



Treasury Board of Canada  
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Canada

# **Treasury Board of Canada Secretariat's Departmental Sustainable Development Strategy for 2023 to 2027**

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# Treasury Board of Canada Secretariat's Departmental Sustainable Development Strategy for 2023 to 2027

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## Introduction to the Treasury Board of Canada Secretariat Departmental Sustainable Development Strategy

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required under the [Federal Sustainable Development Act](#).

This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the [United Nations 2030 Agenda for Sustainable Development](#) and sets out a balanced approach to the environmental, social

and economic dimensions of sustainable development.

In keeping with the purpose of the act and to make decision-making related to sustainable development more transparent and accountable to Parliament, this Departmental Sustainable Development Strategy (DSDS) describes the activities the Treasury Board of Canada Secretariat (TBS) plans to undertake in 2023–27 to support the federal goals laid out in the FSDS.

The *Federal Sustainable Development Act* also sets out seven principles that must be considered in the development of the FSDS and DSDSs. These basic principles have been considered and incorporated into TBS's DSDS.

To promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global Indicator Framework and the Canadian Indicator Framework targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of Canada's Annual Report on the 2030 Agenda and the SDGs.

Section 2 describes TBS's vision for sustainable development in the context of its leadership on the Greening Government goal and its support of other departments in advancing their priorities under the FSDS.

Section 3 supports the new legal requirement of the act that DSDSs must consider the comments that were provided on the draft 2022–2026 FSDS during the 120-day public consultation period.

Section 4 identifies indicators and targets that TBS will use to report on key actions under the Greening Government goal. While TBS undertakes many activities to improve the environmental sustainability of government, the list in this section focuses on those actions that relate directly to FSDS commitments and their corresponding SDGs, and on those for which progress indicators will be available in the relevant time period.

Section 5 expands on Section 4 by describing how TBS further integrates sustainable development into Government of Canada and TBS decision-making.

## **TBS's Sustainable Development Vision**

TBS is a central agency located in the National Capital Region that serves as the administrative arm of the Treasury Board. It helps federal departments and agencies (departments) fulfill government priorities and achieve results for Canadians by providing oversight and leadership in relation to its four core responsibilities:

### **1. Spending oversight**

TBS reviews spending proposals and authorities and existing and proposed government programs for efficiency, effectiveness and relevance and provides information to Parliament and Canadians on government spending.

### **2. Administrative leadership**

TBS leads government-wide initiatives, develops policies and sets the strategic direction for government administration related to service delivery and access to government information, as well as the management of assets, finances, information and technology.

### **3. Employer**

TBS develops policies and sets the strategic direction for people management in the public service, manages total compensation (including pensions and benefits) and labour relations, and undertakes initiatives to improve performance in support of recruitment and retention objectives.

### **4. Regulatory oversight**

TBS develops and oversees policies to promote good regulatory practices, reviews proposed regulations to ensure they adhere to the requirements of government policy; and advances regulatory cooperation across jurisdictions.

In fulfilling its work, TBS helps advance the following specific FSDS goals:

FSDS goal	TBS’s role in achieving the FSDS goal
Goal 10: Advance reconciliation with Indigenous peoples and take action to reduce inequality	<ul style="list-style-type: none"> <li>• Foster diversity, inclusion and accessibility in the federal public service <sup>*</sup></li> </ul>
Goal 12: Reduce waste and transition to zero-emission vehicles	<ul style="list-style-type: none"> <li>• Lead the federal government’s efforts to consume sustainably</li> </ul>
Goal 13: Take action on climate change and its impacts	<ul style="list-style-type: none"> <li>• Lead the federal government’s efforts to reduce its greenhouse gas emissions and improve its resilience to climate change</li> </ul>
Goal 17: Strengthen partnerships to promote global action on sustainable development	<ul style="list-style-type: none"> <li>• Advance federal government open data initiatives to help measure progress toward meeting the sustainable development goals</li> </ul>
<hr/>	
<p><sup>*</sup> Also supports efforts to champion gender equality (Goal 5)</p>	
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In addition, TBS helps integrate the economic, social, environmental and governance aspects of sustainable development into government decision making through its work as a central agency and its internal operations (see Section 5 for further details).

