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2023 to 2024 Departmental Sustainable Development Strategy Report

ROYAL CANADIAN MOUNTED POLICE

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Introduction to the 2023 to 2024 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. It provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

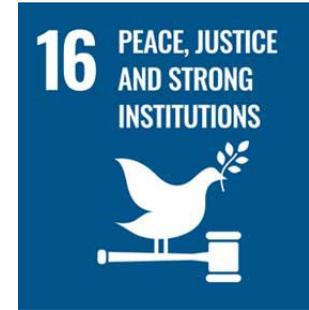
In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the RCMP supports the goals laid out in the FSDS through the activities described in the RCMP's 2023 to 2027 Departmental Sustainable Development Strategy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

The Federal Sustainable Development Act also sets out [seven 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 RCMP's DSDS and 2023 to 2024 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, the RCMP'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 Royal Canadian Mounted Police





GOAL 5: CHAMPION GENDER EQUALITY

FSDS Context:

The FSDS identifies Gender-based Analysis Plus (GBA Plus) and the [Gender Results Framework](#) as key tools for the Government of Canada to advance gender equality. The RCMP uses GBA Plus across the organization to help ensure that policies, programs, services and processes are inclusive and help create a safer, healthier work environment for everyone. The RCMP's GBA Plus Centre of Expertise provides centralized advice and support for implementing GBA Plus within the RCMP and leads the RCMP GBA Plus Network to support the awareness and application of GBA Plus.

Applying GBA Plus across our work to assess how gender and other identity factors affect individual experiences allows us to better meet community needs, foster a more inclusive workplace, and support culture change efforts. For example, the RCMP is promoting the application of inclusive design principles to make its facilities more accessible. Key facilities at the RCMP Training Academy (Depot), including washrooms, locker rooms and dorms, have been reviewed through a GBA Plus lens to ensure they are inclusive. The RCMP has also used GBA Plus to inform improvements to RCMP uniforms and equipment to serve the diverse needs of our employees, to examine barriers within its recruitment process, and to make the Officer Candidate Process more equitable.

The FSDS also identifies that the government is committed to ending gender and race-based violence against all women and gender-diverse people. It sets 2026 as the target for Canada to reduce self-reported rates of intimate partner violence by up to five percent.

The RCMP has a mandate to develop and deliver education and prevention initiatives that focus on intimate partner violence, to support victims/survivors, and collaborate with regional and municipal police agencies, social workers, nurses and other professionals to ensure that victims/survivors are referred to appropriate service agencies. In addition, the RCMP is one of six federal departments and entities that contribute to addressing and preventing gender-based violence in Canada through the [National Action Plan to End Gender-Based Violence](#).

Gender-based violence and intimate partner violence played a significant role in the lead-up to and unfolding of the April 2020 mass casualty in Nova

Scotia. The [Mass Casualty Commission's March 2023 final report](#) pointed to the urgent need to address the root causes of gender-based violence deeply ingrained in our society. In [Taking Action: The RCMP's strategy for implementing the Mass Casualty Commission Final Report recommendations](#) (March 2024) the RCMP committed to improving its policies, training and engagement with its partners regarding gender-based and intimate partner violence.

The RCMP has updated its policies to better reflect Clare's Law, which the RCMP applies in provinces that have enacted the law. This will allow individuals to seek, and police to release, information about their intimate partners' past abusive behaviour. In addition, the RCMP's Intimate Partner Violence policy ensures members continuously apply a trauma-informed, victim-centered approach to these types of investigations while considering other elements, such as coercive control. Updates to mandatory training for officers will ensure changes in policy are supported through education. The RCMP has engaged with experts to examine the use of supportive reporting centres within the communities we serve, so that those faced with gender-based and intimate partner violence can safely report instances of abuse in a victim-focused environment.

Initiatives advancing Canada's implementation of SDG 5 – Gender Equality

RCMP programs also support the 2030 Agenda and the SDG GIF targets: 5.1 End all forms of discrimination against all women and girls everywhere; 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. As also reported in the RCMP's 2023-24 Departmental Results Report, the RCMP:

- deployed police instructors to the United Nations Pre-Selection Assistance and Assessment training projects, which helped increase the number of women police officers from selected countries serving on United Nations peacekeeping missions by preparing candidates to meet United Nations testing requirements
- continued to support the Elsie Initiative for Women in Peace Operations and collaborated with the Zambia Police Service to establish bilateral technical assistance and training initiatives that assisted capacity efforts to train women security sector professionals
- increased the deployment of women to international peace operations
- contributed to the third Canadian Action Plan on Women, Peace and Security, which recognizes Canada's role in ensuring that its policies, programs, and initiatives positively affect diverse groups of women and girls – both domestically and internationally, and created and facilitated the Sexual Offence Investigative in-class workshop in 2023, building on the Sexual Offence Investigations online course that was launched in 2022 by the National Office of Sexual Offence Investigative Standards



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

FSDS Context:

Advancing reconciliation with First Nations, Inuit, and the Métis communities

The FSDS describes Canada's commitment to implementing the [United Nations Declaration on the Rights of Indigenous Peoples](#). On June 21, 2021, the [United Nations Declaration on the Rights of Indigenous Peoples Act \(UN Declaration Act\)](#) received Royal Assent and immediately came into force, in keeping with the [Truth and Reconciliation Commission of Canada: Calls to Action](#) and the National Inquiry into [Missing and Murdered Indigenous Women and Girls \(MMIWG\) Inquiry's Calls for Justice](#).

