

# 2024 to 2025 Departmental Sustainable Development Strategy Report

Public Service Commission of Canada

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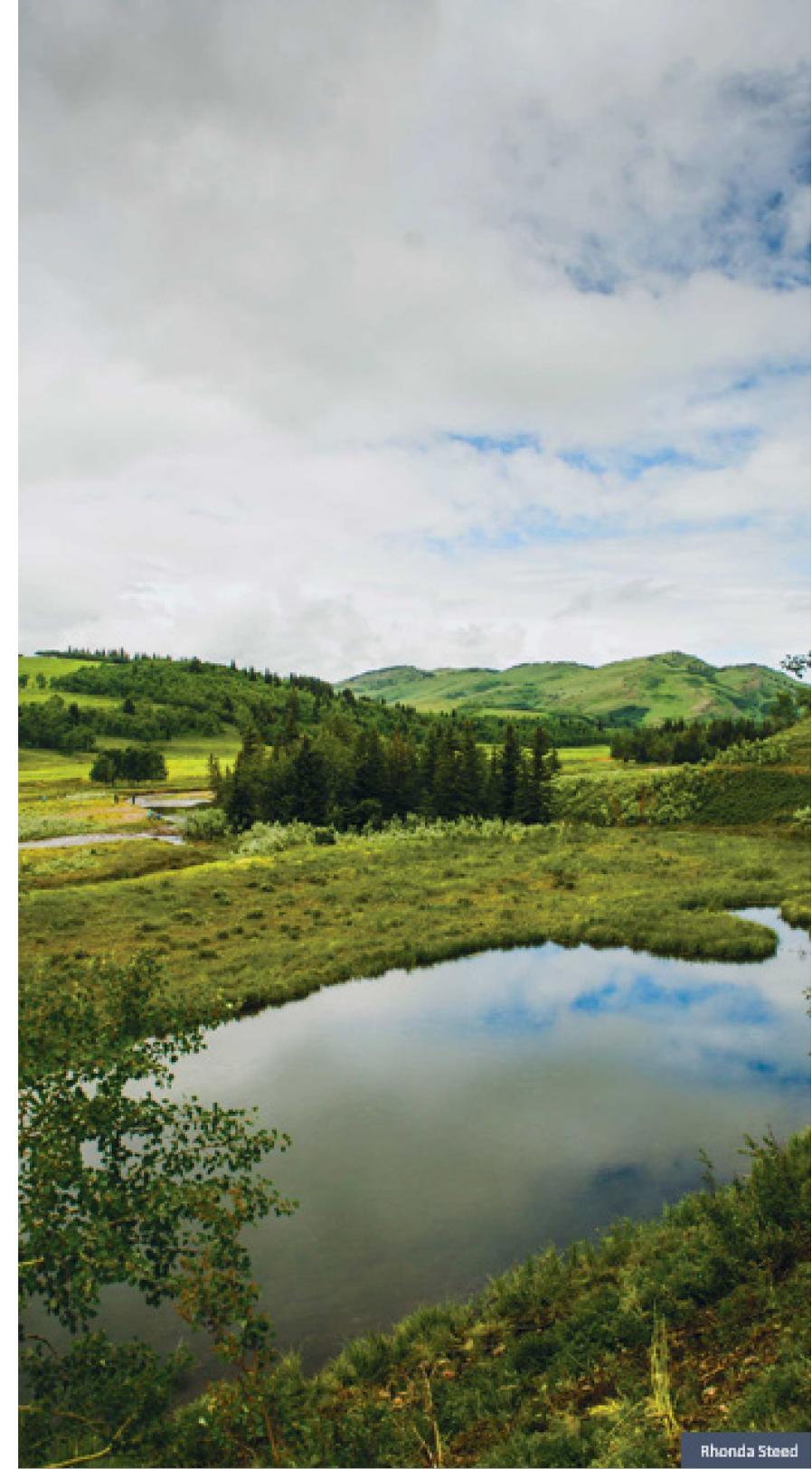
# Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

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 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

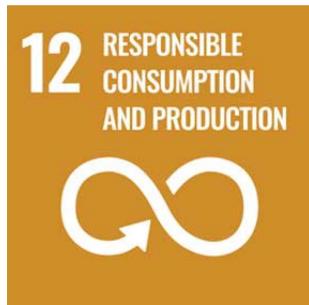
In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Public Service Commission of Canada (PSC) supports the goals laid out in the FSDS through the activities described in the PSC's 2023 to 2027 Departmental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

To promote coordinated action on sustainable development across the Government of Canada, the PSC'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 Public Service Commission of Canada





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

**FSDS Context:** Through policy direction and guidance, the PSC supports departments and agencies in the hiring of qualified individuals into and within the public service. By doing so, we help shape a workforce that reflects Canada's diversity. The PSC delivers recruitment programs and assessment services supporting the strategic recruitment priorities of the Government of Canada and the renewal of the public service. This is accomplished by leveraging modern tools to reduce barriers for Canadians accessing public service jobs. We also oversee public service hiring, ensuring the integrity of the hiring process.