## Listening to Canadians

As required by the *Federal Sustainable Development Act*, TBS has considered comments on the draft 2022–2026 FSDS that were made during the public consultation held from March 11 to July 9, 2022. During the public

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

## **What we heard**

Based on all the submissions received, TBS identified sustainable development priorities and issues that were important to Canadians, including the need for:

- a federal green procurement target to strengthen the emphasis on the government's role in green procurement
- strong accountability and reporting, including by:
  - emphasizing outcome targets to simplify the reporting process
  - ensuring that the target time frames go beyond the four-year FSDS cycle

## **What we did**

This input is reflected in different aspects of TBS's Departmental Sustainable Development Strategy for 2023–2027. Examples:

- TBS will be measuring and reporting on a target for green procurement
- TBS will continue to make available to the public analysis of federal programs' impacts on gender and diversity
- TBS's targets focus mostly on outcomes it is working to achieve, including increasing the representation of Indigenous people and members of other equity-seeking groups in the federal public service
- TBS has set long-term time frames for its targets where appropriate, such as targets for diverting waste from landfill by 2030

For more information on the FSDS public consultation and its results, see the [FSDS Consultation Report](#).

## TBS's commitments

► In this section

### **Goal 10: Advance reconciliation with Indigenous peoples and take action on inequality**

#### **FSDS context**

Social, economic and environmental inequalities persist in Canada. These inequalities disproportionately affect people with multiple intersecting identity factors such as gender identity and expression, race and ethnicity, faith community, Indigeneity, disability, sexual orientation, and low socioeconomic status. Reconciliation with Indigenous peoples is essential to addressing social, economic and environmental inequalities and achieving substantive equality.

TBS works with departments to foster a diverse, accessible and inclusive public service that is representative of women and members of other equity-seeking groups. It also works across its core responsibilities to help advance reconciliation with Indigenous peoples.