The [2023-2028 UN Declaration Act Action Plan](#) provides a roadmap of actions that Canada needs to take in partnership with Indigenous Peoples. It includes 181 specific measures to ensure the full implementation of the inherent rights of Indigenous Peoples, break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous Peoples. There are two Action Plan measures that uniquely identify the RCMP:

1. In order to ensure that RCMP employees have access to culturally-appropriate and relevant learning products, the RCMP is engaging with Indigenous representatives in the ongoing development of new or revised learning products for the RCMP's Intercultural Learning Strategy.
2. Through the National Office of Investigative Standards and Practices (NOISP) within the RCMP, continue to provide investigative quality, standards and best practices by providing support, training, and oversight related to major case investigations across the RCMP, including those where the

victims are Indigenous women, girls, and 2SLGBTQIA+ people. The NOISP is available to all RCMP divisions for review or consultation on all investigations, including those involving Missing and Murdered Indigenous Women and Girls, to promote successful outcomes.

The [third annual progress report on implementation of the UN Declaration Act](#) confirms that these two Action Plan measures are underway.

Beyond these specific Action Plan measures, as part of the [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People](#), the RCMP is actively engaging in the continuous process of reconciliation. By working together with First Nations, Inuit and Métis communities, advocates, stakeholders and employees to develop strategies that put words into action, the RCMP is taking steps to increase transparency and accountability. These reconciliation efforts aim to strengthen trust and relationships, improve community safety and wellbeing, enhance investigative standards, and deliver the highest quality policing services.

In May 2021, the RCMP established the RCMP-Indigenous Collaboration, Co-Development and Accountability (RICCA) team. In January 2024, mandate and duties of RICCA under the Chief Human Resources Officer were transferred to Contract & Indigenous Policing. This transfer will enhance the RCMP's ability to streamline its priorities and target strategies that support both its Indigenous Policing Services national policy centres and the initiatives supporting the recruitment, retention and advancement of Indigenous employees. The transition and restructuring of the program strengthen the alignment of core elements identified in the upcoming RCMP's National Reconciliation Pathway to ensure each area of responsibility falls under one directorate. This will allow for the prioritization of roles and responsibilities when it comes to the work being done to strengthen our relationships with the First Nations, Inuit and Métis peoples in the communities, as well as with our Indigenous employees.



The work undertaken by RICCA includes:

- Developing, implementing, measuring, and reporting progress on national and divisional reconciliation strategies
- Monitoring and reporting progress on recommendations including, the MMIWG Calls for Justice and Truth and Reconciliation Calls to Action
- Recruiting, retaining, and advancing First Nations, Inuit, and Métis employees and members, including administrating and coordinating Indigenous-focused human resources solutions and programs
- Modernizing and sensitizing internal RCMP human resources policies, processes and programs to better support the advancement of reconciliation
- Supporting a culturally safe environment for First Nations, Inuit and Métis employees to strengthen work place well-being and share lived experiences to inform employee network priorities
- Cultivating a workforce that is sensitive, engaged and trained on First Nation, Inuit, and Métis cultures, histories and realities
- Supporting and coordinating outreach activities and events with Indigenous communities within the National Capital Region and across Canada
- Building effective working relationships within other RCMP business lines, Public Safety Canada and National Indigenous Organizations to support ongoing work in support to Indigenous communities

To read more about what the RCMP is doing advance reconciliation, see our webpage: [Reconciliation | Royal Canadian Mounted Police \(rcmp-grc.gc.ca\)](https://www.rcmp-grc.gc.ca/reconciliation)

Taking action on inequality

The well-being and reducing workplace and service delivery barriers for Indigenous, Black and other racialized groups along with women, persons with disabilities, and members of 2SLGBTQIA+ communities continues to be a priority for the RCMP.

The RCMP is building on the 2020-2023 Equity, Diversity, and Inclusion (EDI) Strategy. We are committed to taking intentional steps and facilitating meaningful discussions to nurture an inclusive culture aligned with the RCMP's core values. Our realigned EDI strategy will be built upon four main pillars consisting of culture, stewardship, people and work environment. We will actively engage our employees who belong to equity seeking groups and incorporate their concerns into the strategy and key performance measures will be developed to track progress in the realigned EDI strategy.

The RCMP has developed national and divisional regular member recruitment targets to ensure the organization is more representative of women, Indigenous Peoples, and racialized peoples. This includes identifying human resources solutions to systemic barriers to improve recruitment, retention and advancement of Indigenous Peoples. These targets will help us evaluate the success of our ongoing recruitment initiatives. A national RCMP First Nations, Inuit and Métis Recruitment Strategy, led through an Indigenous lens, has been developed with a focus on examining and addressing barriers; enhancing attraction, assessment and selection, while looking forward to ensure retention and support. This strategy also outlines concrete actions to create support systems for Indigenous candidates and embed cultural relevance and competence throughout the recruitment process.

As required by the [Accessible Canada Act](#), in January 2023, the RCMP tabled the first-ever RCMP Accessibility Plan, [Building an Accessible RCMP: The Framework to Deliver the First Departmental Accessibility Strategy and Accessibility Plan 2023-2024](#). This plan was formed in consultation with persons with disabilities to identify, remove and prevent barriers to accessibility in the RCMP workplace. The RCMP Accessibility Plan is a multi-year, results-based plan, consisting of priority areas for action, desired results and targeted activities to achieve them. Moving forward, in consultation with employees, clients with disabilities and other stakeholders, the RCMP is legislated to measure and report on the progress of the plan annually. The first [RCMP Accessibility Plan 2023-2025: Progress Report 2023](#) highlighted the start of the implementation of the plan. It reported on various pillars such as employment, the built environment, and communication, and captures a snapshot of the RCMP with respect to accessibility.

The RCMP is continuing work to create an inclusive workplace that embraces individual differences. This includes efforts to promote the inclusion of 2SLGBTQIA+ communities, both as part of the RCMP workforce and through efforts to ensure positive relationships with the public. This year, the RCMP's GBA+ Unit expanded the previous Guide to Supporting Transgender, Non-binary and Two-Spirit (TNB2S+) Employees into two distinct guides, one specifically for TNB2S+ employees and another for managers who wish to support them. These guides were created in consultation with employees to help employees navigate changing their lived gender identity in the workplace and support an inclusive environment.

