CIRNAC will also advance the implementation of the Harassment and Violence in the Workplace Prevention Policy, update the Workplace Wellbeing and Mental Health Strategy, and implement a new Occupational Health and Safety Hazard Prevention Program. Further, the department will continue to implement the actions outlined in its [Accessibility Plan](#) and will ensure that it reflects current and emerging barriers in the workplace.

Further, the department will play an active role in improving HR-to-Pay and pay modernization with Public Services and Procurement Canada, while maintaining efforts to stabilize pay within the organization.

Finally, the department, with the support of the Values and Ethics Champion, will join the broad conversation with public servants on how to bring our collective values and ethics to life within a dynamic and increasingly complex environment, in response to the [Clerk of the Privy Council's call to action](#) to build a diverse, equitable and inclusive Public Service.

Communications

As part of CIRNAC's approach to ensure that the Government of Canada's communications are effectively managed, well-coordinated, and responsive to the diverse information needs of the public, including by meeting the Government of Canada's policies and standards, in 2024–25, the department will continue to:

- work in partnership with Indigenous communities on coordinated public education campaigns on key priorities, including reconciliation;
- develop and implement a strategy for crisis communications during emergencies/crises (e.g. wildfires, floods) in order to provide First Nations, Inuit, Métis, and northern communities with timely and relevant information they need during emergencies;
- develop and implement a communications data strategy in order to measure the effectiveness of departmental communications;
- develop a digital communications strategy to advance the delivery of services and the effectiveness of departmental operations through the strategic leveraging of information technology and digital communications methods, and to support the Government of Canada's digital transition;
- ensure that all departmental communications to the public and to employees are culturally appropriate and meet or exceed accessibility standards and best practices.

Information Management / Information Technology

Enterprise Information Management / Data Management / Information Technology (IM/DM/IT) capabilities are essential for effective digital services and solution delivery. The importance of these capabilities for CIRNAC is heightened given the unique challenges that exist across remote locations in Canada, including the North. In 2024–25, CIRNAC will continue the vital work required to modernize its IM/IT solutions, address risks, and simultaneously strengthen its ability to deliver on its commitments.

Specifically, CIRNAC will :

- focus on the implementation of core IM/DM/IT components required to provide employees with the tools and technology they need to do their jobs securely and effectively. This foundational work revolves around the innovative use of technology, information, data, data management and digital technologies, while becoming more agile, open, accessible and user-focused;
- continue to ensure technology information and data assets are secure and governed accordingly;
- work closely with internal enterprise service organizations such as Shared Services Canada, Public Services and Procurement Canada, Indigenous Services Canada and the Canada School of Public Service in order to promote common approaches, modernize service delivery, improve sustainability and promote digital government;
- work in collaboration with Library and Archive Canada on disposition and transfer of archival information. In addition, the department will work to complete the digitization of the duplex collection of records. The duplex is the oldest collection and is accessed mostly by external researchers. Because of its high risk of deterioration and historical value, the paper record must be preserved. Digitizing this collection will limit the access to the paper record;

- coordinate collaboration between the Chief Data Officers of CIRNAC and Indigenous Services Canada to further mature the data management function to enable responsible, coordinated and effective data stewardship and to more effectively bring data to decision making, while engaging with Indigenous partners in data sharing;
- continue to promote responsible IM/DM/IT governance to ensure all investments are consistent with policy requirements as specified in the [Policy on Service and Digital](#), and align with departmental priorities and desired results;
- continue efforts to standardize and rationalize the departments application portfolio, adopt enterprise solutions, and support technologies for Indigenous Peoples. This will involve as well the adoption of cloud-based technologies where appropriate.

Real Property

CIRNAC will continue to ensure real property is managed in a sustainable and financially-responsible manner. In addition, the department will continue to modernize its offices in support of departmental and government priorities, including:

- office fit-up designs that support the Government of Canada’s future of work objectives, including the transitioning to a hybrid work model
- work in collaboration with Public Services and Procurement Canada to advocate for the continued advancement of the modernization in regional offices, in addition to the planned modernization of the department’s headquarters
- environmental features in support of Greening Government objectives, as well as accessibility features in support of the *Accessible Canada Act*
- design features that promote diversity, inclusion, Indigenous culture and our commitment to the Accessibility Plan
- continue to work in collaboration with Indigenous Services Canada on appropriate cultural gathering spaces for employees

Audit and Evaluation

The department will continue to promote greater accountability, transparency and oversight in its operations by conducting internal audits, evaluations and financial reviews. This will provide assurance of departmental governance, controls and risk management, support the appropriate use of human and financial resources, and assess whether departmental programs and services are relevant, efficient and effective.