**Target theme:** Taking action on inequality

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



<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada’s 2030 Agenda National Strategy and SDGs</b>
Foster diversity, inclusion and accessibility in the federal public service	<p>TBS will:</p> <ul style="list-style-type: none"> <li>• support the review of the <i>Employment Equity Act</i> and the implementation of recommendations the Government of Canada adopts</li> <li>• support career advancement, training, sponsorship and educational opportunities for public servants in employment equity-seeking groups</li> <li>• work with the Privy Council Office to help departments implement their plans in response to the <u>Call to Action on Anti-Racism, Equity and Inclusion</u></li> <li>• take positive action in support of the International Decade for People of African Descent, Canada’s Anti-Racism Strategy and the development of the National Action</li> </ul>	<p><b>Performance indicator 1:</b> Percentage of employees (compared with workforce availability) who are persons with a disability</p> <p><b>Starting point:</b> As of 2021–22, 6.2% of employees are persons with a disability compared with the workforce availability of 9.1%</p> <p><b>Target:</b> Each year, the public service continues to meet or surpass the workforce availability for persons with disabilities</p>	<p>The Government of Canada is Canada’s largest employer. Creating a diverse, inclusive and accessible public service that is representative of persons with disabilities, Black people and members of other visible minorities in Canada helps reduce inequality in Canadian society. It also helps the public service better understand and address the needs of the diverse Canadians it serves.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians live free of discrimination and inequalities are reduced</p> <p><b>CIF target:</b> No specific target</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
	<p>Plan on Combatting Hate</p> <ul style="list-style-type: none"> <li>• implement the updated self-identification questionnaire, which is designed to increase the accuracy, depth and breadth of the data on the representation of public service employees from the four designated employment equity groups and from other identity groups</li> <li>• provide policy guidance and resources to partners and departments on employment equity, diversity and inclusion</li> <li>• support departments in submitting robust accessibility plans and progress reports to fulfill the ambitions of the <i>Accessible Canada Act</i> by providing analysis of the published plans,</li> </ul>	<p><b>Performance indicator 2:</b> Percentage of employees (compared with workforce availability) who are members of a visible minority group</p> <p><b>Starting point:</b> As of 2021-22, 20.2% of employees are members of a visible minority group compared with the workforce availability of 17.2%</p> <p><b>Target:</b> Each year, the public service continues to meet or surpass the workforce availability for</p>	<p><b>GIF target 10.2:</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, religion or economic or other status</p> <p><b>GIF target 10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p><b>GIF target 10.4:</b> Adopt policies, especially fiscal, wage and social protection policies,</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
	<p>developing and disseminating additional tools and guidance, and indicators to help organizations measure progress</p> <ul style="list-style-type: none"> <li>• lead a Federal Speakers Forum on Diversity and Inclusion, a platform for public servants to share experiences about diversity, inclusion, accessibility and other related topics</li> <li>• monitor the implementation of the Maturity Model for Diversity and Inclusion, a tool that organizations can use to assess their progress on their diversity and inclusion goals</li> </ul>	<p>members of visible minorities</p> <hr/> <p><b>Performance indicator 3:</b> Percentage of employees who are Black</p> <p><b>Starting point:</b> As of 2021-22, 4.2% of employees are Black</p> <p><b>Target:</b> Not applicable. Workforce availability estimates are not calculated for Black employees.</p>	<p>and progressively achieve greater equality</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Advance gender equality in the Government of Canada	<p>In addition to its actions on diversity, inclusion and accessibility that help advance gender equality, TBS will:</p> <ul style="list-style-type: none"> <li>• advance the implementation of the <i>Pay Equity Act</i> across the public service</li> <li>• develop and implement a modernized senior leaders' strategy to promote career progression and inclusion, and to enable leadership development and targeted succession planning and recruitment for women and other equity-seeking groups</li> </ul>	<p><b>Performance indicator 1:</b> Percentage of employees (compared with workforce availability) who are women</p> <p><b>Starting point:</b> As of 2021–22, 56% of employees are women compared with the workforce availability of 53.3%</p> <p><b>Target:</b> Each year, the public service continues to meet or surpass the workforce availability for women</p> <p><b>Performance indicator 2:</b> Percentage of executive</p>	<p>The Government of Canada is Canada's largest employer. Eliminating gender inequalities in the public service helps reduce inequality in Canadian society. It also helps the public service better understand and address the needs of Canadians of different genders.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Gender equality in leadership roles and at all levels of decision-making</p> <p><b>CIF target:</b> Greater representation of women in leadership roles</p> <p><b>CIF ambition:</b> Canadians live free of discrimination and inequalities are reduced</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
		<p>employees (compared with workforce availability) who are women</p> <p><b>Starting point:</b> As of 2021-22, 53.2% of executives are women compared with the workforce availability of 48.2%</p> <p><b>Target :</b> Each year, the public service continues to meet or surpass the workforce availability for women executives</p>	<p><b>CIF target:</b> No specific target</p> <p><b>G IF target 5.1:</b> End all forms of discrimination against all women and girls everywhere</p> <p><b>GIF target 5.5:</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> <p><b>GIF target 10.2:</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, religion or economic or other status</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
			<p><b>GIF target 10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p><b>GIF target 10.4:</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>

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

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

and Attorney General of Canada)

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
<p>Increase Indigenous employment in the federal public service</p>	<p>In addition to the other actions it is taking to foster diversity, inclusion and accessibility, TBS will implement <u>Many Voices One Mind: a Pathway to Reconciliation</u>, a whole-of-government strategy for reducing and removing barriers to public service employment encountered by Indigenous people through action in five areas:</p> <ul style="list-style-type: none"> <li>• encouraging and supporting Indigenous people to join the public service</li> <li>• addressing bias, racism, discrimination and harassment, and improving cultural competence in the public service</li> <li>• addressing learning, development and</li> </ul>	<p><b>Performance indicator 1:</b> Percentage of employees (compared with workforce availability) who are Indigenous</p> <p><b>Starting point :</b> As of 2021–22, 5.2% employees are Indigenous compared to the workforce availability of 3.8%</p> <p><b>Target :</b> Each year, the public service continues to meet or surpass the workforce availability for Indigenous persons</p> <p><b>Performance indicator 2 :</b> Percentage of executive employees (compared with workforce availability) who are Indigenous</p>	<p>The Government of Canada is Canada's largest employer. Increasing Indigenous employment in the public service helps reduce inequality in Canadian society. It also helps the public service advance reconciliation and better understand and address the needs of the Indigenous people it serves.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians live free of discrimination and inequalities are reduced</p> <p><b>CIF target:</b> No specific target</p> <p><b>GIF target 10.2:</b> By 2030, empower and promote the social,</p>



Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
	<p>career advancement concerns expressed by Indigenous employees</p> <ul style="list-style-type: none"> <li>• recognizing Indigenous people's talents and promoting advancement to and within the executive group</li> <li>• supporting, engaging and communicating with Indigenous employees and partners</li> </ul>	<p><b>Starting point :</b> As of 2021-22, 4.9% of executives are Indigenous compared with the workforce availability of 5.2%</p> <p><b>Target :</b> Each year, the public service continues to meet or surpass the workforce availability for Indigenous persons</p>	<p>economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
<p>Implement the <u><i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></u></p>	<p>TBS will:</p> <ul style="list-style-type: none"> <li>• support Justice Canada's work, in consultation and cooperation with Indigenous partners, to implement and continue to evolve the <u><i>United Nations Declaration on the Right of Indigenous Peoples Act Action Plan 2023-2028</i></u></li> <li>• identify action plan measures (APMs) where TBS has a leadership role</li> <li>• identify APMs where TBS has a role supporting other lead departments or agencies</li> <li>• work with Indigenous partners (and with other departments and agencies when appropriate) to identify actions to</li> </ul>	<p><b>Performance indicator:</b> Implementation actions identified and undertaken in consultation and cooperation with Indigenous partners</p> <p><b>Starting point:</b> In 2023, TBS is identified as a co-leading department on two APMs:</p> <ul style="list-style-type: none"> <li>• supporting Indigenous data sovereignty</li> <li>• developing and implementing a process and further direction for federal government departments and agencies to ensure bills and proposed regulations are consistent with the Declaration</li> </ul>	<p>The <u><i>United Nations Declaration on the Right of Indigenous Peoples Act Action Plan 2023-2028</i></u> provides a roadmap of actions Canada needs to take in partnership with Indigenous people to implement the principles and rights set out in the UN Declaration and to further advance reconciliation in a tangible way.</p> <p>Progress made in implementing each of the APMs will help break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous people.</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
	<p>implement the APMs</p> <ul style="list-style-type: none"> <li>• undertake these actions, in consultation and cooperation with Indigenous partners</li> </ul> <p>Actions will begin no later 2024–25.</p>	<p>TBS is also working to identify further APMs, led by other departments and agencies, where it has a supporting role.</p> <p><b>Target:</b> By June 2028, APMs have been implemented in consultation and cooperation with Indigenous partners</p>	<p>By contributing to the implementation of the <i>UN Declaration Act</i>, TBS will build a better, more equitable future for Indigenous people and, in doing so, a more inclusive Canada for this and future generations.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians live free of discrimination and inequalities are reduced</p> <p><b>CIF target:</b> No specific target</p> <p><b>GIF target 10.2:</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin,</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
			<p>religion or economic or other status</p> <p><b>GIF target 10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p><b>GIF target 10.4:</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>

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

FSDS context

By transitioning to a cleaner and more circular economy that prioritizes reducing consumption and waste generation, reusing the resources already extracted, and finding processes and technologies that take a holistic systems-based approach to minimizing waste throughout the economy, we can help reduce negative impacts on the environment.

TBS supports departments as they implement the Greening Government Strategy, which includes commitments to reduce the environmental impacts of the Government of Canada's operations.