The RCMP has also committed to the [Federal 2SLGBTQIA+ Action Plan](#), launched on August 28, 2022 which includes formalizing supports for 2SLGBTQIA+ internal employee networks, promoting alliances with networks across the public service, and continuing to implement remaining initiatives from the LGBT Purge Class Action Settlement Agreement. Some remaining initiatives being implemented include formulating a Positive Space Initiative, incorporating 2SLGBTQIA+ perspectives and histories into training, retrofitting washrooms to ensure that they are universally accessible, and modifying systems and employee processes so that they are reflective of gender and sexual diversity. The RCMP's internal 2SLGBTQIA+ employee network, called the RCMP Pride Network was also established in January 2023 as a result of the Federal 2SLGBTQIA+ Action Plan. The RCMP Pride Network is working on ways to mobilize and provide a gathering point for 2SLGBTQIA+ employees across the RCMP, provide input on culture change

initiatives and policies, and seeks to identify and tackle barriers faced by 2SLGBTQIA+ and intersectional communities. The RCMP is currently working on formulating operational supports to help the RCMP Pride Network achieve their mandate.

The RCMP also welcomes the final report of the Employment Equity Act (EEA) Review Task Force that puts forward many supported recommendations such as the inclusion of Black and 2SLGBTQIA+ communities as designated employment equity groups. These groups have historically experienced career stagnation as a result of systemic barriers, policies and practices that perpetuate racism, homophobia, ableism, sexism and other forms of discrimination in our workplaces. The RCMP will work to ensure implementation of amendments to the EEA towards the elimination of all forms of discrimination in the workplace. [A Transformative Framework to Achieve and Sustain Employment Equity – Report of the Employment Equity Act Review Task Force.](#)

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
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	Create an Intercultural Learning Strategy that utilizes consultation with both internal and community stakeholders to inform the review, procurement, promotion, design and delivery of learning products to promote intercultural competence in all aspects of learning. Program: Internal Services	<p>Performance indicator: Number of learning products revised or generated for Indigenous cultural appropriateness</p> <p>Starting point: One new course developed and two courses revised (2022-23)</p> <p>Target: Five learning products by 2027</p>	RCMP employees are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada. Relevant targets or ambitions: <i>CIF Ambition:</i> 10.2 Canadians live free of discrimination and inequalities are reduced <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age,	<p>Indicator result: Two (2) courses were designed or revised through a consultative process in fiscal year 2023-24.</p> <p>Notes: 1) Uniting Against Racism Learning Series A comprehensive evaluation report on the online Uniting Against Racism course was completed, with approximately 14,000 responses received. Findings are under review in order inform upcoming changes to the course as well as additional learning solutions that may be required.</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
			sex, disability, race, ethnicity, origin, religion or economic or other status	2) Race-Based Data Collection Training A Race Based Data Collection Job Aid was developed and launched to equip frontline members at pilot site detachments with the necessary skills and context to collect race-based data proficiently during specific policing interactions, including with Indigenous Peoples.

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)

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
Foster diversity, inclusion and accessibility in the federal public service	Increase diversity in recruitment of regular members to ensure the RCMP reflects the communities it serves. Program: Internal Services	Performance indicator: Percentage representation of women, Indigenous Peoples and members of visible minority in regular member positions Starting point: 21.8% of regular members identify as women, 7% as Indigenous Peoples, and 12.3% as a visible minority (2020-21)	By integrating anti-racism, equity and diversity and inclusion principles into its recruitment and promotion practices, with more than 30,000 police officers and civilian employees, the RCMP can contribute significantly to fostering diversity, inclusion and accessibility in the federal public service Prioritizing Indigenous regular member candidates in the recruitment process at the RCMP will contribute to reconciliation with Indigenous Peoples and workforce availability. Successful candidates can choose to stay at home or close by their home communities.	Indicator result: 21.6% of regular members identify as women, 6.8% as Indigenous Peoples, and 13.2% as a visible minority in the 2023-24 fiscal year. Notes: The total number of regular members decreased from 19,165 in the 2020-21 fiscal year to 18,947 in 2023-24. All statistics are reliant on regular members self-identifying in an employment equity group.

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>Target: By 2027, the RCMP aims to have 30% women, 24% members of visible minority and 10% Indigenous Peoples.</p>	<p>Relevant targets or ambitions: <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced</p> <p><i>GIF Target: 10.2</i> 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.</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>	

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
Implement the Federal 2SLGBTQI+ Action Plan	<p>Publish explicit goals for 2SLGBTQIA+ inclusion within the EDI strategy or within a dedicated strategy document, accompanied by clear progress monitoring and evaluation metrics.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Goals, actions and measures are published and communicated internally and externally, either in a standalone action plan or as part of the departmental EDI Strategy.</p> <p>Starting point: New program 2023-24</p> <p>Target: Publish goals, actions and measures by 2027</p>	<p>Establishing clear goals will allow for next steps to be identified and progress to be tracked to build and maintain a 2SLGBTQIA+ inclusion in the workplace.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced <i>GIF Target: 10.2</i> 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</p>	<p>Indicator result: Results available in 2026</p> <p>Notes: The realigned Equity, Diversity, and Inclusion Strategy is in development, to be published by 2025 and is planned to include explicit goals for 2SLGBTQIA+ inclusion.</p>



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

FSDS Context:

Fleet

The RCMP is working toward meeting the [Greening Government Strategy](#) commitments to prioritize the greening of high impact procurement categories, including on-road, light-duty¹ conventional vehicles. The RCMP is working toward an administrative fleet that comprises 100% Zero-Emission Vehicles (ZEVs) by 2030, which excludes RCMP's national safety and security vehicles that are addressed under Goal 13. When ordering new conventional vehicles, the RCMP gives priority to purchasing ZEVs where suitable options are available and meet operational needs.

The RCMP has medium and heavy-duty vehicles, vessels and aircraft in its fleet and also considers green options for these types of vehicles. This includes low-carbon fuels and hybrid technologies where suitable options are available and meet operational needs.