**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*

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
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	<p>Increase Indigenous employment in the federal public service by implementing recruitment initiatives stemming from the strategy: <a href="#">Many Voices One Mind: a Pathway to Reconciliation</a> which support the <i>Public Service Employment Act</i> changes as well as the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>.</p> <p><b>Program:</b> Recruitment and Assessment Services</p>	<p><b>Performance indicator:</b> Percentage of employees who self-identified as Indigenous people</p> <p><b>Starting point:</b> 4.0% in 2016-17</p> <p><b>Target:</b> At least 3.8%</p>	<p>The Many Voices One Mind: A Pathway to Reconciliation, guided by the spirit of the UN Declaration is a whole-of-government strategy for reducing and removing barriers to public service employment encountered by Indigenous Peoples. The Government of Canada will continue its efforts under the Call to Action on Anti-Racism, Equity, and Inclusion to appoint, sponsor, support, and recruit Indigenous employees and candidates to leadership roles in the federal public service.</p> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians live free of discrimination and inequalities are reduced.</p>	<p><b>Indicator result:</b> 5.3% in fiscal year 2023 to 2024.</p> <p><b>Notes:</b> The target of 3.8% has been met.</p> <p>The latest available result for employment equity group representation is for fiscal year 2023 to 2024. While we use the Treasury Board of Canada Secretariat (TBS)'s <a href="#">annual reports on employment equity in the public service of Canada</a> to calculate our result, it can differ slightly from the percentage in TBS reports. We report on employees under the <i>Public Service Employment Act</i>, while TBS reports on the core public administration.</p>
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	<p>Increase Indigenous employment in the federal public service by implementing recruitment initiatives stemming from the strategy: <a href="#">Many Voices One Mind: a Pathway to Reconciliation</a> which</p>	<p><b>Performance indicator:</b> Percentage of executive appointees who self-identified as Indigenous people</p>	<p>The Many Voices One Mind: A Pathway to Reconciliation, guided by the spirit of the UN Declaration is a whole-of-government strategy for reducing and removing barriers to public service employment encountered by Indigenous Peoples. The Government of</p>	<p><b>Indicator result:</b> 6.6% in fiscal year 2023 to 2024.</p> <p><b>Notes:</b> The target of 5.4% has been met.</p>

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	<p>support the <i>Public Service Employment Act</i> changes as well as the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>.</p> <p><b>Program:</b> Recruitment and Assessment Services</p>	<p><b>Starting point:</b> 3.7% in 2018-19</p> <p><b>Target:</b> At least 5.4%</p>	<p>Canada will continue its efforts under the Call to Action on Anti-Racism, Equity, and Inclusion to appoint, sponsor, support, and recruit Indigenous employees and candidates to leadership roles in the federal public service.</p> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians live free of discrimination and inequalities are reduced.</p>	<p>The latest available result for employment equity group representation is for fiscal year 2023 to 2024. While we use the Treasury Board of Canada Secretariat (TBS)’s <a href="#">annual reports on employment equity in the public service of Canada</a> to calculate our result, it can differ slightly from the percentage in TBS reports. We report on employees under the <i>Public Service Employment Act</i>, while TBS reports on the core public administration.</p>

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Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	<p>Increase Indigenous employment in the federal public service by implementing recruitment initiatives stemming from the strategy: <a href="#">Many Voices One Mind: a Pathway to Reconciliation</a> which support the <i>Public Service Employment Act</i> changes as well as the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>.</p> <p><b>Program:</b> Recruitment and Assessment Services</p>	<p><b>Performance indicator:</b> Percentage of applicants who self-declared as Indigenous people</p> <p><b>Starting point:</b> 3.2% in 2021-22</p> <p><b>Target:</b> At least 3.8%</p>	<p>The Many Voices One Mind: A Pathway to Reconciliation, guided by the spirit of the UN Declaration is a whole-of-government strategy for reducing and removing barriers to public service employment encountered by Indigenous Peoples. The Government of Canada will continue its efforts under the Call to Action on Anti-Racism, Equity, and Inclusion to appoint, sponsor, support, and recruit Indigenous employees and candidates to leadership roles in the federal public service.</p> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians live free of discrimination and inequalities are reduced.</p>	<p><b>Indicator result:</b> 2.8% in fiscal year 2024 to 2025.</p> <p><b>Notes:</b> The target of 3.8% has not been met. While the target of 3.8% for percentage of employees who self-identified as Indigenous People was met with actual results of 5.3%, the above indicator on percentage of applicants has not been met. Self-declaration is not part of the applicant profile and must be completed each time an application is submitted. It is very likely that this step is frequently overlooked. However, applicants are explicitly reminded of the requirement to self-declare during the application process on GC Jobs, reinforcing the importance of this step in promoting equitable and inclusive hiring practices.</p>
Implement the requirements of the Procurement Strategy for Indigenous Businesses	Implement the mandatory procedures for contracts awarded to Indigenous businesses, as per	<p><b>Performance indicator:</b> Percentage of total value of</p>	We will use available resources to meet this target by 2025 by following the mandatory and voluntary procedures for contracts	<p><b>Indicator result:</b> 11% in fiscal year 2024 to 2025</p>