**Target theme:** Federal Leadership on Responsible Consumption

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

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

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

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
<p>Transform the federal light-duty fleet</p>	<p>For the federal conventional light-duty fleet, TBS will facilitate the increased adoption of zero-emission vehicles by departments, by:</p> <ul style="list-style-type: none"> <li>• tracking and disclosing the overall percentage of zero emission vehicles</li> <li>• tracking and disclosing the percentage of new annual purchases that are zero-emission vehicles or hybrids in the vehicle groups where suitable options are available and meet operational needs</li> </ul>	<p><b>Performance indicator 1:</b> Percentage of light-duty on-road fleet that comprises zero-emissions vehicles, including battery electric, plug-in hybrid and hydrogen fuel cell vehicles</p> <p><b>Starting point:</b> 3.4% in 2021–22</p> <p><b>Target:</b> 100% by 2030</p> <p><b>Performance indicator 2:</b> Percentage of annual conventional light-duty on-road fleet vehicle purchases that are zero-emission vehicles or hybrids in vehicle groups where suitable options</p>	<p>The purchase of zero-emission vehicles and hybrid vehicles to replace internal combustion engine vehicles will reduce Scope 1 greenhouse gas emissions from conventional fleet operations, in addition to other air pollutants.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF target:</b> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040</p> <p><b>GIF target 12.7:</b> Promote public procurement practices that are</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
		<p>are available and meet operational needs.</p> <p><b>Starting point:</b> 72% in 2021-22</p> <p><b>Target:</b> At least 75% each year</p>	<p>sustainable, in accordance with national policies and priorities</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Disclose embodied carbon in construction	Under the <i>Policy on Green Procurement</i> , TBS published the <i>Standard on Embodied Carbon in Construction</i> , which came into force on December 31, 2022. Starting in 2024–25, TBS will annually publish these Scope 3 emissions, as reported by departments for their 2023–24 construction projects.	<p><b>Performance indicator:</b> The level of embodied Scope 3 greenhouse gas emissions of ready-mix concrete used in construction projects subject to the standard</p> <p><b>Starting point :</b> Reporting on 2023–24 data will be available in 2024–25 or once applicable projects have been completed</p> <p><b>Target :</b> Reduce the embodied carbon of the ready-mix concrete used in major construction projects subject to the standard</p>	<p>Green procurement incorporates environmental criteria into purchasing decisions. This is expected to motivate suppliers to reduce greenhouse gas emissions associated with their goods, services and supply chains.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF target:</b> No specific target</p> <p><b>GIF target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>



<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
		by at least 10% relative to the project baseline	

