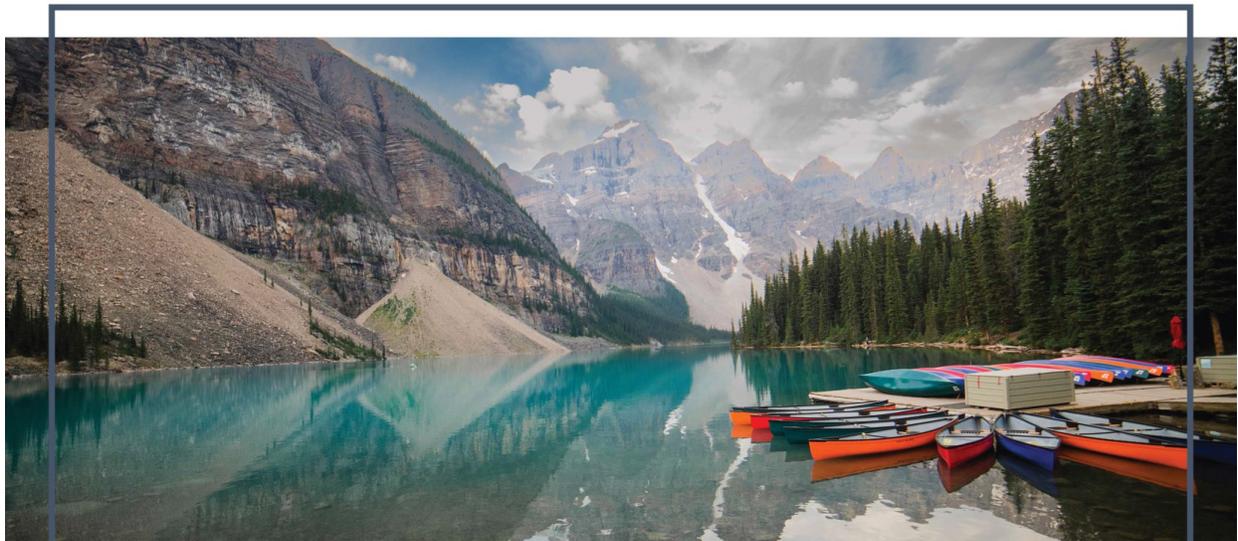




# 2024 to 2025 Departmental Sustainable Development Strategy Progress Report



## 2024 to 2025 Departmental Sustainable Development Strategy Progress Report

IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)

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

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

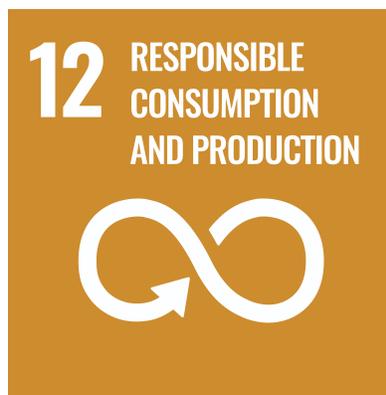
In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, Immigration, Refugees and Citizenship Canada (IRCC) supports the goals laid out in the FSDS through the activities described in IRCC's 2023 to 2027 Departmental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

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in IRCC's DSDS and 2024 to 2025 DSDS Progress Report.

To promote coordinated action on sustainable development across the Government of Canada, IRCC'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 captures progress on SDG initiatives that fall outside the scope of the FSDS.



## Commitments for Immigration, Refugees and Citizenship Canada (IRCC):



### GOAL 10:

ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

## FSDS Context:

In recognition of the current scope of the FSDS, IRCC will implement additional accountability to advance reconciliation with Indigenous Peoples and take action on inequality.

IRCC will embrace the mandate by including Indigenous cultural competencies training and increase Indigenous, racialized and 2SLGBTQI+ representation at IRCC.

The reporting of such activities will strengthen alignment between the Department and the Government, as well as the UN Sustainable Development Goals.

