



# 2024 to 2025 Departmental Sustainable Development Strategy Report

Military Grievances External Review Committee

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# 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 (UN) 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 Military Grievances External Review Committee (the Committee) supports the goals laid out in the FSDS through the activities described in the Committee's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to the Committee'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 the Committee's DSDS and 2024 to 2025 DSDS Report.

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



## Commitments for the Military Grievances External Review Committee





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

### FSDS Context:

This Goal's focus on taking action on inequality and advancing reconciliation with First Nations, Inuit, and Métis communities draws inspiration from SDG Global Indicator Framework targets:

- 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
- 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

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.

**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>Ensure all Committee employees complete cultural competency training on advancing reconciliation with First Nations, Inuit, and Métis Peoples and/or training on the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage of staff who have completed mandatory and/or optional Indigenous cultural competency training. Some examples of courses include:</p> <ul style="list-style-type: none"> <li>• The Uncomfortable Truth: A Brief History of the Relationship Between Indigenous Peoples and the Government of Canada*</li> <li>• Taking Steps Towards Indigenous Reconciliation</li> <li>• Cultural Competency: Indigenous Perspectives</li> <li>• Reconciliation Begins with Me</li> </ul> <p><b>Starting point:</b> Percentage of staff trained [0% in 2023-24]</p> <p><b>Target:</b> 50% by March 31, 2025, 75% by March 31, 2026, 100 by March 31, 2027</p> <p>*Mandatory</p>	<p>Public servants are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages Committee employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada, and their knowledge of the UN Declaration. This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration.</p> <p><b>Relevant targets or ambitions:</b> <i>GIF Target - 10.3</i> 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>Indicator result:</b> A completion rate of 90% of employees have completed mandatory or optional Indigenous Peoples cultural competency training delivered by the Canada School of Public Service.</p> <p><b>Notes:</b> Incorporated in every all-staff meeting, there has been an agenda item that seeks to educate staff on Indigenous Peoples and their culture.</p> <p>To commemorate the National Day for Truth and Reconciliation in September 2024, Blanket Exercises, an interactive activity, was organized for all employees to further illustrate the historic and ongoing effects of colonization on Indigenous peoples through a visual and participatory land-based simulation.</p>

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>In the spirit of economic reconciliation with Indigenous Peoples, the Government of Canada has established a mandatory minimum target of at least 5% of the value of federal contracts to be awarded to businesses owned and led by Indigenous Peoples.</p> <p>As per the established schedule prescribed by Indigenous Services Canada, the Committee is part of Phase 3, where it is required to meet the mandatory minimum target of 5% of its total contracts to Indigenous businesses annually by 2024-2025.</p> <p>Although the Committee is not required to meet the 5% for another two years, the organization is committed to helping the Indigenous community and has already adjusted its internal processes and procurement plan. Targets have been set within the organization at 3%, 4% and 5% for fiscal year 2022-2023, 2023-2024 and 2024-2025 respectively.</p>	<p><b>Relevant targets or ambitions:</b></p> <p><i>GIF Target - 10.3</i> 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>In 2022-2023, 5.36% of the Committee’s contracts were awarded to businesses owned and led by Indigenous Peoples.</p> <p>In 2023-2024: 14.15% of the Committee’s contracts were awarded to businesses owned and led by Indigenous Peoples.</p> <p>In 2024-2025: 15.78% of the Committee’s contracts were awarded to businesses owned and led by Indigenous Peoples.</p> <p>While the Committee successfully met its 5% target for the last 3 fiscal years, it is important to note that, as a micro-organization with limited contracting opportunities, the Committee may face challenges in consistently reaching this target each year. Nonetheless, the Committee remains committed to meeting and surpassing this objective whenever possible through a proactive and inclusive procurement strategy.</p>



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

### FSDS Context:

This Goal's focus on reducing waste and transitioning to zero-emission vehicles directly supports [SDG Global Indicator Framework](#) targets:

- 12.3: By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses
- 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
- 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities

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. Doing this also improves resilience to resource shortages, rising or volatile prices, and supply chain interruptions.

