



Government  
of Canada

Gouvernement  
du Canada

Development Strategy Report

Canada



# 2024 to 2025 Departmental Sustainable Development Strategy Report

Privy Council Office

Departmental sustainable development strategy Report 2024-2025.

CP12-5E-PDF

ISSN 2817-6936

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Privy Council Office  
85 Sparks Street  
Room 1000  
Ottawa, Ontario K1A 0A3

Email: [info@pco-bcp.gc.ca](mailto:info@pco-bcp.gc.ca)  
Telephone: 613-957-5153  
Fax: 613-957-5043

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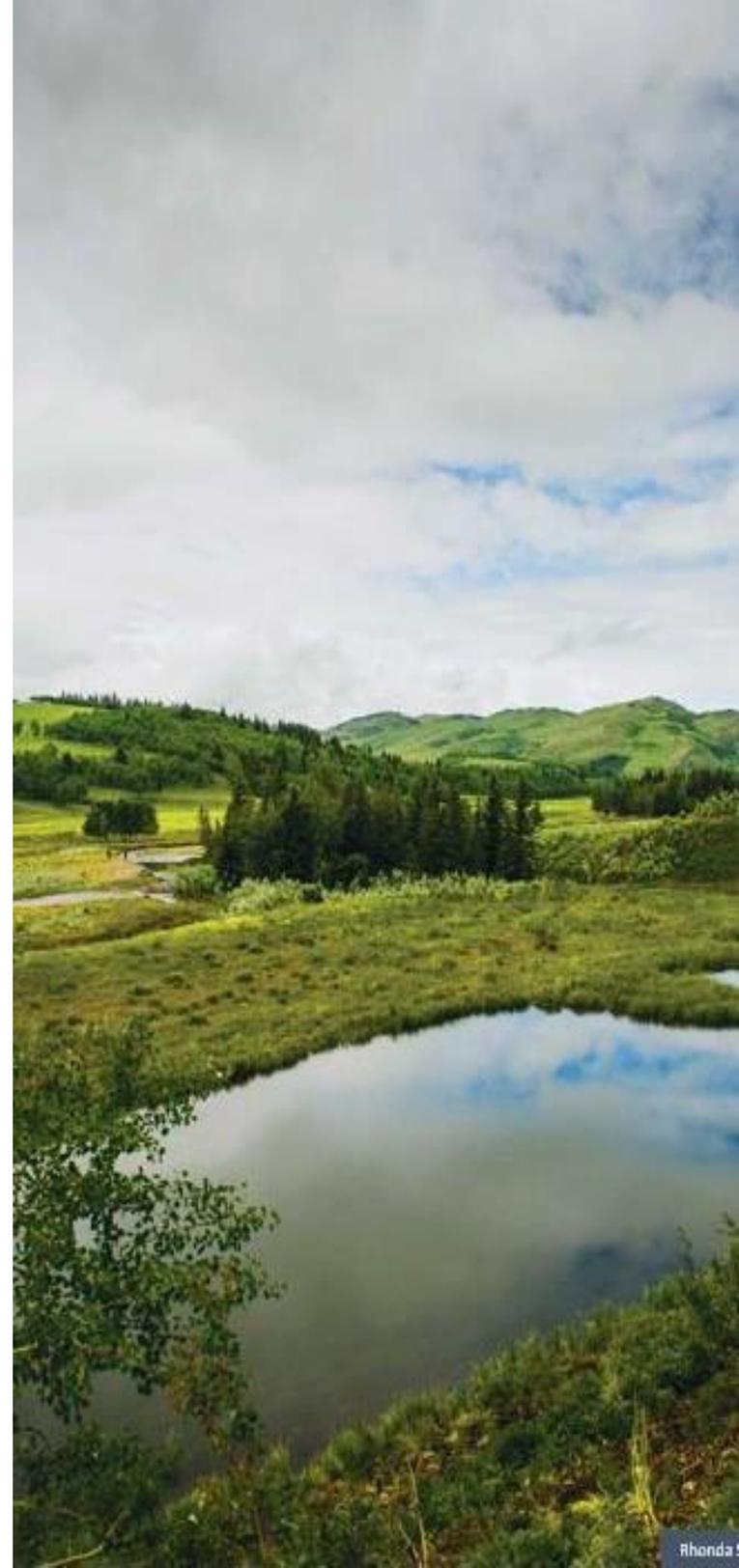
SECTION 1

# Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Privy Council Office (PCO) supports the goals laid out in the FSDS through the activities described in its 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to PCO's DSDS in the fiscal year 2024 to 2025.

