



2024 to 2025 Departmental Sustainable Development Strategy Report

Office of the Commissioner of Official Languages

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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 Office of the Commissioner of Official Languages (the Office of the Commissioner) supports the goals laid out in the FSDS through the activities described in the Office of the Commissioner's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to the Office of the Commissioner's DSDS in the fiscal year 2024 to 2025.

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 in the Office of the Commissioner's DSDS and in the 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, the Office of the Commissioner's departmental strategy reports on Canada's progress toward 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 Office of the Commissioner of Official Languages





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 Indigenous peoples, members of racialized communities (“visible minorities”) and persons with disabilities.

Environmental inequality and injustice are both manifestations of inequality in Canada. Climate change, biodiversity loss and pollution affect all Canadians, but their effects are not evenly distributed. Mitigating the effects of a changing environment in an inclusive way will benefit all Canadians, particularly those who are marginalized or at risk.

Target theme: Advancing reconciliation with First Nations, Inuit, and 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 training on Indigenous cultural competencies or on the <i>United Nations Declaration on the Rights of Indigenous Peoples</i></p> <p>Program: Corporate Management Branch</p>	<p>Performance indicator: Percentage of employees who have taken training on Indigenous cultural competencies (internal or external)</p> <p>Starting point: 0%</p> <p>Target: 75%</p>	<p>Public servants are in a unique position to help build respectful relationships with Canada's Indigenous peoples. This measure offers public servants the opportunity to increase their cultural competency and knowledge of the United Nations Declaration, as well as their awareness of First Nations, Inuit and Métis issues in Canada. This measure contributes to the development of the cultural competencies and knowledge required to implement the United Nations Declaration.</p> <p>Relevant targets or ambitions: 10.3: Ensure equality of opportunity and reduce inequality of outcomes, in particular by eliminating discriminatory laws, policies and practices and by encouraging the adoption of appropriate laws, policies and measures in this area.</p>	<p>Indicator result: Complete</p> <p>Notes: As stated previously, information sessions on Crown-Indigenous relations were held in September 2023. A total of 113 employees participated either in person or virtually, representing approximately 65% of staff. These sessions were designed to raise awareness among employees and help them understand the relationship between the Crown and Indigenous peoples.</p> <p>Optional sessions were also provided to all staff in February 2025. These sessions focused on awareness of Indigenous peoples. Approximately 50 employees participated.</p>

Target theme: Taking action on inequality

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

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<p>Promote diversity, inclusion and accessibility in the federal public service</p>	<p>The theme of the Office of the Commissioner’s 2023–2024 Annual General Meeting (AGM) was “Diversity and Inclusion.”</p> <p>Program: Corporate Management Branch</p>	<p>Performance indicator: Training on diversity and inclusion was held during the AGM on June 14, 2023.</p> <p>Starting point: N/A</p> <p>Target: All employees present at the general meeting received diversity and inclusion training.</p>	<p>The Office of the Commissioner is recognized as an organization with a workforce deeply committed to its mission and mandate and as an organization that embodies equity, diversity and inclusion, but there is always room for improvement. Therefore, by choosing “Diversity and Inclusion” as the theme for its AGM, the Office of the Commissioner is making an ongoing contribution to fostering these values.</p> <p>Relevant targets or ambitions: 10.3: Ensure equality of opportunity and reduce inequality of outcomes, particularly by eliminating discriminatory laws, policies and practices, and by encouraging the adoption of appropriate laws, policies and measures in this area.</p>	<p>Indicator result: Complete</p> <p>Notes: As stated previously, at the AGM on June 14, 2023, the theme of the day was diversity and inclusion. A presentation/training session was held in the afternoon.</p> <p>In addition, several awareness-raising sessions/conferences were held on this topic (e.g., speaker at the 2025 AGM, EEDIAP launch event with special guest, etc.).</p>