Real Property

The RCMP is working to advance sustainable consumption and production at RCMP real property assets. Over the duration of the DSDS, the RCMP will:

- Review non-hazardous operational waste assessments completed at our major facilities and identify areas for improvement. This includes opportunities to improve the lifecycle management of goods, from procurement through disposal, to reduce waste sent to landfill.
- Continue to transition the electricity that power our facilities to more sustainable, clean sources. The RCMP is a participating organization in the Public Services and Procurement led [clean electricity initiative](#) that will provide renewable electricity to our facilities in Saskatchewan, Alberta, New Brunswick, and Nova Scotia.

¹ Light-duty vehicles include passenger cars, vans and light trucks consistent with Parts II and III of the [Government Motor Vehicle Ordering Guide](#).

- Complete environmental site assessments at all our owned properties, to fully understand potential environmental risks and liability associated with environmental contamination in the real property portfolio.

Procurement

The RCMP is one of the largest organizations in the Government of Canada in terms of investment in assets and acquired services. The RCMP's procurement needs are complex and diverse - from distributing uniforms, firearms and related equipment items for individual RCMP members and cadets, to surveillance gear, communications and information technology equipment, and laboratory supplies for policing requirements.

In accordance with the Treasury Board of Canada Secretariat (TBS) [Policy on Green Procurement](#), RCMP procures, operates, and disposes of its assets in a manner that protects the environment, while meeting its operational objectives and security requirements. To prioritize green procurement, performance evaluations include contributing and supporting the policy's objectives for key procurement officials at the RCMP.

On an ongoing basis, the RCMP conducts pre-solicitation² quality control reviews. As part of that process, environmental criteria are identified for inclusion in contracting documents. To further the objectives of the Policy on Green Procurement, the RCMP will review and update the tools and guidance provided to procurement officials, focusing on strengthening appropriate environmental criteria for high impact categories of goods and services.

With support from the [Greening Government Fund](#), the RCMP is leading two research and development projects to further our efforts on reducing embodied carbon in secure wall assemblies. If successful, these projects would have a wide impact on greening the construction of secure wall assemblies in RCMP facilities and other security government organizations.

² A solicitation document is a formal request for pricing for goods and services. Interested vendors (bidders) respond to the solicitation document with their proposed pricing (their bids). The bids are evaluated and the compliant vendor is recommended for the award of the contract.

Target theme: Federal leadership on responsible consumption

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (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
Maximize diversion of waste from landfill	Divert from landfill non-hazardous operational waste at RCMP major facilities. Program: Internal Services	Performance indicator: Percentage of total non-hazardous operational waste and plastic waste diverted from landfill by weight. Starting point: 55% of non-hazardous operational waste; 30% of plastic waste Target: 75% non-hazardous operational and 75% plastic waste diverted by 2030	Waste audits provide insight into non-hazardous operational waste streams at major facilities, from which opportunities to improve diversion and reduce waste are being identified. Relevant targets or ambitions: <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner <i>GIF Target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Indicator result: 62% of non-hazardous operational waste and 33% of plastic waste diverted from landfill in the 2023-24 fiscal year. Notes: The RCMP developed a Waste and Plastics Reduction Action Plan. We expect implementation in following years will increase diversions rates.

Target: By 2030, the Government of Canada will divert from landfill at least 90% by weight of all construction and demolition waste (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
Maximize diversion of waste from landfill	Divert construction, renovation and demolition waste from landfill for RCMP major projects. Program: Internal Services	Performance indicator: Percentage of construction, renovation and demolition waste diverted from landfill by weight Starting point: New program in 2022-23 Target: More than 90% diversion, overall, for all projects completed in each fiscal year, striving to achieve 100% by 2030	Tracking waste for major projects will give the RCMP insights into the creation and diversion of construction, renovation and demolition waste. RCMP will use this information to identify and implement opportunities to improve waste reduction and diversion. Relevant targets or ambitions: <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner <i>GIF Target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Indicator result: No result available. Notes: All projects completed before March 2024 began prior to the Greening Government Strategy requirement to track construction, renovation and demolition waste.

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
Disclose embodied carbon in construction	Reduce the embodied carbon footprint for structural materials of major construction projects in alignment with the TBS Standard on Embodied Carbon in Construction . Program: Internal Services	Performance indicator: Percentage reduction of embodied carbon in structural materials relative to the baseline mix Starting point: New program Target: 10% in 2023-24, working toward 30% by 2025-26	Actions that reduce the embodied carbon in construction will help to reduce Scope 3 emissions for the construction of new facilities. Using lower embodied carbon materials addresses emission reductions outside of facility operations and contributes further to the net-zero carbon balance. Relevant targets or ambitions: <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: No result available. Notes: All projects completed in the 2023-24 fiscal year began prior to the Greening Government Strategy requirement to track, disclose, and reduce the embodied carbon footprint for structural materials.
Transform the federal light-duty fleet	Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs) or hybrid-electric vehicles (HEVs). Program: Internal Services	Performance indicator: Percent of total annual light-duty on-road conventional vehicle purchases that are ZEVs or HEVs against the total annual light-duty on-road conventional vehicle purchases Starting point: 75% (27/36) in 2022-23 Target: 75% annually, aiming for 100%	The purchase of ZEVs also supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs or HEVs, will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: 90% (26/29) of conventional light-duty vehicles purchased were HEVs or ZEVs in the 2023-24 fiscal year. Of those, three were ZEVs.