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in PCO's DSDS and 2024 to 2025 DSDS Report.



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

SECTION 2

# The Privy Council Office's Commitments





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

### **FSDS Context:**

By providing analysis and advice, setting overall policy direction, advising on the appointment of senior office holders, fostering effective intergovernmental relations, supporting Cabinet Committees, and managing specific policy challenges facing the Government, PCO enables the Government to deliver on its priority of advancing reconciliation with Indigenous Peoples and taking action on advancing economic participation and reducing inequality.

PCO works with relevant departments and partners to advance the protection of priority species at risk, Indigenous-led conservation via Indigenous Protected and Conserved Areas, Project Finance for Permanence, and Indigenous Guardians programs, and the negotiation of the Kunming-Montreal Global Biodiversity Framework, which includes Canada's main goals of protecting 30% of land and waters by 2030, respecting the rights and role of Indigenous Peoples, and addressing the key drivers of biodiversity loss.

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

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

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Provide Indigenous reconciliation training using the Canada School of the Public Service (CSPS) offering.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage of staff who have completed Indigenous reconciliation training.</p> <p><b>Starting point:</b> Currently not tracked.</p> <p><b>Target:</b> 50% of all employees have completed the training by end of 2024-25.</p>	<p>Public servants are in a unique position to help increase understanding and awareness and build respectful relationships with Indigenous Peoples in Canada. This action encourages public service employees to increase their awareness and understanding of issues related to First Nations, Inuit, and Métis in Canada, and their knowledge of the UN Declaration. This action contributes to the implementation of the Act by taking actions towards Indigenous Reconciliation.</p> <p><b>Relevant targets or ambitions:</b> GIF target: 10.3 Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies, and practices and promoting appropriate legislation, policies, and action in this regard</p>	<p><b>Indicator result:</b> As of October 2025, 357 PCO employees (approximately 29%) have completed Indigenous reconciliation training. The following courses were most utilized by PCO employees: Reconcili-Action; Reflecting on Cultural Bias: Indigenous Perspectives; A Brief History of the Relationship Between Indigenous Peoples and the Government of Canada; Inuit in Canada; and Taking Steps Towards Indigenous Reconciliation.</p> <p><b>Notes:</b> PCO remains committed to advancing reconciliation with First Nations, Inuit, and Métis communities. We will engage senior management to promote and encourage their staff to take Indigenous reconciliation training. PCO will also offer more internal courses on reconciliation and promote CSPS courses on the topic.</p>



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

### **FSDS Context:**

This Sustainable Development Goal speaks to the reduction of waste and promoting sustainable procurement practices. This includes the development of criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact; ensuring the criteria are included in procurements; and supporting green procurement, including guidance, tools, and training for public service employees.

PCO complies with the Policy on Green Procurement, which supports the Government of Canada’s effort to promote environmental stewardship. In keeping with the objectives of the policy, PCO supports sustainable development by integrating environmental performance considerations into the procurement decision-making process through the actions described below.