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	<p>Appendix E of the <i>Directive on the Management of Procurement</i></p> <p><b>Program:</b> Procurement, Internal Services</p>	<p>contracts awarded to Indigenous businesses.</p> <p><b>Starting point:</b> 1.31% (fiscal year not available)</p> <p><b>Target:</b> At least 5%</p>	<p>awarded to Indigenous businesses, as per Appendix E of the <i>Directive on the Management of Procurement</i>. We will do this by:</p> <ul style="list-style-type: none"> <li>• adhering to the Procurement Strategy for Indigenous Business</li> <li>• respecting the Comprehensive Land Claims Areas’ modern treaty rules, procedures and regulations</li> <li>• engaging in training from Indigenous Services Canada</li> <li>• using the draft guidance on contracts awarded to Indigenous businesses for further guidance to meet this target, as a bare minimum</li> </ul> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians live free of discrimination and inequalities are reduced.</p>	<p><b>Notes:</b> The target of 5% has been met.</p>



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

**FSDS Context:** The PSC complies with the Greening Government Strategy which outlines specific measures to ensure responsible consumption for our operations. Environmental impacts are considered and incorporated into our procurement of goods and services.

**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

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<p><b>Strengthen green procurement criteria</b> Develop criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact; ensure the criteria are included in procurements; and support green procurement, including guidance, tools and training for public service employees. [Ref. <a href="#">Explore our 17 goals</a>]</p>	<p>Procurement Specialists will provide advice and recommendations on procurement strategies including environmental considerations such as GHG emissions reduction, clean technology and elimination of unnecessary single-use plastics. [Ref. <a href="#">4.3.4.7</a>]</p> <p><b>Program:</b> Procurement, Internal Services</p>	<p><b>Performance indicator:</b> Percentage of purchased basic office supplies considered certified to a recognized environmental standard.</p> <p><b>Starting point:</b> 45% in 2021-22</p> <p><b>Target:</b> At least 50%</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><a href="#">FSDS</a>: Goal 12: Reduce waste and transition to zero-emission vehicles.</p> <p><a href="#">SDGS</a>: 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p><b>Indicator result:</b> 41% in fiscal year 2024 to 2025.</p> <p><b>Notes:</b> The target of 50% has not been met.</p> <p>The PSC has discontinued the purchases of planners, agendas or other wood pulp-based products, which were the main environmentally certified supplies previously purchased in large quantities.</p> <p>Going forward, to help achieve this target, ongoing guidance and emphasis will be placed on purchasing office supplies certified that meet recognized environmental standards.</p>
<p><b>Strengthen green procurement criteria</b> Develop criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact; ensure</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>Performance Indicator:</b> Percentage of procurement specialists trained in green procurement 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</p>	<p><b>Indicator result:</b> 100% in fiscal year 2024 to 2025.</p> <p><b>Notes:</b> The target of 100% has been met.</p>

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<p>the criteria are included in procurements; and support green procurement, including guidance, tools and training for public service employees. [Ref. <a href="#">Explore our 17 goals</a>]</p>	<p><b>Program:</b> Procurement, Internal Services</p>	<p><b>Starting point:</b> In 2022-23, 100% of procurement specialists trained in green procurement.</p> <p><b>Target:</b> 100% of procurement specialists receive training within one year of being identified.</p>	<p>and services they deliver, and their supply chains.</p> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition: 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>Global Indicator Framework (GIF) Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	



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

**FSDS Context:** The PSC is taking action to reduce climate risks to our assets, services and operations. By consuming more modern and energy efficient products, we are helping to mitigate risks due to changing climate. Increasing technology development and adoption also include actions to advance climate change adaptation and build resilience to climate impacts.

