

# 2024 to 2025 Departmental Sustainable Development Strategy Report

Immigration and Refugee Board of Canada

Cat. No.: MQ1-21E-PDF

ISSN: 2818-5498

Unless otherwise specified, you may not reproduce materials in this publication, in whole or in part, for the purposes of commercial redistribution without prior written permission from the Immigration and Refugee Board of Canada's copyright administrator. To obtain permission to reproduce Government of Canada materials for commercial purposes, apply for Crown Copyright Clearance by contacting:

Immigration and Refugee Board of Canada

Minto Place, Canada Building

344 Slater Street, 12<sup>th</sup> floor

Ottawa, Ontario

Canada

K1A 0K1

Visit [Contact Us](#)

Cover photo: © Environment and Climate Change Canada

© His Majesty the King in Right of Canada, as represented by the Minister of Immigration, Refugees and Citizenship, 2025.

This publication is also available in HTML format on the IRB website: [2024 to 2025 Departmental Sustainable Development Strategy Report](#)

Aussi disponible en français sous le titre : *Rapport sur la Stratégie ministérielle de développement durable de 2024 à 2025*

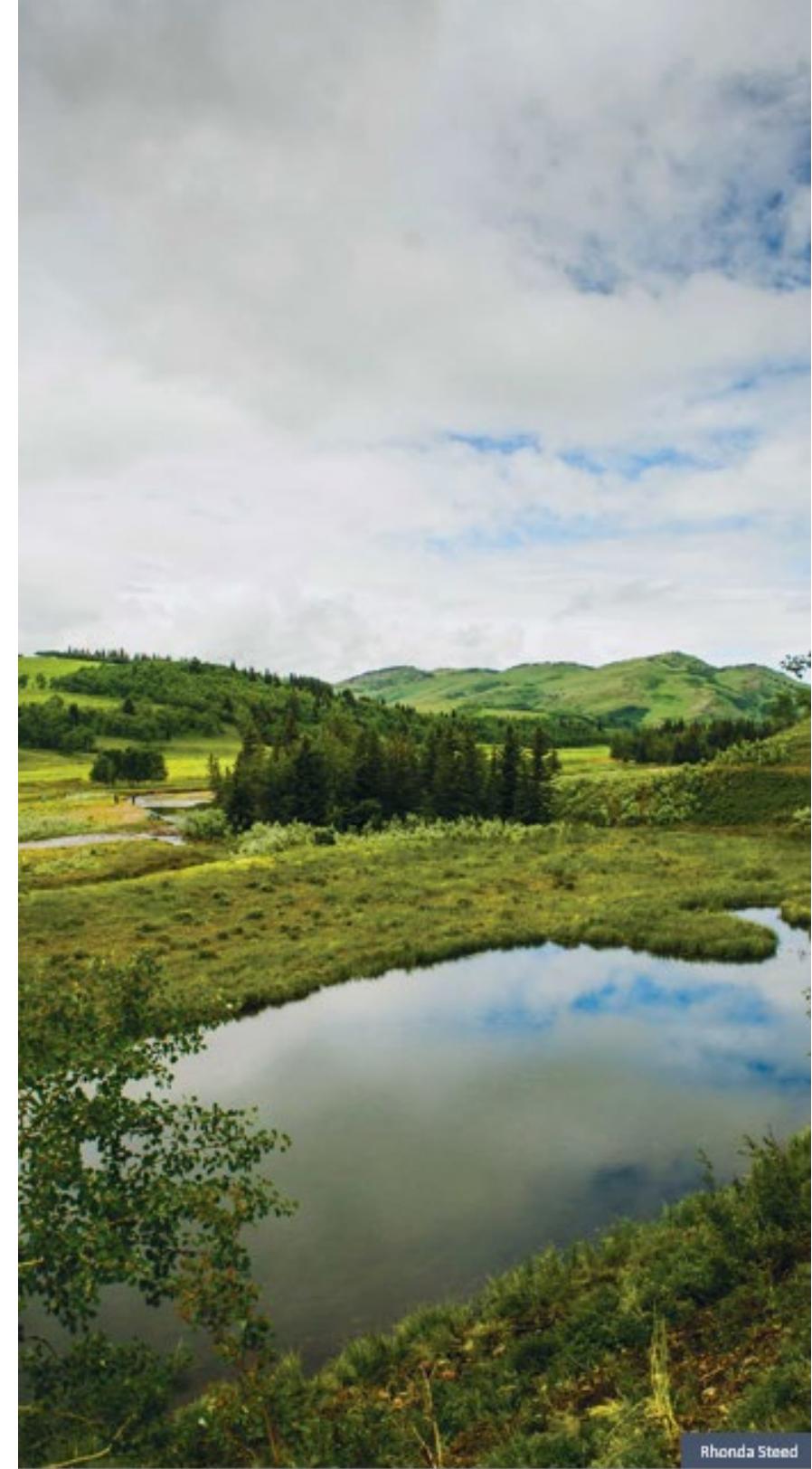
# Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

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.