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	<p>The Office of the Commissioner is entering the first year of implementation of the action plan arising from its 2023–2025 accessibility plan, in which a number of measures are being taken in different areas.</p> <p>Program: Corporate Management Branch</p>	<p>Performance indicator: A number of measures on diversity, inclusion and accessibility in the federal public service have been documented in the Office of the Commissioner’s 2023 Accessibility Plan.</p> <p>Starting point: N/A</p> <p>Target: The progress report on the Office of the Commissioner’s 2023 Accessibility Plan will be provided with the submission of the Office of the Commissioner’s first 2023–2027 DSDS report.</p>	<p>The Office of the Commissioner is recognized as an organization with a workforce deeply committed to its mission and mandate and as an organization that embodies equity, diversity and inclusion, but there is always room for improvement. The Office of the Commissioner’s 2023 Accessibility Plan directly contributes to this goal.</p> <p>Relevant targets or ambitions: 10.3: Ensure equality of opportunities and reduce inequality of outcomes, particularly by eliminating discriminatory laws, policies and practices and by encouraging the adoption of appropriate laws, policies and measures in this area.</p>	<p>Indicator result: Complete</p> <p>Notes: Progress reports on the implementation of the first two years of the 2023–2025 Accessibility Plan have been published on the Office of the Commissioner’s website: (https://www.clo-ocol.gc.ca/en/accessibility)</p>
<p>Hire 5,000 new federal employees with disabilities</p>	<p>Participation of the Office of the Commissioner in the Canadian Congress on Disability Inclusion career expo</p> <ul style="list-style-type: none"> ➤ May 26, 2023 <p>Program: Corporate Management Branch</p> <p>Increase the use of central agency disability directories (e.g., Federal Student Work Experience Program)</p> <ul style="list-style-type: none"> ➤ Two messages per year (June and December) to managers to promote the Public Service Commission’s accessibility resources 	<p>Performance indicator: Percentage of employees who self-identify as individuals with disabilities</p> <p>Starting point: 2.4%</p> <p>Target: 9%</p>	<p>The Office of the Commissioner is recognized as an organization with a workforce deeply committed to its mission and mandate and that embodies equity, diversity and inclusion, but there is always room for improvement. The Office of the Commissioner has been taking into account the needs of individuals with disabilities since long before the <i>Accessible Canada Act</i> came into force.</p> <p>The second measure will help increase the use of central agency directories of persons with disabilities (e.g., Federal Student Work Experience Program).</p>	<p>Indicator result: Complete</p> <p>Notes: As stated previously, the manager of the Human Resources Centre of Expertise, accompanied by some hiring managers, participated in the event as representatives of the Office of the Commissioner. As of April 1, 2025, the representation rate for persons with disabilities was 6%. Additionally, an action plan on employment equity, diversity and inclusion was launched in April 2025.</p>

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			<p>Relevant targets or ambitions: 10.3: Ensure equality of opportunities and reduce inequality of outcomes, particularly by eliminating discriminatory laws, policies and practices and by encouraging the adoption of appropriate laws, policies and measures in this area.</p>	<p>The manager of the Human Resources Centre of Expertise sent the messages as planned.</p>
	<p>All employees are required to add the training course Addressing Disability Inclusion and Barriers to Accessibility (INC115) to their 2023–2024 learning plan and complete it by December 31, 2023. This training is part of the accessibility plan implemented on January 1, 2023.</p> <p>Program: Corporate Management Branch</p>	<p>Performance indicator: Percentage of employees who have taken the training session Addressing Disability Inclusion and Barriers to Accessibility (INC115)</p> <p>Starting point: N/A</p> <p>Target: 100%</p>	<p>The Office of the Commissioner is recognized both as an organization with a workforce deeply committed to its mission and mandate and as an organization that embodies equity, diversity and inclusion, but there is always room for improvement. The Office of the Commissioner has been taking into account the needs of individuals with disabilities since long before the <i>Accessible Canada Act</i> came into force.</p> <p>Relevant targets or ambitions: 10.3: Ensure equality of opportunity and reduce inequality of outcomes, in particular by eliminating discriminatory laws, policies and practices, and by encouraging the adoption of appropriate laws, policies and measures in this area.</p>	<p>Indicator result: Completed</p> <p>Notes: As stated previously, the training was included in the May 9, 2023, call letter for the 2023–2024 performance agreements. The training was to be completed by December 31, 2023. As of January 8, 2024, 97% of employees had completed the training.</p>

