



Departmental Sustainable Development Strategy 2024 to 2025 Update

RCMP External Review Committee

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Executive Summary

The RCMP External Review Committee (ERC) is a small independent administrative tribunal established under the [Royal Canadian Mounted Police Act](#) with the mandate to review appeals of certain decisions made within internal RCMP labour relations processes, and provide findings and recommendations to the Commissioner of the RCMP.

Under the [Federal Sustainable Development Act](#) (FSDA), the ERC is responsible for preparing its own Departmental Sustainable Development Strategy (DSDS) that aligns with the Government of Canada's [2022-2026 Federal Sustainable Development Strategy](#) (FSDS). Our strategy for 2023-2027 reflects and describes our commitment to address key goals set forth in the FSDS, with a primary focus for the ERC on Goal 10 (Advance Reconciliation with Indigenous Peoples and Take Action on Inequality), Goal 12 (Reduce Waste and Transition to Zero Emission Vehicles), and Goal 13 (Take Action on Climate Changes and its Impacts). The strategy aligns with the United Nations 2030 Agenda for Sustainable Development and adheres to the [7 principles](#) outlined in the [Federal Sustainable Development Act](#).

The following Sustainable Development Strategy 2024 to 2025 Update ensures ERC's continued commitment in contributing to the Government's FSDS and alignment with the United Nations 2030 Agenda.

SECTION 1

Introduction to the Departmental Sustainable Development Strategy

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 RCMP External Review Committee supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS).

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 RCMP External Review Committee's DSDS.

In order to promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global



Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of Canada's Annual Report on the 2030 Agenda and the SDGs.

SECTION 2

RCMP External Review Committee's Sustainable Development Vision

Under the [Federal Sustainable Development Act](#), the ERC is responsible for preparing its own Departmental Sustainable Development Strategy (DSDS) that aligns with the FSDS and for reporting annually on progress made towards achieving its goals. The 2023-2027 DSDS sets out what ERC will do to support federal sustainable development objectives and will ensure that parliamentarians and Canadians can track the results being achieved.

In accordance with the 2022-2026 FSDS, ERC is responsible to contribute to **Goal 10: Advance Reconciliation with Indigenous Peoples and to Take Action on Inequality**, to **Goal 12: Reduce Waste and Transition to Zero-Emission Vehicles** and to **Goal 13: Take Action on Climate Change and its Impacts**. The ERC will support these FSDS goals through the activities described in this DSDS.

Specifically, in alignment with the 2022-2026 FSDS, the ERC has committed to contributing to three key sustainability goals:

Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality:

The ERC acknowledges its role in advancing reconciliation with Indigenous Peoples and addressing issues of inequality. To achieve this goal, the ERC will invest in continuous learning and training opportunities for its employees on inclusion, diversity, equity, and anti-racism. Additionally, the ERC will integrate economic, social, and environmental considerations into its decision-making processes related to its policies and its operations.

Goal 12: Reduce Waste and Transition to Zero-Emission Vehicles:

The ERC recognizes the importance of environmental stewardship and sustainability. To support this goal, the ERC commits to provide training to employees and to continue to adopt green procurement practices that reduce its environmental footprint and reflect sustainable development principles in all aspects of its operations.

Goal 13: Take Action on Climate Change and its Impacts:

Climate change is a global challenge, and the ERC is committed to playing its part in addressing it. To achieve this goal, the ERC will foster a workforce and organizational culture dedicated to climate-resilient operations. This includes training employees to assess climate change impacts on staff accommodation and develop adaptation actions.

The ERC will strive to advance its sustainability priorities and integrate environmental and sustainable development considerations into our policies, plans and programs. ERC's Sustainable Development Strategy 2024 to 2025 Update puts forward adjusted indicators to ensure the organization's continued advancement of its sustainability commitments.

SECTION 3

Listening to Canadians

As required by the [Federal Sustainable Development Act](#), the RCMP External Review Committee has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022. During the public consultation, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses, and individual Canadians in different age groups and of various backgrounds. The draft FSDS was also shared with the appropriate committee of each House of Parliament, the Commissioner of the Environment and Sustainable Development, and the Sustainable Development Advisory Council for their review and comment.

What We Heard

Across the submissions received, the RCMP External Review Committee identified sustainable development priorities and issues that affect us.

- Climate Action - many comments centered around the importance of addressing climate change as a top priority.
- The need for a distinctions-based approach and recognizing the unique history and lived experiences of First Nations, Inuit, and Métis communities.

What We Did

RCMP External Review Committee took the above-mentioned key priorities and issues into consideration in this DSDS.