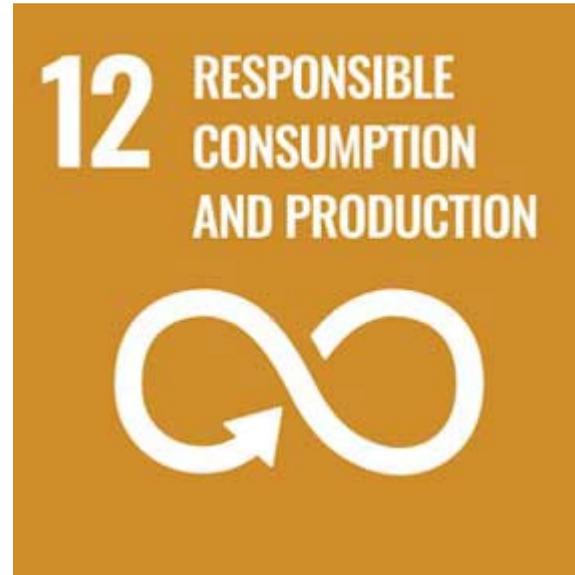
In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Immigration and Refugee Board of Canada (IRB or the Board) supports the goals laid out in the FSDS through the activities described in the IRB's [2023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

To promote coordinated action on sustainable development across the Government of Canada, the Board'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 Immigration and Refugee Board of Canada





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

### **FSDS Context:**

The IRB is committed to advancing reconciliation with Indigenous Peoples. As progress down the path to truth and reconciliation is made, it's important to acknowledge the significant roles Indigenous Peoples have played and continue to play in shaping Canada. It is also vital that the Board continues to learn about past injustices that have been committed against the Indigenous population in Canada. Only by understanding, can a better, and more inclusive future be created. In June, the IRB marks National Indigenous History Month and National Indigenous Peoples Day with events to provide its staff with opportunities to learn and honour the stories, achievements, and resilience of Indigenous Peoples. The Board also ensures that its employees have access to Indigenous cultural competency training as identified in the IRB's mandatory training framework. The Board monitors progress on its mandatory training twice a year to identify training courses which require additional promotion to help ensure compliance.

Most of the IRB's contracting activity is facilitated using Public Services and Procurement Canada's mandatory ProServices, which includes prequalified Indigenous business vendors. The IRB procurement strategies encourage procurement officers to include one or more of these Indigenous vendors in solicitation requests whenever possible. This has proven successful in reaching annual incremental percentage growth in awarding IRB contracts to Indigenous businesses. The Board's annual procurement plan also includes engagement strategies to help promote and support participation of Indigenous businesses in competing for IRB contracts. As of the fiscal year 2024 to 2025, the IRB generates quarterly reports to effectively monitor the status of the dollar value of contracts awarded to Indigenous businesses.

**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>Include Indigenous cultural competency training within the IRB's mandatory training framework.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of staff who have completed Indigenous cultural competency training (internal or external).</p> <p><b>Starting point:</b> 41% as of June 2023</p> <p><b>Target:</b> 80% on an ongoing basis</p>	<p>Public servants are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages public service 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 also contributes to the development of necessary competency knowledge to implement the UN Declaration.</p> <p><b>Relevant targets or ambitions:</b></p> <p>CIF Target: 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.</p>	<p><b>Indicator result:</b> 82% as of March 31, 2025.</p> <p>The IRB will continue to promote course participation and hold Indigenous cultural events, such as the one held in September 2023, for the National Day for Truth and Reconciliation.</p>
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Promote and support the participation of Indigenous businesses in competing for IRB contract awards.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of contracts with Indigenous businesses.</p> <p><b>Starting point:</b> 0.23% in 2021 to 2022</p> <p><b>Target:</b> 5% by April 1, 2024.</p>	<p>In accordance with Appendix E: <i>Mandatory Procedures for Contracts Awarded to Indigenous Businesses in the Directive on the Management of Procurement</i> (effective April 1, 2022), all federal organizations under Schedules 1, 1.1, and 2 of the <i>Financial Administration Act</i> must produce a procurement plan to identify opportunities for Indigenous businesses.</p>	<p><b>Indicator result:</b> 5.81% as of March 31, 2025*.</p> <p>Note: In accordance with the <a href="#">Directive on the Management of Procurement</a>, Indigenous Services Canada set a phased schedule for federal organizations to meet the mandatory target of awarding at least 5% of the total value of contracts to Indigenous businesses. The Board met its</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><b>Relevant targets or ambitions:</b></p> <p>CIF Target: 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.</p>	<p>implementation deadline of March 31, 2024, and remains committed to maintaining this target.</p>