**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 2024 to 2025
<p>Implement the United Nations Declaration on the <i>Rights of Indigenous Peoples Act</i></p>	<p>Encourage all Sectors to participate in the KAIROS Blanket Exercise (KBE) experience in order to further Truth and Reconciliation learning opportunities.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage increase of IRCC employees who have experienced the KAIROS Blanket Exercise.</p> <p><b>Starting point:</b> New initiative started in April 2022. At the end of 2022, 91 employees (0.72% of IRCC population) had participated in the KBE.</p> <p><b>Target:</b> 5% annual increase of IRCC employees who have experienced the KAIROS Blanket Exercise.</p>	<p>This goal focuses on the importance of bringing awareness, promoting diversity to create an inclusive community, supporting and engaging staff to build reconciliation into their work as a response to the Calls To Action and IRCC's work to implement the United Nations Declaration on the <i>Rights of Indigenous Peoples Act</i>.</p> <p><b>Relevant targets or ambitions:</b>  <b>CIF Ambition/Target 10.2:</b> Canadians live free of discrimination and inequalities are reduced  <b>CIF Indicator 10.2.1:</b> Proportion of the population reporting discrimination or unfair treatment  <b>GIF Indicator 10.2:</b> 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><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>Increase of 0.83% of IRCC employees had experienced the KAIROS Blanket Exercise from 2023 to 2024.</li> </ul> <p><b>Notes:</b> Participation rates were provided by the departmental Indigenous People's Circle (IPC) based on the sessions they led. It is important to note that individual or team-led participation was not centrally tracked therefore actual participation rates could be higher than reported</p>
-	<p>Launch of Indigenous Career Navigator Program (ICNP) to support career development</p>	<p><b>Performance indicators:</b> Employment equity representation gap (%) for</p>	<p>This goal focuses on Supporting Indigenous employees' career development, ensuring equitable access to opportunities, and</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>The employment equity representation gap for Indigenous Peoples at IRCC was of 0.1%.</li> </ul>

	<p>of Indigenous Peoples.</p> <p><b>Program:</b> Internal and External Services</p>	<p>Indigenous Peoples at IRCC.</p> <p><b>Starting Point:</b> The ICNP was launched in July 2024 as a pilot project for one year with a representation gap of 0.3%.</p> <p><b>Target:</b> Eliminate the employment equity representation gap from 0.3% to 0% for Indigenous peoples at IRCC.</p>	<p>fostering an inclusive workplace.</p> <p><b>Relevant targets or ambitions:</b>  <b>CIF Ambition/Target 10.2:</b>  <b>Ambition</b> - Canadians live free of discrimination and inequalities are reduced.</p> <p><b>CIF Indicator 10.2.1:</b> Proportion of the population reporting discrimination or unfair treatment.</p> <p><b>GIF Indicator 10.2:</b> 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><b>GIF Indicator 10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p><b>Notes:</b>  While not included as an indicator in this Report, under the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> Action Plan Measure Shared Priorities 52 (APM SP52), Canada will pursue legislative amendments to the <i>Immigration and Refugee Protection Act</i> (IRPA), amendments to relevant regulations and revisions to policies in order to address complex border crossing and migration challenges faced by Indigenous peoples divided by Canada's international borders, including options to amend Canada's right of entry provision. To alleviate immediate mobility challenges while seeking the long-term legislative solutions necessary to implement this Action Plan Measure, in 2024 IRCC launched a series of Temporary Measures to facilitate family reunification for Indigenous people separated by Canada's international borders, including those belonging to federally recognized tribes in the U.S. and the Manitoba Métis Federation</p>
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**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 2024 to 2025
<p>Implement the Disaggregated Data Action Plan to fill data and knowledge gaps on inequalities</p>	<p>Socialize employment equity representation baselines to recruit and retain employment equity groups within IRCC based on disaggregated data which include intersectionality by gender for all Indigenous persons, racialized, Black and persons with disabilities at all career levels (entry, middle-managers and executives)</p>	<p><b>Performance indicator:</b> % of IRCC employment equity representation at all career levels</p> <p><b>Starting point:</b> IRCC employment equity representation as of October 6, 2021 for all career levels:</p> <p><b>Entry Level:</b></p> <ul style="list-style-type: none"> <li>Racialized Men: 8.8%</li> </ul>	<p>This goal focuses on data collection, analysis and communication of hiring goals to build and maintain a representative workforce to address gender gaps, racism and other systemic barriers. IRCC recognizes that implementing disaggregated data will help us in our commitment to building a representative workforce at all career levels that not only reflect the reality of Canada today but will work toward better reflecting Canada's future population. Used effectively, this data will help to identify</p>	<p><b>Indicator result:</b>  By end of 2024 to 2025 fiscal year: IRCC's employment equity representation for all career levels were:</p> <p><b>Entry Level:</b></p> <ul style="list-style-type: none"> <li>Racialized Men: 9.1%</li> <li>Racialized Women: 18.9%</li> <li>Black Men: 3.6%</li> <li>Black Women: 9.1%</li> <li>Indigenous Men: 0.8%</li> <li>Indigenous Women: 2.6%</li> <li>Men with a disability: 1.9%</li> <li>Women with a disability: 5.8%</li> </ul> <p><b>Middle Managers Level:</b></p> <ul style="list-style-type: none"> <li>Racialized Men: 8.2%</li> <li>Racialized Women: 16.9%</li> </ul>