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

**Target:** The Government of Canada will transition to climate resilient operations by 2050

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<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>Reduce energy consuming servers and other devices.</p> <p><b>Program:</b> Information Technology, Internal Services</p>	<p><b>Performance indicator:</b> Number of energy-consuming servers decommissioned by 2027.</p> <p><b>Starting point:</b> 281 in 2022-23</p> <p><b>Target:</b> Reduce the total number of servers by at least 84.</p>	<p>These indicators measure to what extent the PSC contributes to achieving the collective efforts outlined in the 2023 to 2027 Federal Sustainable Development Strategy (FSDS). The objective is to reduce, consolidate and modernize PSC systems and servers. This will help reduce our energy footprint and contribution to greenhouse gas emissions.</p> <p><b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians reduce their greenhouse gas emissions.</p> <p>CIF Indicator: 13.1.1 Greenhouse gas emissions.</p>	<p><b>Indicator result:</b> In fiscal year 2024 to 2025, 10 servers were decommissioned. This follows the 124 servers decommissioned the previous year, bringing the cumulative total to 134 servers decommissioned since the launch of the initiative in 2023 to 2024.</p> <p><b>Notes:</b> The target of reducing the total number of servers by at least 84 has been successfully met.</p> <p>As well, 77 servers have been modernized and migrated to newer, more energy-efficient infrastructure.</p>

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			Global Indicator Framework (GIF) Target: 13.2.2 Total greenhouse gas emissions per year.	
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	Reduce energy consuming servers and other devices.  <b>Program:</b> Information Technology, Internal Services	<b>Performance indicator:</b> Number of towers and personal examination computers replaced with low consumption devices such as Zero or Thin by 2027.  <b>Starting point:</b> 276 in 2022-23  <b>Target:</b> Replace 276 existing devices with 66 energy-efficient models.	These indicators measure to what extent the PSC contributes to achieving the collective efforts outlined in the 2023 to 2027 Federal Sustainable Development Strategy (FSDS). The objective is to reduce, consolidate and modernize PSC systems and servers. This will help reduce our energy footprint and contribution to greenhouse gas emissions.  <b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians reduce their greenhouse gas emissions.  CIF Indicator: 13.1.1 Greenhouse gas emissions.	<b>Indicator result:</b> In fiscal year 2024 to 2025, 276 existing devices were replaced with 66 energy-efficient models.  <b>Notes:</b> The target of replacing 276 existing devices with 66 energy-efficient models has been met.

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
			Global Indicator Framework (GIF) Target: 13.2.2 Total greenhouse gas emissions per year.	
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	Reduce energy consuming servers and other devices.  <b>Program:</b> Information Technology, Internal Services	<b>Performance indicator:</b> Number of test room monitors replaced with modern, high efficiency models by 2027.  <b>Starting point:</b> 276 in 2022-23  <b>Target:</b> Replace 276 existing devices with 66 energy-efficient models	These indicators measure to what extent the PSC contributes to achieving the collective efforts outlined in the 2023 to 2027 Federal Sustainable Development Strategy (FSDS). The objective is to reduce, consolidate and modernize PSC systems and servers. This will help reduce our energy footprint and contribution to greenhouse gas emissions.  <b>Relevant targets or ambitions:</b> Canadian Indicator Framework (CIF) Ambition/Target: Canadians reduce their greenhouse gas emissions.  CIF Indicator: 13.1.1 Greenhouse gas emissions.	<b>Indicator result:</b> In fiscal year 2024 to 2025, 276 existing devices were replaced with 66 energy-efficient models.  <b>Notes:</b> The target of replacing 276 existing devices with 66 energy-efficient models has been met.

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			Global Indicator Framework (GIF) Target: 13.2.2 Total greenhouse gas emissions per year.	

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

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Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	In alignment with our sustainability objectives, the PSC is implementing its Crown Vehicle Decommissioning Initiative. This initiative focuses on achieving a 100% reduction in fleet-related greenhouse gas emissions by responsibly retiring and eliminating the use of the PSC's sole Crown vehicle. This effort underscores our commitment to	<p><b>Performance Indicator:</b> Number of Crown vehicles owned by the PSC</p> <p><b>Starting point:</b> Zero crown vehicles in 2024-25</p> <p><b>Target:</b> Keep crown vehicles at zero</p>	<p>The key ambition of this initiative is to reduce greenhouse gas emissions related to the Crown vehicle by 2024-25. This will support our broader sustainability strategy by reducing carbon emissions and contributing to the PSC's long-term environmental targets.</p> <p><b>Relevant targets or ambitions:</b></p>	<p><b>Indicator result:</b> Zero crown vehicles</p> <p><b>Notes:</b> The target of keeping the number of crown vehicles at zero has been met.</p>

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	reducing environmental impact and advancing sustainability goals.		Canadian Indicator Framework (CIF) Ambition/Target: Canadians reduce their greenhouse gas emissions.  CIF Indicator: 13.1.1 Greenhouse gas emissions. Global Indicator Framework (GIF) Target: 13.2.2 Total greenhouse gas emissions per year.	

# Integrating Sustainable Development

The PSC will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process going forward. 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 the PSC's assessments are made public when an initiative has undergone a detailed SEA (see [here](#)). 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.

The PSC did not complete any detailed SEAs in 2024-25.