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
Transform the federal light-duty fleet	<p>Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs or hybrid-electric vehicles (HEVs)).</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percent of total light-duty on-road conventional vehicles that are ZEV (including battery electric, plug-in hybrid and hydrogen fuel cell vehicles)</p> <p>Starting point: 13% (48/364 vehicles) in 2022-23</p> <p>Target: 100% by 2030</p>	<p>The purchase of ZEVs also supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs or HEVs, will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Indicator result: 2% of RCMP's conventional light-duty fleet were ZEVs in the 2023-24 fiscal year.</p> <p>Notes: The reduction from 22/23 in ZEVs is due to a recategorization from conventional fleet to national safety and security fleet based on RCMP's operational requirements.</p>
Transform the federal light-duty fleet	<p>Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs or hybrid-electric vehicles (HEVs)).</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percent reduction in GHG emissions from light-duty on-road conventional fleet, relative to 2005-06 levels</p> <p>Starting point: 4176 tonnes CO₂e in 2005-06³</p> <p>Target: 100% below 2005-06 levels by 2035</p>	<p>The purchase of ZEVs also supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs or HEVs, will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Indicator result: 82% reduction of GHG emissions from light-duty on-road conventional fleet in the fiscal year 2023-24, relative to 2005-06 levels.</p>

³ 2022-23 adjusted value

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	Integrate environmental considerations into procurement management processes and controls for goods and services Program: Internal Services	Performance indicator: Percentage of total solicitation documents issued by RCMP that incorporate environmental clauses Starting point: 85% in 2016-17 Target: 85% each year	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. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse <i>GIF target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities <i>GIF target: 12.8</i> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Indicator result: 89% of total solicitation documents issued by RCMP incorporated environmental clauses in the 2023-24 fiscal year. Notes: With the release of the Policy Notification (PN)-158: Standard language for environmentally preferable packaging the RCMP is transitioning and continuing to update solicitation document templates.
Strengthen green procurement criteria	Ensure decision makers have the necessary training and awareness to support green procurement Program: Internal Services	Performance indicator: Percentage of total procurement and materiel managers that have taken the Canadian School of Public Service Green Procurement training course within one year of being identified. Starting point: 99% in 2016-17 Target: 100%	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. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse <i>GIF target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities <i>GIF target: 12.8</i> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Indicator result: 100% of procurement and materiel managers have taken the Canadian School of Public Service Green Procurement training course within one year of being identified. Notes: The performance indicator includes procurement and materiel management specialists. The indicator result reflects this broadened scope.

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 FS DS target

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FS DS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Remediate high-priority contaminated sites	<p>Complete environmental site assessments at unassessed properties to understand associated environmental and human health risks and liability.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of owned portfolio assessed</p> <p>Starting point: 86% as of June 2023</p> <p>Target: 100% by 2026-27</p>	<p>The RCMP continues to manage our contaminated sites in accordance with the principles of the Federal Contaminated Sites Action Plan and in alignment with the Directive on the Management of Real Property with emphasis on ensuring the sites are safe for intended use and reducing the risk to human health and the environment from our operations in communities across Canada.</p> <p>Relevant targets or ambitions: <i>GIF Target: 12.4</i> 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 to minimize their adverse impacts on human health and the environment</p>	<p>Indicator result: 92% of the owned portfolio has been assessed as of April 2024.</p>
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations	<p>Metering and tracking potable water consumption at major facilities</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of major facilities that track potable water consumption</p> <p>Starting point: 100% in 2022-23</p> <p>Target: 100%</p>	<p>Measuring water usage at major facilities promotes responsible consumption by raising awareness, identifying wasteful practices, setting targets and enabling future planning. This contributes to sustainable water management.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF Target: 12.2</i> By 2030, achieve the sustainable management and efficient use of natural resources</p>	<p>Indicator result: 100% of major facilities tracked potable water consumption in the 2023-24 fiscal year.</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

Fleet

The RCMP has an extensive land, air and marine law enforcement fleet to support its operational requirements.

The RCMP's national safety and security fleet includes 14,000 land vehicles that support members in the delivery of policing services across Canada. This includes light-duty vehicles (for example, sedans, sport utility vehicles, pickup trucks and vans), medium and heavy-duty vehicles, motorcycles, and numerous off-road vehicles such as snowmobiles and all terrain vehicles that serve a wide range of operational needs including bomb trucks, dog trucks, mobile command posts, front loaders, and armoured vehicle platforms.

When it comes to policing on the water, the RCMP has over 365 vessels of various types including canoes, kayaks, dinghies, aluminum boats, bowriders, rigid hull inflatable boats and catamarans. The RCMP also police the skies with 30 aircrafts that are made up of both fixed wing and rotary wing aircrafts.



In 2023, RCMP's West Shore Detachment introduced the first fully electric RCMP vehicle, a Tesla Model Y, fully equipped to meet policing standards

As the federal department with the largest national safety and security fleet of on-road, light duty land vehicles, the RCMP plays a lead federal role in the transition to net-zero carbon by 2050. The RCMP is working towards modernizing its fleet through the implementation of electric vehicles and exploring opportunities to leverage emerging technologies while maintaining the ability to meet policing operational requirements. The RCMP's Operational Fleet Decarbonization Plan is being developed and will outline how we will reduce emissions of its national safety and security fleet in line with the overall 2050 net-zero emissions target. The plan will take into consideration market assessments, scientific testing and evaluation of deployed pilot ZEVs and ensuring that detachments have electric vehicle charging infrastructure in place for the future growth of RCMP's ZEV fleet.

Real Property

The RCMP real property portfolio stretches from coast to coast to coast and includes 4,421 real property assets, 7,114 hectares of land, and 1.64 million m² of floor area. Thus, the RCMP has a significant role to play in the Government's response to climate change and is working toward net-zero carbon and climate resilient operations by 2050.

To contribute to the net-zero carbon target, the RCMP is constructing new buildings to be net-zero carbon or net-zero-carbon-ready and has developed a Reusable Net-Zero Carbon Small Detachment Design for future construction projects. The department is also working to replace or convert existing heating, ventilation, air conditioning and refrigeration (HVAC-R) systems that use high global warming potential refrigerants, ozone depleting refrigerants and hydrofluorocarbons (HFCs) by 2030. Going forward, by refining our Carbon Neutral Portfolio Strategy, RCMP will identify the department's future pathways to decarbonize real property. This includes measures to use space efficiently, manage energy use at buildings, and switch to low carbon sources of energy where feasible.