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
Incentivize supplier disclosure	Under the <i>Policy on Green Procurement</i> , TBS published the <i>Standard on the Disclosure of Greenhouse Gas Emissions and the Setting of Reduction Targets</i> , which came into force on April 1, 2023. Starting in 2024–25 for procurements from major suppliers, TBS will collect, consolidate and report annually on Government of Canada procurement processes that incentivize suppliers to adopt a science-based target in line with the Paris Agreement, and to disclose supply chain greenhouse gas emissions.	<p><b>Performance indicator:</b> The percentage of Government of Canada procurement processes with major suppliers that applied the <i>Standard on the Disclosure of Greenhouse Gas Emissions and the Setting of Reduction Targets</i> under the <i>Policy on Green Procurement</i></p> <p><b>Starting point :</b> Reporting on 2023–24 data will be available in 2024–25</p> <p><b>Target :</b> By 2024–25, 100% of procurement processes with major suppliers applied the <i>Standard on the Disclosure of</i></p>	<p>Procurement makes up a large portion of the Government of Canada's Scope 3 greenhouse gas emissions. The requirement to incentivize suppliers to disclose their greenhouse gas emissions and set reduction targets is expected to motivate suppliers to reduce greenhouse gas emissions associated with their goods, services and supply chains so that net zero procurement can be achieved by 2050.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF target:</b> No specific target</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
		<i>Greenhouse Gas Emissions and the Setting of Reduction Targets under the Policy on Green Procurement.</i>	<b>GIF target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Maximize diversion of waste from landfills	Each year, TBS will publish the rates of diversion from landfill by departments of both non-hazardous operational waste and construction, demolition and renovation waste.	<p><b>Performance indicator 1:</b> Percentage by weight of non-hazardous operational waste diverted from landfill</p> <p><b>Starting point:</b> Reporting on 2023–24 data will be available in 2024–25</p> <p><b>Target:</b> At least 75% each year by 2030</p> <p><b>Performance indicator 2:</b> Percentage by weight of construction, demolition and renovation waste diverted from landfill</p> <p><b>Starting point:</b> Reporting on 2023–24 data will be available in 2024–25</p>	<p>Actions that reduce the generation of non-hazardous operational waste will help reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Material recovery through recycling reduces emissions for the extraction and production of virgin materials.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> 12.3 Canadians consume in a sustainable manner</p> <p><b>CIF indicator:</b> 12.3.1 Total waste diversion per capita</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
		<b>Target:</b> At least 90% each year by 2030	<b>GIF target 12.5:</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Strengthen green procurement criteria (action 1)	TBS will ensure that all its procurement and materiel management specialists have taken training in green procurement (such as the Canada School of Public Service course on green procurement, or equivalent) within one year of being identified.	<p><b>Performance indicator:</b> Percentage of procurement and materiel management specialists at TBS trained in green procurement within one year of being identified</p> <p><b>Starting point:</b> In 2022-23, 100% of procurement and materiel management specialists trained in green procurement</p> <p><b>Target:</b> 100% of procurement officers and material management specialists receive training with one year of being identified</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF indicator:</b> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p><b>CIF target:</b> No specific target</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
			<p><b>GIF target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Strengthen green procurement criteria (action 2)	<p>TBS will demonstrate how it has incorporated environmental considerations into its management control frameworks according to the <i>Policy on Green Procurement</i> by:</p> <ul style="list-style-type: none"> <li>identifying departmental categories of procurement with highest environmental impact (HICATs)</li> <li>establishing criteria, if no centrally established criteria already exist, that reduce their impact</li> <li>implementing these criteria</li> </ul>	<p><b>Performance indicator 1 :</b> Percentage of HICATs for which criteria to reduce their environmental impact have been established</p> <p><b>Starting point 1 :</b> New commitment starting in 2024</p> <p><b>Target 1 :</b> By 2025, 100% of HICATs have criteria established to reduce their environmental impact</p> <p><b>Performance indicator 2 :</b> Percentage of HICATs for which criteria to reduce their environmental impact have been implemented</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF indicator:</b> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p><b>CIF target:</b> No specific target</p>



Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
		<p><b>Starting point 2 :</b> New commitment starting in 2024</p> <p><b>Target 2 :</b> By 2026, 100% of HICATs have criteria implemented to reduce their environmental impact</p>	<p><b>GIF target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>

## Goal 13: Take action on climate change and its impacts

### FSDS context

Climate change is one of the top drivers of global biodiversity loss, which further threatens ecosystems and the beneficial services they provide to society. It affects the health of Canadians, especially the most at-risk populations such as youth, seniors, Indigenous populations, those with chronic health conditions, and marginalized low-income, and racialized communities.

TBS supports departments as they implement the Greening Government Strategy, which includes commitments to transition the Government of Canada's operations to reach net-zero carbon and become more climate-resilient.

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

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

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

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

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>TBS will:</p> <ul style="list-style-type: none"> <li>• lead and coordinate federal emissions reduction, climate-resilience and greening government initiatives</li> <li>• integrate knowledge from other leading organizations and share best practices broadly</li> <li>• track and disclose government environmental performance information centrally</li> <li>• drive results to meet greening government objectives</li> </ul>	<p><b>Performance indicator:</b> The level of government greenhouse gas emissions from real property and conventional fleet operations relative to 2005–06 levels</p> <p><b>Starting point:</b> 39.8% in 2022–23</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>• 40% reduction of greenhouse gas emissions from real property and conventional fleet operations by 2025–26</li> <li>• Emissions from Government of Canada operations will be net-zero by 2050</li> </ul>	<p>Scope 1 and 2 greenhouse gas emissions from federal real property operations can be reduced by improving efficiency and switch to cleaner sources of energy.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians reduce their greenhouse gas emissions</p> <p><b>CIF target:</b> By 2030, reduce Canada's total greenhouse gas emissions by 40% to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
			<b>GIF target 13.2:</b> Integrate climate change measures into national policies, strategies and planning