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

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

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Transform the federal light-duty fleet</p>	<p>New light-duty fleet vehicle purchases will be zero-emission vehicles (ZEVs) or hybrids.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of annual new vehicle purchases that are ZEV or hybrid.</p> <p><b>Starting point:</b> A starting point is not available as this is a cyclical initiative.</p> <p><b>Target:</b> 100% of new vehicle purchases each year.</p>	<p>Purchasing zero-emission vehicles reduces greenhouse gas emissions from conventional fleet operations. This enhances sustainable consumption.</p> <p><b>Relevant targets or ambitions:</b> CIF ambition: 12.1 Canadians consume in a sustainable manner  CIF indicator: 12.1.1 Proportion of new light duty vehicle registrations that are zero-emission vehicles  GIF target: 12.1 Implement the 10-year framework of programmes on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries</p>	<p><b>Indicator result:</b> N/A</p> <p><b>Notes:</b> No new vehicles were purchased in 2024-25.</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	RESULTS ACHIEVED
<p>Strengthen green procurement criteria</p>	<p>Ensure all procurement specialists are trained in green procurement (such as the Canada School of Public Service course on green procurement or equivalent) within one year of being identified.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of procurement specialists trained in green procurement within one year of being identified.</p> <p><b>Starting point:</b> All currently onboarded staff have been trained.</p> <p><b>Target:</b> 100% of procurement officers specialists receive training within 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> CIF ambition/target: 12.2 Canadians consume in a sustainable manner</p> <p>CIF indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p>	<p><b>Indicator result:</b> 100% of Procurement Specialists have completed the Green Procurement training course.</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	RESULTS ACHIEVED
	<p>Include a sustainability clause in every directed service contract.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of procurement directed service contracts with the sustainability clause.</p> <p><b>Starting point:</b> A starting point is not available as this is a new initiative.</p> <p><b>Target:</b> 100% of directed service contracts include the sustainability clause by end FY 2024-25.</p>	<p><b>Relevant targets or ambitions:</b> CIF ambition/target: 12.1 Canadians consume in a sustainable manner</p> <p><b>GIF target:</b> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p><b>Indicator result:</b> 100% of Requests for Proposal under PCO authorities incorporated sustainability considerations into bid submission instructions in FY 2024-25.</p>



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

### **FSDS Context:**

This Sustainable Development Goal focuses on net-zero carbon operations and climate resilient operations.

In support of this goal, PCO worked with other departments to advance the development and release of Canada's first National Adaptation Strategy (NAS) and accompanying Government of Canada Adaptation Action Plan.

PCO's Emergency Preparedness Secretariat supported the Prime Minister and Cabinet in coordinating the Government's response to critical events, including natural disasters, seasonal floods and wildfires, and potential threats to national safety and security.

PCO seeks to improve results for Canadians by supporting departments and agencies to effectively implement outcomes-based policy and program approaches (e.g., challenge prizes, behavioural science), in key priority areas including climate action.

**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)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<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>Coordination of annual cyclical and other assessments, distributed to decision-makers, that provide information on climate-driven hazards in Canada.</p> <p><b>Program:</b> Emergency Preparedness</p>	<p><b>Performance Indicator:</b> Whether cyclical and other assessments are distributed on an annual basis in a timely manner.</p> <p><b>Starting point:</b> Indicator fully met in 2022-23.</p> <p><b>Target:</b> Fully met on an annual basis.</p>	<p>Decision-makers are aware of their roles and responsibilities and possible impacts related to hazards and threats that are climate-driven.</p> <p>CIF ambition/target: 13.3 Canadians are well-equipped and resilient to face the effects of climate change</p> <p>GIF targets: 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p><b>Indicator result:</b> In November 2024, responsibility for the Emergency Preparedness Secretariat transferred from PCO to Public Safety Canada. As a result, this departmental action and target are no longer applicable to PCO.</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	RESULTS ACHIEVED
	<p>Ensure all PCO Security Operations employees with duties pertaining to business continuity planning or emergency management are trained on assessing climate change impacts, undertaking climate change risk assessments, and contributing to the development of adaptation actions.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage of relevant employees trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within the context of PCO business continuity planning.</p> <p><b>Starting point:</b> All employees of PCO's Security Operations whose duties pertain to business continuity or emergency management have been trained.</p> <p><b>Target:</b> Employees of PCO's Security Operations whose duties pertain to business continuity or emergency management have completed courses and/or have obtained professional designations that cover climate change risks.</p>	<p>CIF ambition/target: 13.3 Canadians are well-equipped and resilient to face the effects of climate change</p> <p>CIF indicator: 13.3.1 Proportion of municipal organizations who factored climate change adaptation into their decision-making process</p> <p>GIF targets: 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p><b>Indicator Result:</b> 100% of PCO employees responsible for business continuity management duties have received comprehensive training on the impacts of climate change on emergency management and business continuity planning.</p> <p><b>Notes:</b> Certification bodies for emergency and business continuity management, as well as academic institutions offering programs in public safety and disaster management, recognize climate change as a significant risk factor influencing planning and response efforts. These principles are integrated into the Business Continuity Planning process at PCO to enhance resilience against environmental disruptions, including severe weather conditions, damaging windstorms, localized flooding, and other regional weather-related events that could affect PCO operations.</p>