Snapshot of planned resources in 2024–25

- Planned spending: \$161,994,044
- Planned full-time resources: 522

Related government priorities

Planning for contracts awarded to Indigenous businesses

CIRNAC is committed to reconciliation with Indigenous Peoples and will continue to explore all available avenues for increasing opportunities for Indigenous businesses to participate in federal procurement processes. The department, in collaboration with Indigenous Services Canada, is working to support the Procurement Strategy for Indigenous Businesses and the mandatory minimum 5% Indigenous procurement requirement. More specifically, CIRNAC will incorporate various measures into routine procurement requests to ensure that Indigenous elements have been considered for each request. Also, following the inclusion of the Northern Contaminated Sites Program in procurement activities in 2022–23, work will continue to assess the ability to track and include additional details or categories in 2024–25.

Further, CIRNAC will continue to be engaged in various fora and working groups in an effort to influence the Government of Canada’s policy on Indigenous procurement. The department will also continue to work closely with Government of Canada policy leads through participation in interdepartmental working groups to establish best practices for Indigenous procurement to be applied within the department.

The following table shows in % the actual, forecasted and planned value for the target.

5% reporting field	2022–23 actual result	2023–24 forecasted result	2024–25 planned result
Total percentage of contracts with Indigenous businesses	30.6%	At least 5%	To be determined ^a

^a Targets for fiscal year 2024–25 have not yet been established.

Planned spending and human resources

This section provides an overview of CIRNAC’s planned spending and human resources for the next 3 fiscal years and compares planned spending for 2024–25 with actual spending from previous years.

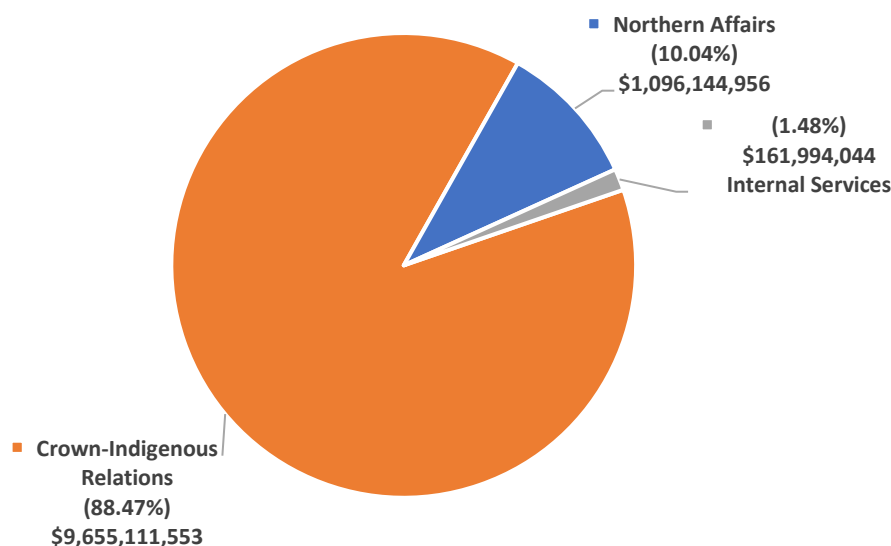
In this section

- [Spending](#)
- [Funding](#)
- [Future-oriented condensed statement of operations](#)
- [Human resources](#)

Spending

Figure 1: Spending by core responsibility in 2024–25

Table of planned spending for upcoming fiscal year



CIRNAC's planned spending for 2024–25 is \$10.9 billion, as follows :

- \$9.7 billion is for Crown-Indigenous Relations
- \$1.1 billion is for Northern Affairs
- \$0.1 billion is for internal services