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Reduce risks posed by climate change impacts to federal assets, services and operations (action 1)	TBS will lead the federal government's efforts to facilitate and encourage the understanding of risks posed by the impact of climate change to federal assets, services and operations, and taking action to reduce these risks.	<p><b>Performance indicator:</b> Percentage of federal departments and agencies that have initiated or completed assessments of climate risks to their critical assets, services and activities, including the establishment of plans</p> <p><b>Starting point :</b> In 2021–22, 75% of departments surveyed have initiated or completed climate risk assessments and 26% of critical assets reported have been assessed for climate risk</p> <p><b>Target:</b> By 2027, 75% of departments and agencies surveyed</p>	<p>Understanding and taking action to reduce identified risks contributes to more resilient services and operations</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians are well-equipped and resilient to face the effects of climate change</p> <p><b>GIF target 13.1:</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p><b>GIF target 13.2:</b> Integrate climate change measures into national policies, strategies and planning</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
		have established plans to address risks to their critical services and activities, and 40% of critical assets have been assessed for climate risk	<b>GIF target 13.3:</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Reduce risks posed by climate change impacts to federal assets, services and operations (action 2)	TBS will develop measures to address risks identified in its departmental climate risk assessment.	<p><b>Performance indicator:</b> Measures are taken to address the top three risks identified in TBS's climate risk assessment</p> <p><b>Starting point:</b> Based on the 2020 Climate Risk Assessment, TBS assessed the risks posed by the impact of climate change and identified the top 3 risks</p> <p><b>Target:</b> By 2024–25, measures are identified and action has been taken to address the top three identified risks</p>	<p>Understanding and taking action to reduce identified risks contributes to more resilient services and operations</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians are well-equipped and resilient to face the effects of climate change</p> <p><b>GIF target 13.1:</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p><b>GIF target 13.2:</b> Integrate climate change measures into national policies, strategies and planning</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
			<p><b>GIF target 13.3:</b>            Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>



<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
Improve environmental performance of national safety and security fleets	TBS will implement a Low-carbon Fuel Procurement Program, which will support the purchase of clean, low-carbon fuels for federal air and marine fleet operations.	<p><b>Performance indicator:</b> Cumulative volume of neat clean, low carbon fuels purchased</p> <p><b>Starting point:</b> 0 litres in 2022–23</p> <p><b>Target:</b> At least 300 million litres of neat clean, low-carbon fuels has been purchased cumulatively by the end of fiscal year 2030–31</p>	<p>The purchase of low carbon fuels reduces the Scope 1 greenhouse gas emissions from the combustion of the fuel in federal air and marine fleet vehicles.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canadians reduce their greenhouse gas emissions</p> <p><b>CIF target:</b> By 2030, reduce Canada's total greenhouse gas emissions by 40% to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero</p> <p><b>GIF target 13.2:</b> Integrate climate change measures</p>

<b>Implementation strategy</b>	<b>Departmental action</b>	<b>Performance indicator Starting point Target</b>	<b>How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs</b>
			into national policies, strategies and planning

## **Goal 17: Strengthen partnerships to promote global action on sustainable development**

### **FSDS context**

In a time of constant change, open data is an important mechanism for enhancing transparency, and ensuring evidence-based dialogue and collaboration between governments and civil society. In Canada, open data helps foster multi-stakeholder collaboration to better understand and contribute to solving public challenges. Open data also provides critical information to help achieve the SDGs and to measure progress in meeting them.

TBS works with departments and other partners to continue to adopt international best practices in open data and publish datasets on the [Open Government Portal](#).