**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
Strengthen green procurement criteria	<p>Ensure all procurement and materiel management specialists at the Committee are trained in green procurement (such as, the Canada School of Public Service's course Indigenous Considerations in Procurement or an equivalent) within one year of being identified.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance Indicator:</b> Percentage of procurement and materiel management specialists trained in green procurement within one year of being identified</p> <p><b>Starting point:</b> In 2023-24, 0% of procurement and materiel management specialists trained in green procurement</p> <p><b>Target:</b> 100% of procurement officers and materiel management 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>  <i>CIF Ambition:</i> Canadians consume in a sustainable manner   <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices   <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p><b>Indicator result:</b> 50% of procurement officers and materiel management specialists were trained in green procurement within one year of being identified.</p> <p><b>Notes:</b> The course "Indigenous Considerations in Procurement," offered by the Canada School of Public Service, has been added to the mandatory courses for procurement specialists.</p> <p>50% of procurement officers and materiel management specialists completed Indigenous Considerations in procurement (COR409).</p> <p>25% of procurement officers and materiel management specialists completed green procurement (COR405).</p>

## Initiatives advancing Canada’s implementation of SDG 12 – Responsible Consumption and Production

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

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>Promote sustainable development training internally to staff in order to increase awareness and understanding of the Government of Canada’s objectives related to sustainable development and greening government.</p> <p>Invite one guest per year to speak to environmental initiatives and progress within the wider Government of Canada context (i.e., what other organizations are doing, etc.).</p> <p>Optional training:</p> <ul style="list-style-type: none"> <li>• EXecuTALK: The Role of the Executive in the Fight Against Climate Change</li> <li>• Canada School of the Public Service Virtual Café Series: Climate Change – Where Do We Go From Here?</li> <li>• Policy Implementation Case Study: The 2030 Agenda for Sustainable Development</li> </ul> <p>Invited guests:</p> <p>Given the Committee has an all-staff meeting twice a year, it would be ideal and opportune to invite guest speakers on the various topics related to sustainable development at least once per year.</p>	<p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition:</i> Canadians consume in a sustainable manner</p> <p><i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p><i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>In an effort to promote sustainable development within the organization and with employees, the following decision and actions were realized in 2024-25:</p> <ul style="list-style-type: none"> <li>• The organization promoted reuse-reduce-recycle practices during National Public Service Week in a blog post issued to staff.</li> <li>• The “Building and Area Services” intranet page was updated to provide employees with carbon-friendly transportation options.</li> <li>• The organization has stopped using Amazon for deliveries and is now opting for local alternatives.</li> </ul>



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

### FSDS Context:

Taking action on climate change by reducing emissions of greenhouse gases and short-lived climate pollutants and building resilience directly supports [SDG Global Indicator Framework](#) targets:

- 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
- 13.2: Integrate climate change measures into national policies, strategies and planning
- 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

The effects of human-caused climate change are being felt across our country. Canadians are seeing more extreme temperatures and precipitation as well as more frequent and severe wildfires, heatwaves, droughts and flooding. Canada is warming at two times the global rate, and this rate is even greater in the Canadian Arctic. Meanwhile, rising sea levels, along with less-visible effects such as increased acidity and reduced levels of oxygen in the oceans, are damaging ecosystems and industries such as fisheries.

### Implementation strategies supporting the goal

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

IMPLEMENTATION 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>Secure office space in a green building for the upcoming 2028 office move</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Secure a Government-owned office space (net-zero carbon, climate-resilient building where low-carbon and climate resilience are a priority)</p> <p><b>Starting point:</b> Currently located in a building whose green standards are not up to par with Government of Canada vision and in an office space too large for the organization's needs</p> <p><b>Target:</b> Select green office space with significantly reduced office footprint and in a shared space for 2028</p>	<p><b>Relevant targets or ambitions:</b></p> <p>GIF target 13.2: Integrate climate change measures into national policies, strategies and planning</p>	<p><b>Indicator result:</b></p> <p>The Committee signed an agreement that was implemented in 2024-2025 to release one floor of office space, resulting in a reduction of office footprint of 31%. With the building lease ending in 2028-2029, the Committee continues to plan for co-location with similar organizations in a new office space for that fiscal year.</p> <p><b>Notes:</b></p> <p>The Committee depersonalized the workspaces in their current building.</p> <p>As required, the future location will meet the Government of Canada green standards and align with the Government of Canada Office Portfolio Reduction Plan.</p> <p>As part of this transition, the Committee plans to reuse its existing office furniture wherever possible, in order to reduce costs and promote environmental sustainability.</p>

## Integrating Sustainable Development

The Committee will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

Public statements on the results of the Committee's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced ([see here](#)). The purpose of the public statement is to demonstrate that the environmental and economic effects, including contributions to the FSDS goals and targets, of an initiative have been considered during proposal development and decision making.

The Committee did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024-2025.