Table 8: Actual spending summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of CIRNAC's core responsibilities and for its internal services for the previous 3 fiscal years. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and internal services	2021–2022 actual expenditures	2022–2023 actual expenditures	2023–2024 forecast spending
Crown-Indigenous Relations	4,021,577,284	8,194,115,470	25,232,910,840
Northern Affairs	645,307,861	754,175,336	1,075,767,467
Subtotal	4,666,885,145	8,948,290,806	26,308,678,307
Internal services	165,257,832	184,290,233	195,092,788
Total	4,832,142,977	9,132,581,039	26,503,771,095

For 2021–22 and 2022–23, the figures represent the actual expenditures as reported in the Public Accounts of Canada, while those for 2023–24 represent the forecasted expenditures to year-end.

For the period of 2021–22 to 2022–23, actual spending has increased from \$4.8 billion to \$9.1 billion. The variance of \$4.3 billion is mainly due to an increase in the funding for several initiatives such as:

- specific claims settlements (\$1,839.6 million);
- Siksika Nation Global Settlement Agreement (\$1,300 million);
- self-governing and modern treaty First Nations, Inuit, and Métis housing and Indigenous infrastructure project (\$566.3 million).

For the period of 2022–23 to 2023–24, spending is expected to increase from \$9.1 billion to \$26.5 billion. The increase of \$17.4 billion is mainly due to:

- the increase of \$5 billion for the Restoule Settlement Agreement;
- the increase of \$4.1 billion for agricultural benefits claims;
- the increase of \$3.4 billion for the settlement of specific claims;
- the increase of \$2.9 billion for the Gottfriedson Band Class Settlement Agreement.

Table 9: Budgetary planning summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of CIRNAC's core responsibilities and for its internal services for the upcoming 3 fiscal years.

Core responsibilities and internal services	2024–25 budgetary spending (as indicated in Main Estimates)	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Crown-Indigenous Relations	9,655,111,553	9,655,111,553	5,328,947,583	3,162,180,083
Northern Affairs	1,096,144,956	1,096,144,956	1,118,269,861	1,131,531,503
Subtotal	10,751,256,509	10,751,256,509	6,447,217,444	4,293,711,586
Internal services	161,994,044	161,994,044	161,328,439	160,071,745
Total	10,913,250,553	10,913,250,553	6,608,545,883	4,453,783,331

For the period of 2024–25 to 2025–26, spending is expected to decrease from \$10.9 billion to \$6.6 billion. The decrease of \$4.3 billion is mainly due to:

- the decrease of \$2.8 billion for agricultural benefits claims;
- the decrease of \$0.5 billion towards out-of-court settlement;

- the decrease of \$0.4 billion for the Federal Indian Day School Settlement.

For the period of 2025–26 to 2026–27, spending is expected to decrease from \$6.6 billion to \$4.5 billion. The decrease of \$2.1 billion is mainly due to the settlement of specific claims.

Table 10: 2024–25 budgetary gross and net planned spending summary (dollars)

The following table reconciles gross planned spending with net planned spending for 2024–25.