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

### **FSDS Context:**

The IRB is aware of and considers government-wide climate change commitments when procuring goods and services. In support of strengthening green procurement, the Board's procurement and materiel management specialists and acquisition card holders are required to take specific training that incorporates environmental considerations into purchasing decisions.

**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 procurement and materiel management specialists, and project and accommodation managers and supervisors are trained in green procurement (such as the Canada School of Public Service course on green procurement, or equivalent).</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of procurement and materiel management specialists, and project and accommodation managers and supervisors trained in green procurement.</p> <p><b>Starting point:</b> 100% in 2020 to 2021</p> <p><b>Target:</b> 100% on an ongoing basis</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of goods and services they deliver, and their supply chains.</p> <p><b>Relevant targets or ambitions:</b></p> <p>CIF Ambition: Canadians consume in a sustainable manner.</p> <p>CIF Indicator: 12.2.1 Proportion of business that adopted and selected environmental protection activities and management practices.</p> <p>GIF Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p><b>Indicator result:</b> 100% as of March 31, 2025.</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
Strengthen green procurement criteria	<p>Ensure all procurement and materiel management specialists, and project and accommodation managers and supervisors are trained in green procurement (such as the Canada School of Public Service course on green procurement, or equivalent).</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of the IRB's acquisition card holders who have taken training that incorporates green procurement considerations.</p> <p><b>Starting point:</b> 100% in 2020 to 2021</p> <p><b>Target:</b> 100% on an ongoing basis</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of goods and services they deliver, and their supply chains.</p> <p><b>Relevant targets or ambitions:</b></p> <p>CIF Ambition: Canadians consume in a sustainable manner.</p> <p>CIF Indicator: 12.2.1 Proportion of business that adopted and selected environmental protection activities and management practices.</p> <p>GIF Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p><b>Indicator result:</b> 100% as of March 31, 2025.</p>



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

### **FSDS Context:**

The IRB does not own any real property. However, the Board aligns, where applicable, with Government of Canada policies, regulations, directives, and best practices related to climate change impacts, risks, and adaptation actions. In support of this, the IRB will ensure that employees occupying a position within the accommodation services team receive training on climate-resilient operations.

**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>Ensure that all IRB employees occupying a position within the accommodation services team are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of IRB employees occupying a position within the accommodations services team that completed training on climate-resilient operations.</p> <p><b>Starting point:</b> 0% on April 1, 2023</p> <p><b>Target:</b> 80% on an ongoing basis</p>	<p>To combat climate change, the Government of Canada has committed to net-zero carbon emissions by 2050. In order to achieve this ambitious objective, the federal government must adopt climate-resilient operations. This action will ensure that employees responsible for staff accommodations are trained to identify risk to critical program delivery, and develop responses to increase the resilience of operations to impacts of climate change.</p> <p><b>Relevant targets or ambitions:</b></p> <p>GIF Target: 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> 37.5% as of March 31, 2025.</p> <p><b>Note:</b> The methodology calculation for this performance indicator is the number of employees within the accommodations team responsible for planning and initiating accommodations projects.</p> <p>The accommodations services team was unable to attend the Real Property Institute of Canada seminar in 2024 to 2025, which contributed to the lower score compared to projections.</p>

# Integrating Sustainable Development

The IRB 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. An SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

As an independent, accountable administrative tribunal, the Board works to resolve immigration and refugee cases fairly, efficiently and in accordance with the law. The Board has four programs, namely Refugee Protection Decisions, Refugee Appeal Decisions, Immigration Appeal Decisions, and Admissibility and Detention Decisions. As a result, the Board rarely develops and proposes new policies and programs, especially policies that would impact the environment and the achievement of FSDS goals and targets.

Public statements on the results of the Board's assessments, which will be made available on its website, are issued when an initiative that was the subject of a detailed SEEA is implemented or announced. 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 IRB did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024 to 2025.