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “Advance reconciliation with Indigenous Peoples and take action on inequality” 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
Other	Program: N/A	Performance indicator: N/A Starting point: N/A Target: N/A	Relevant targets or ambitions: N/A	Indicator result: N/A Notes: N/A

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
N/A	N/A	N/A



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

FSDS context:

By moving to a cleaner, more circular economy that prioritizes reducing consumption and waste production, reusing resources already extracted and seeking processes and technologies that take a whole-systems approach to reducing waste across the economy, we can help reduce negative environmental impacts. This also improves resilience in the face of resource shortages, price increases or volatility and supply chain disruptions.

Target theme: Zero-emission vehicles

Target:

At least 60% of new light-duty vehicle sales will be zero-emission vehicles for the 2030 model year, and 100% of vehicle sales will be zero-emission vehicles for the 2035 model year (Minister of Transport; Minister of Environment and Climate Change).

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Zero-emission vehicles <ul style="list-style-type: none"> ➤ Transform the federal government's light-duty fleet 	If the vehicle of the Commissioner of Official Languages (the Commissioner) has to be replaced, it will be chosen according to the established criteria for a light-duty, zero-emission vehicle.	Proportion of new light-duty vehicle registrations that are for zero-emission vehicles	Although the Office of the Commissioner owns only one vehicle, it is committed to supporting this goal by following the	Indicator result: N/A

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	<p>Program: Corporate Management Branch</p>	<p>Starting point: The Commissioner's vehicle is a 2018 Ford Fusion Energi plug-in hybrid.</p> <p>Target: The next car will be chosen according to these criteria and will also feature on the federal government's list of executive vehicles.</p> <ul style="list-style-type: none"> ○ 2023 Executive Vehicles Quick Reference Guide 	<p>criteria established for the eventual purchase of a new vehicle.</p> <p>Relevant targets or ambitions: 12.7: Promote sustainable procurement practices in line with national policies and priorities.</p>	<p>Notes: The Office of the Commissioner has not purchased any new vehicles in the past year (the Commissioner continues to use his 2018 Ford Fusion Energi plug-in hybrid). When the time comes to replace the Commissioner's car, a new vehicle will be purchased in accordance with the criteria for light-duty, zero-emission vehicles.</p>

Target theme: Federal Leadership on Responsible Consumption

Target: Develop criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact, ensure these criteria are included in procurements, and support green procurement, including guidance, tools and training for public service employees.

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Improve green procurement criteria	<p>All Office of the Commissioner credit card holders and procurement officers have taken the Canada School of Public Service green procurement training course entitled “Green Procurement (COR405).”</p> <p>Program: Corporate Management Branch</p>	<p>Performance indicator: All Office of the Commissioner credit card holders and procurement officers have taken the green procurement training course.</p> <p>Starting point: 47%</p> <p>Target: 100%</p>	<p>Relevant targets or ambitions: 12.7: Promote sustainable procurement practices in line with national policies and priorities.</p>	<p>Indicator result: In 2024–2025, 93% of procurement officers completed the training on green procurement.</p> <p>Notes: N/A</p>

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “**Reduce waste and transition to zero-emission vehicles**” but not a specific FSDS target.

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Other	Program: N/A	Performance indicator: N/A Starting point: N/A Target: N/A	Relevant targets or ambitions: N/A	Indicator result: N/A Notes: N/A

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
N/A	N/A	N/A



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS context:

The effects of human-caused climate change are felt across the country. Climate change is affecting the health of Canadians, especially those most at risk, such as the young, the elderly, Indigenous communities, people with chronic diseases, and marginalized, low-income and racialized communities.

Taking effective and urgent action against climate change means moving to a carbon-neutral economy by reducing greenhouse gas emissions and short-lived climate pollutants, while continuing to increase prosperity and exploiting the opportunities offered by emerging markets, such as renewable energies and clean technologies. At the same time, Canada must adapt to climate change by strengthening resilience and by reducing the vulnerability of communities, regions, ecosystems and economic sectors to the effects of climate change.