### **Implementation strategies supporting the goal**

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
Advance open data initiatives	<p>TBS will:</p> <ul style="list-style-type: none"> <li>• pursue planned initiatives for open data within the 2022–2024 National Action Plan on Open Government under the Open data for Results commitment. These initiatives include: <ul style="list-style-type: none"> <li>◦ the establishment of an open data advisory body to help inform open data priorities and reporting</li> <li>◦ consultation and development of open data service standards</li> <li>◦ development of maturity models for open government and open data</li> </ul> </li> </ul>	<p><b>Performance indicator 1:</b> Progress on <u>National Action Plan on Open Government</u>, Open Data for Results commitment relating to advancing open data availability</p> <p><b>Starting point:</b> Under the Action Plan, TBS is leading 6 new activities to advance open data initiatives. It is on track to complete the activities within established timelines</p> <p><b>Target :</b> 100% of activities listed as completed or substantial progress made by the end of 2024</p>	<p>Improving the quality of open data and releasing more of it facilitates better information-sharing within government and between government and external partners, which helps advance public-driven activities and collaborations. It also makes the government's actions relating to sustainable development more transparent and increases accountability.</p> <p><b>Relevant targets or ambitions</b></p> <p><b>CIF ambition:</b> Canada fosters collaboration and partnerships to advance the SDGs</p> <p><b>CIF target:</b> No specific target</p> <p><b>GIF target 17.6:</b> Enhance the Global Partnership for</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
	<ul style="list-style-type: none"> <li>continue to support the release of high value and quality government data, including by managing departmental working groups, providing training sessions, and updating guidance on releasing open data and using the Open Government Portal</li> <li>represent the Government of Canada on the <u>Open Government Partnership</u>, a broad partnership of civil society organizations that work together to co-create commitments to deliver real benefits to citizens</li> </ul>	<p><b>Performance indicator 2 :</b> Percentage of new datasets on the Open Government Portal with an <u>openness rating</u> of three or more stars</p> <p><b>Starting point:</b> In 2022–23, the percentage total of data sets with a rating of 3 or more stars was 57.4%. The percentage of new data sets with a rating of 3 or more stars was 77.8%, or 89.5% if geospatial datasets from the Federal Geospatial Platform were excluded</p>	<p>Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</p>

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs
		<p><b>Target:</b> At least 50% of datasets meet 3 or more stars on the 5 Star Open Data scale by March 31, 2024</p> <p><b>Performance indicator 3:</b> Government of Canada is an active member of the Open Government Partnership (OGP) in good standing</p> <p><b>Starting point:</b> Canada is listed as a member of the OGP and meets the OGP <a href="#">eligibility criteria</a></p> <p><b>Target:</b> Canada remains a member of the OGP</p>	

# Integrating Sustainable Development

TBS will help integrate the economic, social, environmental and governance aspects of sustainable development into government decision-making by, for example:

- applying the Quality of Life Framework, to support evidence-based decisions that ensure government policies and programs benefit Canadians' quality of life
- requiring departments to report on their contributions to sustainable development through their Departmental Plans and Departmental Results Reports
- supporting federal departments and agencies in the reporting of their program impacts on diverse communities, as required by the Canadian Gender Budgeting Act
- making sure Treasury Board submissions take sustainable development into account, where appropriate
- providing advice and leadership on the development of regulations that maintain or improve the health, safety, security, social and economic well-being of Canadians, and protect the environment

TBS will also integrate sustainable development into its internal operations, including by:

- working to meet the Government of Canada's commitment to award at least 5% of the total value of contracts to Indigenous businesses annually
- building a diverse, inclusive and accessible TBS workplace by:
  - recruiting and supporting the development of Indigenous, Black and other racialized employees
  - working with employee networks to address systemic barriers and improve inclusion for all equity-seeking groups
  - implementing TBS's accessibility plan and taking specific actions to comply with the Accessible Canada Act

- replacing traditional on-premises data centres with cloud computing that will enable TBS to both deliver services efficiently and reduce its carbon footprint

In addition, TBS will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its strategic environmental assessment (SEA) process. An SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of TBS's assessments are reported in its Departmental Sustainable Development Strategy Reports when an initiative that has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision making.

**Date modified:**

2023-10-30