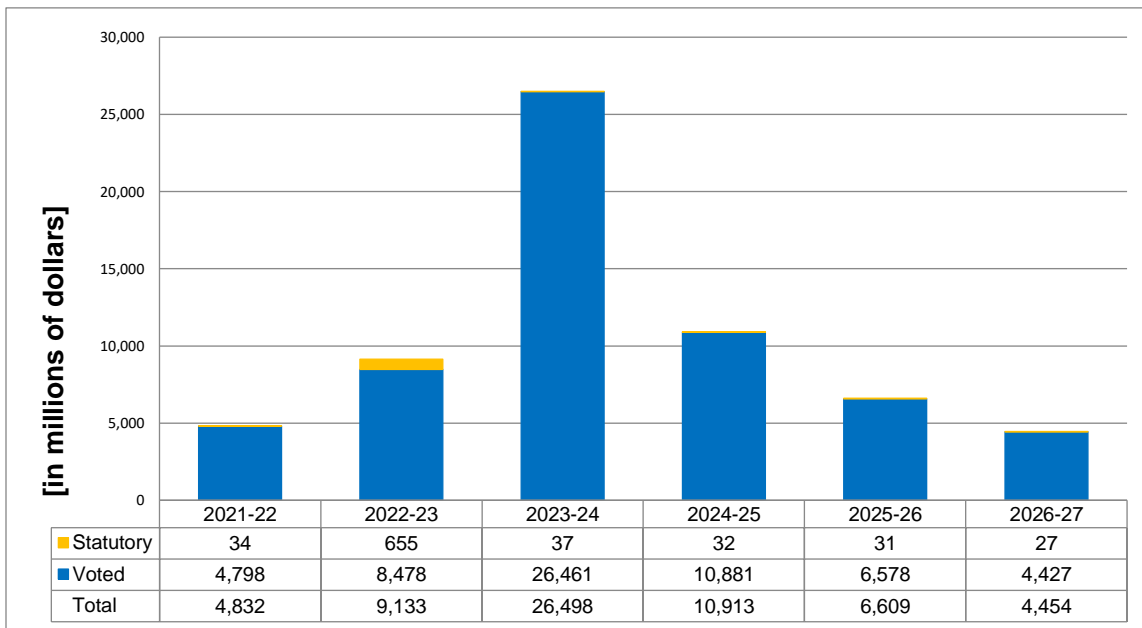
Core responsibilities and internal services	2024–25 gross planned spending (dollars)	2024–25 planned revenues netted against spending (dollars)	2024–25 planned net spending (dollars)
Crown-Indigenous Relations	9,655,111,553	0	9,655,111,553
Northern Affairs	1,096,144,956	0	1,096,144,956
Subtotal	10,751,256,509	0	10,751,256,509
Internal services	182,213,068	20,219,024	161,994,044
Total	10,933,469,577	20,219,024	10,913,250,553

The revenues netted against spending in the table above are for the provision of internal support services under section 29.2 of the *Financial Administration Act*. CIRNAC provides internal support services to another department.

Funding

Figure 1: Departmental spending 2021–22 to 2026–27

The following graph presents planned spending (voted and statutory expenditures) over time.



Note: Due to rounding, figures may not add to totals shown.

This stacked bar graph depicts spending from 2021–22 to 2026–27:

- Total spending in 2021–22 was \$4,832 million. Of this amount, \$4,798 million was voted spending and \$34 million was statutory spending.
- Total spending in 2022–23 was \$9,133 million. Of this amount, \$8,478 million was voted spending and \$655 million was statutory spending.
- Forecasted spending in 2023–24 is \$26,498 million. Of this amount, \$26,461 million is voted spending and \$37 million is statutory spending.
- Planned spending in 2024–25 is \$10,913 million. Of this amount, \$10,881 million is voted spending and \$32 million is statutory spending.
- Planned spending in 2025–26 is \$6,609 million. Of this amount, \$6,578 million is voted spending and \$31 million is statutory spending.
- Planned spending in 2026–27 is \$4,454 million. Of this amount, \$4,427 million is voted spending and \$27 million is statutory spending.

Estimates by vote

Information on CIRNAC’s organizational appropriations is available in the [2024–25 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of CIRNAC’s operations for 2023–24 to 2024–25.

The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed [future-oriented statement of operations](#) and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available on CIRNAC’s website.

Table 11: Future-oriented condensed statement of operations for the year ending March 31, 2025 (dollars)

Financial information	2023–24 forecast results	2024–25 planned results	Difference (2024–25 planned results minus 2023–24 forecast results)
Total expenses	5,030,292,121	5,304,283,156	273,991,035
Total revenues	(38,124,720)	(20,219,050)	17,905,670
Net cost of operations before government funding and transfers	4,992,167,401	5,284,064,106	291,896,705

Expenses

Total expenses for 2024-25 planned results are \$5,304 million, representing a \$274 million increase from the previous year's forecasted total expenses of \$5,030 million. The increase is mainly due to an increase in the accrual adjustment related to the provision for claims and litigation.

2024–25 planned expenses by core responsibilities are as follows:

- Crown-Indigenous Relations: \$4,338 million (81.8%)
- Northern Affairs: \$727 million (13.7%)

The remainder of the total expenses include internal services in the amount of \$225 million (4.2%) and expenses incurred on behalf of the Government of Canada in the amount of \$14 million (0.3%).