Intensifying efforts to further mitigate greenhouse gas emissions and adapting to climate change contribute to sustainable development and ensure that future generations will be able to meet their needs.

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

Target: Define climate change risks and take them into account in federal planning

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<p>Since 2022, and at regular intervals (not exceeding 10 years), all federal departments have continued to assess climate-related risks and have taken steps to reduce the most significant risks. For example, risks and potential risk reduction strategies are integrated into departmental business continuity plans, risk planning processes or equivalent processes.</p>	<p>The Office of the Commissioner will take into account major trends and best practices in risk management. This risk management will support strategic planning and the integrated operational plan for concrete measures, including travel reduction.</p> <p>Program: Strategic Orientation and External Relations Branch (formerly Policy and Communications Branch)</p>	<p>Performance indicator: The Office of the Commissioner will add a climate change assessment to its risk profile.</p> <p>Starting point: N/A</p> <p>Target: A paragraph on evaluating climate change will be included in the organization's strategic planning process.</p>	<p>Relevant targets or ambitions: 13.2: Incorporate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: In progress</p> <p>Notes: This topic will be addressed as part of the strategic planning scheduled for fall 2025.</p>

Target: Implementation of the Greening Government Strategy through measures to reduce greenhouse gas emissions, improve climate resilience and green all government operations

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<p>Departments can report on these and other Greening Government Strategy commitments through their departmental sustainable development strategies.</p>	<p>Include green computing in its information management and information technology strategy</p> <ul style="list-style-type: none"> ➤ Reduce the number of printers used at the Office of the Commissioner <ul style="list-style-type: none"> ➤ Renewal of printer contract: Nov. 2024 ➤ Fewer pages to print for access to information and privacy requests ➤ “Official” implementation of electronic signatures ➤ Cloud strategy <p>Reduced use of paper-based promotional products</p> <ul style="list-style-type: none"> ➤ Use of social networks and websites instead of paper for promotion ➤ Use of touch screen equipment in booths <p>Implementation of the common hybrid work model</p> <p>Program: Strategic Orientation and External Relations Branch (formerly Policy and</p>	<p>Performance indicator:</p> <ul style="list-style-type: none"> ➤ Reduction of printers at 30 Victoria ➤ Migration of specific digital tools as part of the cloud strategy <p>Starting point:</p> <ul style="list-style-type: none"> ➤ Five printers at 30 Victoria ➤ Six digital infrastructure solutions for cloud migration ➤ Two digital web solutions ➤ Assessment of e-business solutions for cloud migration <p>Target:</p> <ul style="list-style-type: none"> ➤ Two printers at 30 Victoria ➤ Complete migration of six digital infrastructure solutions for cloud migration ➤ Complete migration of two Web-based digital solutions ➤ Develop the cloud migration plan for e-business solutions 	<p>Relevant targets or ambitions: 13.2: Incorporate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result:</p> <ul style="list-style-type: none"> • The migration of the online complaint form (after some delays due to organizational priorities and a lack of capacity and expertise) and the deactivation of the Internet-facing library management tool have been completed. • The plan to migrate business solutions to the cloud is no longer required. Both solutions will move to the cloud in Q1 2025–2026. <p>Notes: The Office of the Commissioner’s communications team now adds a URL link in social media publications and press releases, and it no longer prints reports or other documents.</p> <p>Touchscreen equipment is used at the kiosks we participate in.</p> <p>The Office of the Commissioner already uses electronic signatures through Microsoft Word, Excel, Adobe Acrobat and Entrust. This practice is established and</p>

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	Communications Branch) and Corporate Management Branch			used throughout the organization. There is therefore no need to adopt a solution similar to DocuSign.

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.

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Other	Program: N/A	Performance indicator: N/A Starting point: N/A Target: N/A	Relevant targets or ambitions: N/A	Indicator result: N/A Notes: N/A

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
N/A	N/A	N/A

Integrating Sustainable Development

The Office of the Commissioner 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 Office of the Commissioner'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 Office of the Commissioner did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024–2025.