## Initiatives advancing Canada’s implementation of SDG 13 – Climate Action

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

INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The <b>Program of Applied Research on Climate Action in Canada</b> (PARCA) ran from 2021 – 2025 and was a partnership between PCO’s Impact and Innovation Unit (IIU), Natural Resources Canada (NRCan), and Environment and Climate Change Canada (ECCC). It was a three-phase program of research that used behavioural science to identify and understand barriers to greater climate action and environmental protection in Canada, and then designed, and tested solutions to promote these outcomes (complementary to other government efforts).</p> <p>PARCA generated evidence and tested interventions to derive rigorous, evidence-based insights to support government action in priority areas (e.g., strengthening climate policy, protecting nature) across three overlapping phases and areas of research:</p> <p><b>Phase I — National Surveying:</b> Collected data from nationally representative cohorts of 2,000+ Canadian adults to learn how Canadians think, feel, and act in response to climate change and its impacts as well as other environmental issues, and tracked changes over time. From December 2021 to March 2023, PARCA implemented an eight-wave longitudinal study with 2,000+ Canadian adults, collecting data every two months during that period. In July 2023, PARCA launched a second dual-stream national survey series comprised of five tracking surveys and four surveys focused on new and emerging priorities.</p>	<p>PARCA supports the SDG Global Indicator Framework target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>In 2024-25, PARCA’s ongoing national survey series focused on emerging topics related to climate change mitigation and adaptation (e.g., energy and affordability, clean technology development, biodiversity). Results from in-depth online surveys – including those with integrated experiments (e.g., message/framing, discrete choice) on wildfire risk reduction, climate communication and misinformation, and digital product labelling were shared with various departmental and external stakeholders. Six additional studies were launched, and results shared with departments focusing on extreme weather alerts, zero-emission vehicle adoption, and home energy labelling.</p> <p>Progress continued on field trials implemented through innovative external partnerships with public, private sector, and non-profit organizations, testing the real-world benefits of behaviourally-informed solutions. For example, data collection and analysis of a large-scale field trial in partnership with Toronto Hydro, testing the real-world impact of behaviourally-informed messaging seeking to increase heat pump adoption among more than 100,000 households in the Greater Toronto Area. Initial results demonstrated the best-performing messages are boosting real-world heat pump adoption at a fraction of the cost of other policy tools.</p> <p>The three and a half year PARCA partnership ended on March 31, 2025. A data-driven assessment of its achievements and impacts, based on interviews and surveys of those who engaged with it and made use of its outputs, found that the program was successful in achieving its objectives: generating high-quality, original evidence; helping to mainstream behavioural science; supporting evidence-based advice and decision-making across multiple domains; and facilitating more effective horizontal implementation of the government’s climate/environment mandate.</p>

INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p><b>Phase II — Rapid Online Studies &amp; Randomized Controlled Trials (RCTs):</b> Collected data through online surveys and survey experiments (i.e., RCTs) with large samples of Canadians (n = between 1,000 and 3,600 per study) to examine drivers of and barriers to specific pro-climate and pro-environmental behaviours, which have been identified as priorities by departmental policy leads. These data collection efforts and research studies are designed and implemented by IIU BeSci Fellows who are embedded within teams across ECCC and NRCan. 22 Phase II studies have been completed since January 2022.</p> <p><b>Phase III — In-Field RCTs:</b> Two in-field studies have been completed, testing the real-world impacts of behavioural science-informed solutions on key pro-climate actions of interest, including installing electric heat pumps and boosting climate literacy. A further field trial was in development on the adoption of zero-emission vehicles.</p>		<p>The assessment concluded that PARCA delivered unique, high-quality, trusted data and advanced analyses. These outputs challenged key assumptions, created a shared evidence base for coordinated action, informed important policy priorities and functions, and had concrete impacts on programs and communications. More broadly, the assessment found that the interdepartmental collaboration between PCO, ECCC, and NRCan was innovative and sustainable, and the insights it produced will remain useful for years after the program ends.</p> <p>Building on PARCA’s proven success in applying a behavioural science approach to climate and environmental goals, PCO-IIU is working with Natural Resources Canada, Canada Water Agency and Agriculture and Agri-Food Canada to mainstream behavioural science functions and facilitate more effective implementation of the Government’s climate and environment mandate.</p>

SECTION 3

# Integrating Sustainable Development

PCO 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 PCO's assessments are made public on its web page when an initiative 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.

PCO did not complete any detailed SEAs in 2024-25.