**Program:** Internal Services

- Racialized Women: 16%
- Black Men: 4.1%
- Black Women: 7.0%
- Indigenous Men: 0.9%
- Indigenous Women: 2.1%
- Men with a disability: 1.7%
- Women with a disability: 3.4%

**Middle Managers Level:**

- Racialized Men: 8.9%
- Racialized Women: 12.9%
- Black Men: 2.5%
- Black Women: 2.7%
- Indigenous Men: 1.2%
- Indigenous Women: 1.70%
- Men with a disability: 1.9%
- Women with a disability: 2.2%

**Executive Level:**

- Racialized Men: 3.2%
- Racialized Women: 8.6%
- Black Men: n/a\*
- Black Women: n/a\*
- Indigenous Men: n/a\*
- Indigenous Women: n/a\*
- Men with a disability: 3.7%
- Women with a disability: 3.2%

**Target:**

3-year commitment to meet or exceed employment equity

and correct barriers which will have a direct impact on policies, programs and immigration decision-making.

**Relevant targets or ambitions:**

**CIF Ambition/Target 10.2:** **Ambition:** Canadians live free of discrimination and inequalities are reduced

**CIF Indicator 10.2.1:** Proportion of the population reporting discrimination or unfair treatment

**GIF Indicator 10.2:**

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

**GIF Indicator 10.3:**

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

- Black Men: 3.0%
- Black Women: 4.8%
- Indigenous Men: 0.6%
- Indigenous Women: 0.9%
- Men with a disability: 2.2%
- Women with a disability: 4.5%

**Executive Level:**

- Racialized Men: 6.0%
- Racialized Women: 18.6%
- Black Men: 2.3%
- Black Women: 3.5%
- Indigenous Men: 1.4%
- Indigenous Women: 0.6%
- Men with a disability: 4.1%
- Women with a disability: 2.2%

**Notes:**

n/a\* is used when the data is suppressed due to the fact that the population is less than five employees. In this case, the increase cannot be calculated.

As the *Employment Equity Act (EEA)* has not yet been modernized, self-identification on 2SLGBTQI+ employees can not be collected and reported on for this time. Once the *EEA* has been updated, as is anticipated in the coming years, the DSDS targets and indicators will be updated at that point.

representation  
baselines  
objectives by  
December 2027 at  
all career levels:

**Entry Level:**

- Racialized Men: 6.8%
- Racialized Women: 14.6%
- Black Men: 1.5%
- Black Women: 3.1%
- Indigenous Men: 1.3%
- Indigenous Women: 2.9%
- Men with a disability: 3.1%
- Women with a disability: 6.4%

**Middle Managers Level:**

- Racialized Men: 11.1%
- Racialized Women: 16.1%
- Black Men: 2.0%
- Black Women: 3.0%
- Indigenous Men: 1.4%
- Indigenous Women: 2.1%
- Men with a disability: 3.9%
- Women with a disability: 5.6%

**Executive Level:**

- Racialized Men: 12.0%
- Racialized Women: 16.1%
- Black Men: 0%
- Black Women: 0%
- Indigenous Men: 0%
- Indigenous Women: 0%
- Men with a disability: 4.1%
- Women with a disability:

		5.5%		
Foster diversity, inclusion and accessibility in the federal public service	<p>Train all IRCC employees to foster a more inclusive workplace culture by offering the following courses:  <i>"Moving from Bias to Inclusion"</i> and <i>"Adopting an Inclusive Mindset at Work"</i></p> <p><b>Program:</b> Internal Services</p> <p>Implement the following mandatory training for all selection board members: <i>"Inclusive Hiring Practices for a Diverse Workforce"</i></p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator #1:</b> Percentage (%) of IRCC employees who have completed the mandatory training.</p> <p><b>Starting point:</b> New initiative started in February 2023</p> <p><b>Target #1:</b> 100% completion rate by March 2024 and every fiscal going forward.</p> <p><b>Performance indicator #2:</b> % of selection board members who have completed the mandatory training course.</p> <p><b>Starting point:</b> 100% completion rate has been obtained since the implementation of this initiative on April 1, 2022.</p> <p><b>Target #2:</b> 70% completion rate by end of fiscal year 2026-2027.</p>	<p>This goal focuses on the importance of creating a workplace culture that is respectful, safe and inclusive, where employees feel a sense of belonging. Recognizing and understanding our thoughts and behaviours and becoming more aware of our unconscious biases can help us in creating and maintaining an inclusive work environment, and contributing to the fight against discrimination of all types, including racism in the federal public service.</p> <p><b>Relevant targets or ambitions:</b>  <b>CIF Ambition/Target 10.2:</b>  <b>Ambitions:</b> Canadians live free of discrimination and inequalities are reduced</p> <p><b>CIF Indicator 10.2.1:</b>  Proportion of the population reporting discrimination or unfair treatment</p> <p><b>GIF Indicator 10.2:</b>  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><b>GIF Indicator 10.3:</b>  Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<p><b>Indicator result #1:</b>  By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>54.04% of IRCC employees have completed the mandatory training <i>Adopting an Inclusive Mindset at Work</i>.</li> <li>54.84% of IRCC employees have completed the mandatory training <i>Moving from Bias to Inclusion</i>.</li> </ul> <p><b>Notes:</b>  IRCC is working towards achieving the targets. Increase of it's workforce, leave, job-specific training or onboarding requirements as well as conflicting departmental priorities due to departmental re-alignment may be contributing factors to preventing IRCC from reaching its target this fiscal year.</p> <p><b>Indicator result #2:</b>  By the end of the 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>100% completion rate of mandatory training for selection board members was reached.</li> </ul> <p>As it relates to GIF Indicator 10.2, on August 2021, it was announced that the Government of Canada is implementing a mandatory requirement for federal departments and agencies to ensure a minimum of 5% of the total value of contracts are held by qualified Indigenous businesses. IRCC continues to take concrete actions to ensure this commitment is met.</p> <p>As it relates to Indicator 10.3, IRCC's policy development and Cabinet proposals follows guidance designed to identify and assess impacts on Indigenous people. The requirement to assess proposals to Cabinet for modern treaty implications was established by the <a href="#">Cabinet Directive on the Federal Approach to Modern Treaty Implementation</a>. The objective of the assessment is to ensure that federal initiatives are developed and implemented in a way that respects and complies with modern treaties and the rights of modern treaty partners. IRCC also adheres to the <a href="#">Cabinet Directive on the Implementation of the Inuit Nunangat Policy</a> which supports the consistent implementation of the Inuit Nunangat Policy across all federal departments and agencies. IRCC also uses the <i>United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)</i> guidance/assessment tool provided by Justice to identify impacts.</p> <p>Additionally, over the course of 2024-2025, IRCC and the CBSA continued to</p>