The RCMP's [Environmental Scan](#) identifies climate change as one of six critical areas to consider when developing organizational strategies. Through a Portfolio-Wide Climate Change Vulnerability Assessment, the RCMP has identified climate vulnerabilities for critical infrastructure and is currently planning detailed asset level climate risk assessments for moderate to high risk critical assets. Climate change risks are considered at the outset for new projects, with internal guidance to ensure that Climate Risk and Vulnerability Assessments are completed. The RCMP also continues to increase training and build its own capacity on climate change impacts through internal communications, presentations, and targeted training for departmental environmental specialists.

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>Update inventory of HVAC-R equipment and convert or replace systems in alignment with TBS' HVAC-R Guidance</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of existing HVAC-R systems using high global warming potential refrigerants, ozone depleting refrigerants, and HFCs that are converted or replaced with climate-friendly alternatives</p> <p>Starting point: New Program in 2023-24</p> <p>Target: Convert or replace 100% of systems identified as having a high global warming potential by 2030</p>	<p>Eliminating high global warming potential refrigerants in our HVAC-R equipment will protect the atmosphere from accidental emissions of ozone depleting, potent and long-lasting greenhouse gases.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions</p> <p><i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</p>	<p>Indicator result: 0% of systems identified as having a high global warming potential have been converted or replaced in the 2023-24 fiscal year.</p> <p>Notes: All systems requiring conversion or replacement have now been identified. The conversion or replacement of these systems will be included as part of upcoming major retrofit projects where possible.</p>
<p>Modernize through net-zero carbon buildings</p>	<p>Construct all new buildings to be net-zero carbon unless a GHG life-cycle cost analysis indicates net-zero-carbon-ready construction.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of total new building construction projects completed each year that are net-zero carbon or net-zero-carbon-ready construction.</p> <p>Starting point: 15% in 2022-23 (2 of 13)⁴</p> <p>Target: 100% each year</p>	<p>Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions</p> <p><i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</p> <p><i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result: 45% (5 of 11) of total new building construction projects completed were net-zero carbon or net-zero-carbon-ready construction in the 2023-24 fiscal year.</p> <p>Notes: The net-zero carbon or net-zero-carbon-ready requirement was not applicable to all of the projects completed in 2023-24 as design services were awarded or initiated prior to the directive on net-zero carbon construction. However, the RCMP proactively included the requirement in five of the new construction builds.</p>

⁴ Most projects completed in 2022-23 were designed prior to the 2020 Greening Government Strategy update

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>Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits</p>	<p>Incorporate GHG emissions reduction into the departmental decision-making process using GHG life-cycle cost analysis for major building retrofits.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage change in GHG emissions from real property from fiscal year 2005-06</p> <p>Starting point: 5,529 tonnes CO₂e in 2005-06⁵</p> <p>Target: At least 40% reduction by 2025, continuing reduction to 50% by 2030</p>	<p>Conducting a GHG life-cycle cost analysis for all major retrofits will allow the RCMP to recommend and choose design options with optimal GHG savings. This will contribute to lowering GHG emissions by considering the long-term cost of carbon and other environmental implications of building.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions <i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions. <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result: 35% reduction in GHG emissions from real property in the 2023-24 fiscal year, relative to 2005-06 levels.</p>

⁵ 2022-23 adjusted value

Target: The Government of Canada will transition to net-zero carbon national safety and security fleet operations by 2050 (ministers with national safety and security fleets)

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>Improve environmental performance of national safety and security fleets</p>	<p>RCMP will complete an Operational Fleet Decarbonization Plan in fiscal year 2023-24 that outlines how the department will reduce emissions from operations in line with the overall 2050 target. Early priority will be placed on purchasing ZEVs for the light duty fleet.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of the light duty national safety and security fleet that are ZEVs, with required charging infrastructure</p> <p>Starting point: New program</p> <p>Target: Working toward 50% ZEVs by 2030, except where no available ZEV options meet operational requirements or electrification is not feasible.</p>	<p>The RCMP has the largest on-road fleet within the federal government. Implementation of the national safety and security operational fleet decarbonization plan will significantly contribute to overall reduction of federal fleet GHG emissions.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions <i>CIF Target: 13.1</i> By 2030, reduce Canada's total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions. <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result: 3% of RCMP's national safety and security fleet was made up of HEVs and ZEVs in the 2023-24 fiscal year. Of those, 12 vehicles were ZEV</p> <p>Notes: The RCMP purchased an additional 317 HEVs and 41 ZEVs for future deployment. Charging infrastructure is available at 7 RCMP facilities. RCMP will complete an Operational Fleet Decarbonization Plan in fiscal year 2024-25.</p>

Target: The Government of Canada will transition to climate resilient operations 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
Reduce risks posed by climate change to federal assets, services and operations	Conduct a portfolio-level Climate Change Vulnerability Assessment (CCVA) for mission critical assets, that incorporates current and future location-specific climate data in the analysis Program: Internal Services	Performance indicator: Complete portfolio-level CCVA for mission critical assets Starting point: New program Target: Complete by March 31st, 2024	Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians. Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change <i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Indicator result: Portfolio-level CCVA completed in the 2023-24 fiscal year.
Reduce risks posed by climate change to federal assets, services and operations	Following a portfolio-level CCVA, conduct Climate Risk and Vulnerability Assessments (CRiVA) for mission critical real property assets identified as high or moderate risk Program: Internal Services	Performance indicator: Percentage of mission critical assets at moderate to high risk of climate change impacts that have had a facility-specific CRiVA conducted Starting point: New program Target: 40% by 2027	Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians. Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change <i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Indicator result: 1% of mission critical assets at moderate to high risk of climate change impacts have had a facility-specific CRiVA conducted in the 2023-24 fiscal year. Notes: Moderate to high risk mission critical assets were identified in the 2023-24 CCVA. Strategic plans are now being developed to assess these assets by the target date.
Reduce risks posed by climate change to federal assets, services and operations	Conduct CRiVAs for new construction and major retrofit projects Program: Internal Services	Performance indicator: Percentage of new construction projects and major retrofits that have had a CRiVA conducted Starting point: New program Target: 100% each year	Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians. Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change <i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Indicator result: No result available. Notes: All projects completed in 2023-24 were designed prior to the 2020 Greening Government Strategy update and the CRiVA was not a requirement.