In response to the public input, the ERC included specific actions and targets to:

- ensure environmental considerations in green procurement decisions by training employees responsible for procurement of goods and services
- ensure that all employees complete training on advancing reconciliation with First Nations, Inuit, and Métis Peoples

Please find more information on the FSDS public consultation and its results in the [FSDS Consultation Report](#).

SECTION 4

RCMP External Review Committee's Commitments





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

FSDS Context:

The ERC’s Corporate Services plays a pivotal role in overseeing the training and professional development and growth of employees, guided and supported by management. ERC remains committed to consistently assessing training requirements, with a particular emphasis on enhancing cultural awareness, understanding Indigenous history, and advancing the reconciliation process.

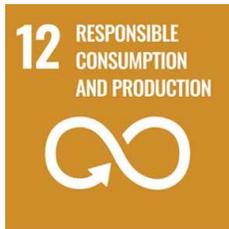
Furthermore, the ERC has implemented a Diversity and Inclusion Guide to assist in its efforts related to recruitment and promotion.

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
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> .	Ensure that all employees complete training on advancing reconciliation with First Nations, Inuit, and Métis Peoples.	Performance indicator: Percentage of employees that completed Indigenous reconciliation training within six months of employment with the ERC.	Public servants play an important role in advancing reconciliation by helping to build stronger relationships at the working level between First Nations, Inuit,

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
	<p>Program: Internal Services</p>	<p>Starting point: 0% on April 1, 2023.</p> <p>Target: Maintaining 100% within each fiscal year, dependent on staff turnover.</p>	<p>and Métis Peoples and the Government of Canada. This action will allow staff to learn more about Indigenous realities and become better equipped to support departmental obligations towards reconciliation in a respectful, inclusive, meaningful and culturally sensitive manner. This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced. <i>CIF Indicator: 10.2.1</i> Proportion of the population reporting discrimination or unfair treatment. <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>



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

FSDS Context:

The ERC operates without a fleet of vehicles and operates within office premises situated in a privately-owned and leased facility. In addition to the specific action outlined for the department below, the ERC, as a tenant, actively engages in and promotes efficient waste management within the building. This entails adhering to recycling instructions and guidance presented through signage and guides to ensure proper waste disposal. Furthermore, in an effort to minimize plastic bottle waste, the ERC has implemented a water filtration system that provides employees with clean and conveniently accessible drinking water.

Over the past three years, ERC has modernized its digital work processes by implementing GCDocs as its information management system and has also significantly reduced its use of paper.

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
<p>Strengthen green procurement criteria.</p>	<p>Ensure that all employees responsible for procurement of goods and services complete training on green procurement.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of employees responsible for procurement of goods and services that completed green procurement training within one year of being identified.</p> <p>Starting point: In 2022-23, 100% of employees responsible for procurement and materiel management trained in green procurement.</p> <p>Target: 100% of employees responsible for procurement and material management 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>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner.</p> <p><i>CIF Indicator: 12.2.1</i> Proportion of businesses that adopted selected environmental protection activities and management practices.</p> <p><i>GIF Target: 12.7</i> 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:

Climate change represents a worldwide problem, and the ERC is fully dedicated to contributing to its solution. In order to make progress towards this objective, the ERC will promote a workforce and corporate culture that is focused on ensuring climate resilience in its operations. This involves providing training to employees to evaluate the effects of climate change and formulate strategies for adaptation of its operations.

Furthermore, the ERC will strategically utilize technologies to transform its operations, reducing the environmental impact of its activities.

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
<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 employees responsible for staff accommodations are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of relevant employees responsible for staff accommodation that completed training on climate-resilient operations within a year of being identified.</p> <p>Starting point: 0% trained on April 1, 2023.</p> <p>Target: Maintaining 100% each fiscal year, dependent on staff turnover.</p>	<p>This action will ensure that relevant ERC staff 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>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.3 Canadians are well-equipped and resilient to face the effects of Climate change.</p> <p><i>CIF Indicator:</i> 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process.</p> <p><i>GIF Target:</i> 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>

SECTION 5

Integrating Sustainable Development

The ERC's DSDDS describes the activities that it has committed to undertake over the next years to ensure that we are doing our part in contributing to the broader sustainable development goals. The ERC will strive to advance our sustainability priorities and integrate environmental and sustainable development considerations into our policies, plans and programs. Additionally, ERC will incorporate climate change-related factors into Business Continuity Plan and Emergency preparedness exercises.

RCMP External Review Committee will continue to ensure that its decision-making process includes consideration of FSDDS 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 FSDDS goals and targets.

Public statements on the results of RCMP External Review Committee's assessments are made public when an initiative that 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 FSDDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision making.