Revenues

Total revenues for 2024-25 planned results are \$20 million, representing a decrease of \$18 million compared to the previous year's forecasted total revenues of \$38 million. The decrease is mainly due to a reduction in spendable revenues for the provision of human resources and administration services to other government departments.

Human resources

Table 12: Actual human resources for core responsibilities and internal services

The following table shows a summary of human resources, in full-time equivalents (FTEs), for CIRNAC's core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2021–22 actual FTEs	2022–23 actual FTEs	2023–24 forecasted FTEs
Crown-Indigenous Relations	825	863	1,033
Northern Affairs	406	370	385
Subtotal	1,231	1,233	1,418
Internal services	787	842	816
Total	2,018	2,075	2,234

The increase of 159 full-time equivalents from 2022–23 to 2023–24 mainly reflects increased funding to support Recognition of Indigenous Rights and Self-Determination (RIRSD) tables and new funding for Indigenous infrastructure projects.

Table 13: Human resources planning summary for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for each of CIRNAC's core responsibilities and for its internal services planned for 2024–25 and future years.

Core responsibilities and internal services	2024–25 planned fulltime equivalents	2025–26 planned fulltime equivalents	2026–27 planned fulltime equivalents
Crown-Indigenous Relations	961	904	897
Northern Affairs	406	396	392
Subtotal	1,367	1,300	1,289
Internal services	522	509	505
Total	1,889	1,809	1,794

The decrease of 345 full-time equivalents from 2023–24 to 2024–25 reflects the transfer of full-time equivalents to Indigenous Services Canada following the dissolution of shared services with respect to Human Resources management services, as well as the sunset of funding to support Recognition of Indigenous Rights and Self-Determination (RIRSD) tables.

The decrease of 80 full-time equivalents from 2024–25 to 2025–26 mainly reflects the sunset of funding for:

- the Cowessess First Nation's Child and Family Services Law;
- the Indigenous infrastructure projects;
- the Federal framework to address the legacy of residential schools.

The decrease of 15 full-time equivalents from 2025–26 to 2026–27 mainly reflects the sunset of funding for:

- implementing Canada's new marine conservation targets;
- extending interim fiscal financing agreements with 4 Métis governments.

Corporate information

Organizational profile

Appropriate ministers: The Honourable Gary Anandasangaree (Minister of Crown-Indigenous Relations) and the Honourable Dan Vandal (Minister of Northern Affairs, Minister responsible for Prairies Economic Development Canada and Minister responsible for the Canadian Northern Economic Development Agency)

Ministerial portfolio: Department of Crown-Indigenous Relations and Northern Affairs

Enabling instrument(s): [Department of Crown-Indigenous Relations and Northern Affairs Act, S.C. 2019, c. 29, s. 337](#)

Year of commencement: July 15, 2019

Other: None

Organizational contact information

Telephone :

Toll-free: 1-800-567-9604

Fax: 1-866-817-3977

Email:

General and statistical inquiries and publication distribution:

aadnc.webmestre-webmaster.aandc@sac-isc.gc.ca

aadnc.infopubs.aandc@sac-isc.gc.ca

Media inquiries (communications): RCAANC.media.CIRNAC@sac-isc.gc.ca

Departmental library: hqbibliothequereference-hqbibliothequereference@sac-isc.gc.ca

Website: <https://www.canada.ca/en/crown-indigenous-relations-northern-affairs.html>

Supplementary information tables

The following supplementary information tables are available on CIRNAC's website:

- [Details on transfer payment programs](#)
- [Gender-based analysis Plus](#)
- Horizontal initiatives:
 - [Nutrition North Canada](#)
 - [Arctic and Northern Policy Framework](#)
 - [Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ People](#)
 - [Implementing the Federal Framework to Address the Legacy of Residential Schools](#)

Information on CIRNAC's [departmental sustainable development strategy](#) can be found on CIRNAC's website.

Federal tax expenditures

CIRNAC's Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).

This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department's priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Plan, government-wide priorities are the high-level themes outlining the government's agenda in the 2021 Speech from the Throne: building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business

As defined on the [Indigenous Services Canada website](#) in accordance with the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses annually.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.