GOAL 16: PROMOTE A FAIR AND ACCESSIBLE JUSTICE SYSTEM, ENFORCE ENVIRONMENTAL LAWS, AND MANAGE IMPACTS

FSDS Context:

The FSDS recognizes that the RCMP is committed to modernizing and improving its culture to ensure policing excellence from coast to coast to coast. The organization is continuously finding ways to take better care of our employees, treating all those we serve with dignity and respect, and carrying out our police work in ways that builds trust and confidence. Keeping people safe is our primary mandate, and the RCMP will continue to deliver programs and services that advance crime prevention and support sustainable development.

The Vision 150 and Beyond strategic plan set the direction for modernizing the RCMP. It was the organization's first strategic plan in over ten years, with a focus on four pillars: Our People, Our Culture, Our Stewardship, and Our Policing Services.

Following the release of Vision 150 and Beyond, the RCMP began proactively reporting progress online on key initiatives under five major priorities:

- Ensure a safe, equitable workplace
- Address systemic racism
- Advance reconciliation with Indigenous Peoples
- Support modern policing
- Improve accountability, transparency and conduct

A renewed strategic plan in 2024 will refresh the RCMP's strategic priorities in a spirit consistent with Vision 150 and Beyond. This plan will continue to embrace a proactive approach to reporting while incorporating further performance measurement components and embracing principles of open government.

Strategic plan initiatives to support diversity, create an inclusive workplace, and advance reconciliation with Indigenous Peoples support Goal 10.

Other actions as part of the strategic plan directly support a fair and accessible justice system, including:

- **Collecting disaggregated race-based data on police interactions with racialized and Indigenous Peoples**

The Race-Based Data Collection Initiative is an important part of the RCMP's larger efforts to address systemic racism and improve our services for the communities we serve. The Initiative aims for greater effectiveness, efficiency and equity in our impact. Meaningful engagement helps the RCMP understand local community context and employee perspectives. The Race-Based Data Collection Initiative pilot began in January 2024 in Whitehorse, Yukon, Wood Buffalo (Fort McMurray), Alberta and Thompson, Manitoba with additional pilots being scheduled in British Columbia and Nova Scotia. The RCMP will analyze the data to identify trends that point to disproportionate outcomes for racialized individuals and examine ways to address systemic racism in policing and the broader justice system.

- **Modernizing recruitment to support diversity and reduce bias**

The RCMP has and continues to modernize the recruitment approach to identify and rectify barriers that have impeded women, Black, Indigenous, and other racialized groups from being successful in the application process.

The RCMP has contracted two external companies to conduct recruitment market research and develop a marketing strategy. The marketing strategy will help target our efforts more precisely with a focus on attracting sought-after candidates, equity seeking groups, and Indigenous candidates.

Recommendations from the 2021 PricewaterhouseCooper's end-to-end review and the November 2022 comprehensive internal review of the recruitment process have been implemented and are being measured. For example, residency thresholds for Permanent Residents have been reduced to attract a greater diversity of candidates, thereby benefitting from Canada's growing immigrant population and continuing to build a team reflective of the public we serve.

The new online cognitive and personality assessment tool that is being used to screen all potential candidates, introduced in April 2022, has resulted in a significant increase in pass rates across all candidates, with members of visible minorities being the most successful. Additionally, we have reduced the time to process new recruits by 97 days.

The RCMP launched the Diverse and Inclusive Pre-Cadet Experience (DICE), a new three-week program at the National Training Academy, which focuses on removing systemic barriers that impact racialized and underrepresented persons aspiring to join the RCMP. As part of the new program, pre-cadets are paired with mentors for support and guidance.

- **Increasing the use of restorative justice programs**

The RCMP is working towards a minimum five per cent increase in referrals to restorative justice programs that seek to repair harm by providing an opportunity for victims, offenders, and affected communities to actively participate in the justice process in meaningful and purposeful ways in the aftermath of a crime. Restorative justice also diverts individuals from the criminal justice system.

A revised Restorative Justice Policy has been through all levels of review and consultation. Translation and final approval have commenced for formal publication. The goal of the policy is to increase employee awareness, education, and engagement on restorative justice, as well as to increase the frequency of restorative justice referrals in RCMP jurisdictions.

In June 2023, a Restorative Mindset training course was introduced for RCMP employees. It will be made available on the Canadian Police Knowledge Network, allowing Government of Canada and Canadian law enforcement employees access to the course in the near future.

The pilot project between the RCMP and the Department of Justice began in spring 2022 with a goal of bringing together local RCMP detachments and Indigenous justice programs to increase restorative justice referrals and strengthen their working relationships. Thus far, there are nine pilot sites in six different provinces and territories. An additional four sites and two provinces/territories were scheduled to join the pilot in 2023-24.

- **Disclosing police information on a routine basis**

The RCMP released its fourth report on the Disclosure of police information, which contains 2022 data. As in the previous report, the data was broken down by police intervention options, calls to the RCMP for services (occurrences), and RCMP employee and diversity statistics. The RCMP will continue to disclose this information and take action to increase transparency, as is outlined in the RCMP's Transparency and Trust Strategy.

- **Equipping RCMP officers with body worn cameras**

All RCMP officers who have operational interactions with the public will be equipped with a body-worn camera while on duty. This includes the front-line police officers that hold specific duty functions in uniform policing activities and account for over 90% of use of force encounters documented. It is estimated that 10,000 to 15,000 cameras will be deployed. Supporting software will store and ensure ready access to video evidence to support court proceedings, access to information requests, and other complaint processes in a manner that respects privacy legislation. A field test using body-worn cameras and a digital evidence management system ran from February 5, 2024 to March 31, 2024 and was deemed successful. Once the full service is set up, the intention is to deploy nationally starting in fall 2024 and over the following months.

Target theme: A fair and accessible justice system and the rule of law

Target: By 2030, at least 70% of Canadians think the criminal justice system is both fair and accessible to all people (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
Take action to improve fairness in law enforcement and the criminal justice system	<p>Address systemic racism, including through collecting and analyzing race-based data on police interactions</p> <p>Program: Contract and Indigenous Policing</p>	<p>Performance indicator: Canadian Views of RCMP Policing Services Survey Questionnaire – Views of the RCMP (Sensitivity)</p> <p>Starting point: Fewer than four in ten agree that the RCMP is sensitive to the needs of Canada’s various cultures and groups (39%); one in three agree that the RCMP treats members of visible minority groups fairly (35%) or that it treats Indigenous people fairly (30%) (2021-22)</p> <p>Target: Trending improvement in annual survey results</p>	<p>Systemic racism in policing and the broader justice system has been the subject of increased public dialogue since the summer of 2020. A strong response to address systemic racism and discrimination in the RCMP will help increase the percentage of Canadian who think that the criminal justice system is both fair and accessible to all people.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 16.6</i> Canadians have equal access to justice <i>CIF Ambition: 16.7</i> Canadians are supported by effective, accountable, and transparent institutions</p>	<p>Indicator result: Four in ten agree that the RCMP is sensitive to the needs of Canada’s various cultures and groups (45%), and that the RCMP treats members of racialized groups fairly (41%). One in three agree that the RCMP treats Indigenous people fairly (35%) in 2022-23.</p> <p>Notes: The survey used to report on this performance indicator was not conducted in 2023-24, most recent results in 2022-23 are used.</p> <p>Tracking reveals an increase in agreement over the past years across all of these issues.</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
Take action to improve fairness in law enforcement and the criminal justice system	<p>Advance reconciliation with Indigenous Peoples through increasing the use of restorative justice programs</p> <p>Program: Contract and Indigenous Policing</p>	<p>Performance indicator: Percentage increase in individuals who are referred to a Restorative Justice Program (pre-charge diversion from conventional criminal charges)</p> <p>Starting point: 56% (baseline year 2021-22)</p> <p>Target: 5% increase in pre-charge referrals to restorative justice from baseline</p>	<p>Restorative justice brings the community and the police closer together and works toward increasing and improving community and police relations. It also diverts individuals from the criminal justice system and, specifically, the court and prison systems along with rehabilitating offenders.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 16.6 Canadians have equal access to justice</p>	<p>Indicator result: 56% in 2021-22.</p> <p>Notes: The occurrence records process, used to report on this performance indicator, is often delayed. RCMP Restorative Justice data requires a delay of 24-36 months to accurately reflect referrals made. 2023-24 results will be available in 2026-27. Most recent results in 2021-22 are used.</p>
Take action to improve fairness in law enforcement and the criminal justice system	<p>Improve accountability, transparency and conduct, including through disclosing police information on use of force, calls for service and diversity statistics, and equipping RCMP officers with body worn cameras and improving transparent oversight of serious incidents</p> <p>Program: Contract and Indigenous Policing</p>	<p>Performance indicator: Canadian Views of RCMP Policing Services Survey Questionnaire – Views of the RCMP (Transparency)</p> <p>Starting point: Proportion of Canadians who agree the RCMP is an open and transparent organization (25%); and those who feel the RCMP provides adequate information about its work (34%) (2021-22)</p> <p>Target: Trending improvement in annual survey results</p>	<p>As part of the RCMP's ongoing commitment to increased transparency, the RCMP is sharing more information with the public to build trust in the fairness in law enforcement. Body worn cameras also help demonstrate and promote fairness in law enforcement because they show what happens during interactions with police, can be used as evidence for complaints or in court and encourage better police and public behaviour</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 16.6 Canadians have equal access to justice</p> <p><i>CIF Ambition:</i> 16.7 Canadians are supported by effective, accountable, and transparent institutions</p>	<p>Indicator result: No result available.</p> <p>Notes: The survey used to report on this performance indicator was not conducted in 2023-24 and questions on transparency were not included in the 2022-23 survey used to report on this performance indicator.</p>

Initiatives advancing Canada's implementation of SDG 16 – Peace, Justice and Strong Institutions

RCMP programming supports the 2030 Agenda and SDG GIF targets: 16.1 Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime; and 16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children. As also reported in the RCMP's 2023-24 Departmental Results Report, the RCMP:

- pursued online child sexual exploitation investigations, identified victims to remove them from abusive situations, and brought offenders to justice, including those who offended abroad
- increased the number of identified Canadian victims uploaded to the International Child Sexual Exploitation Database, managed by INTERPOL, by approximately 16%, from 2,888 to 3,353 to further support investigations and minimize duplication of efforts
- shared information about potentially dangerous travelling child sex offenders to foreign law enforcement, using the provisions for prevention under the authority of the [Sex Offender Information Registration Act](#), including 33 proactive disclosures with foreign law enforcement about potentially dangerous travelling child sex offenders, and made 3,250 individual travel reports where a registered sex offender reported travel to an address outside of Canada, and
- advanced international operations priorities including by boosting counter terrorism capacity-building initiatives in the Asia Pacific, Western Africa, and Sahel regions.

Integrating Sustainable Development

The RCMP will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. Updates to RCMP's SEA process includes identification on potential impacts on the environment and on relevant FSDS goals and targets.

All RCMP led proposals underwent Preliminary SEA Scans which indicated that no further assessments were required. As such, no detailed SEAs were conducted and no public statements made in the 2023-24 fiscal year.