				engage in discussions about complex border crossing and migration challenges with 17 Indigenous partners. The insights gained from these discussions will be incorporated into policy options, with additional discussions contemplated for next fiscal year.
-	Implementation of All-Access Washrooms (AAW) in all IRCC offices.  <b>Program:</b> Internal Services	<b>Performance indicator:</b> Completion rate of AAW in all IRCC workspaces in NCR (%) and the Regions (%).  <b>Starting Point:</b> This initiative was implemented in 2023 with NCR - 85% complete and Regions - 35% complete.  <b>Target:</b> 100% completion rate in regions and 100% completion rate in the NCR by 2027.	The goal is to foster inclusivity, accessibility, and ensure equity by removing barriers for all employees. through these changes to the built environment.  <b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 10.2: Ambition</b> - Canadians live free of discrimination and inequalities are reduced.  <b>CIF Indicator 10.2.1:</b> Proportion of the population reporting discrimination or unfair treatment.  <b>GIF Indicator 10.2:</b> 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.  <b>GIF Indicator 10.3:</b> 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.	<b>Indicator result:</b> By end of 2024 to 2025 fiscal year: <ul style="list-style-type: none"><li>The completion rate for the implementation of AAW in the NCR was 85% and 90% in the Regions.</li></ul>

### 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 2024 to 2025
Increased Indigenous employment in the federal public service	Actively supporting the recruitment and retention of Indigenous Peoples by: <ul style="list-style-type: none"> <li>Partnering with Indigenous organizations to attract and retain new talent that reflects Canada's diversity</li> </ul>	<b>Performance indicator:</b> Percentage (%) of representation of Indigenous peoples in IRCC's workforce within all career levels of the organization.  <b>Starting point:</b> IRCC's workforce representation of	This goal focuses on taking action on inequality and advancing reconciliation with First Nations, Inuit, and Métis communities and draws inspiration from SDG Global Indicator Framework targets. IRCC is committed to making our department more inclusive for everyone by fostering an equitable workplace culture that values diversity and creating an environment that is welcoming and rewarding for all.	<b>Indicator result:</b> By end of 2024 to 2025 fiscal year:  IRCC's workforce representation of Indigenous peoples within all career levels of the organization: <ul style="list-style-type: none"> <li>3.4% at the entry level</li> </ul>

	<ul style="list-style-type: none"> <li>Reviewing and ensuring hiring processes are culturally sensitive and driven to remove barriers during the appointment of Indigenous peoples</li> </ul> <p><b>Program:</b> Internal Services</p>	<p>Indigenous peoples within all career levels of the organization as of October 6, 2021:</p> <ul style="list-style-type: none"> <li>3.0% at the entry level</li> <li>2.9% at middle manager level</li> <li>1.6% at executive level</li> </ul> <p><b>Target:</b> By end of 2026 meet or exceed the representation of Indigenous Peoples in IRCC workforce:</p> <ul style="list-style-type: none"> <li>4.2% at the entry level</li> <li>3.6% at middle manager level</li> <li>3.5% at executive level</li> </ul>	<p><b>Relevant targets or ambitions:</b> <b>CIF Indicator 10.2:</b> Ambition: Canadians live free of discrimination and inequalities are reduced.</p> <p><b>CIF 10.2.1:</b> Proportion of the population reporting discrimination or unfair treatment.</p> <p><b>GIF Indicator 10.2:</b> 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><b>GIF Indicator 10.3:</b> 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>	<ul style="list-style-type: none"> <li>1.4% at middle manager level</li> <li>2.0% at executive level</li> </ul> <p><b>Notes:</b> IRCC is working towards achieving objectives for all career levels.</p>
Support accessibility and employment opportunities for persons with disabilities	<p>Ensuring the implementation of the Department's Accessibility Strategy</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage (%) of representation of persons with disabilities in IRCC's workforce within all career levels of the organization.</p> <p><b>Starting point:</b> IRCC's workforce representation of persons with disabilities within all career levels of the organization as of October 6, 2021:</p> <ul style="list-style-type: none"> <li>7.0% at the entry level</li> <li>4.1% at middle manager level</li> <li>5.1% at executive level</li> </ul> <p><b>Target:</b> By end of 2027 meet or exceed the representation of persons with disabilities in IRCC workforce:</p> <ul style="list-style-type: none"> <li>9.5% at the entry level</li> <li>9.5% at middle managers level</li> <li>9.5% at executives level</li> </ul>	<p>This goal focuses on taking action on inequality and advancing inclusion for people with disabilities. IRCC is committed to making our department an inclusive environment for persons with disabilities and recognizes the importance of accessibility in the workplace by creating communities, services and programs that allow everyone to participate fully without barriers.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 10.2:</b> Ambition: Canadians live free of discrimination and inequalities are reduced.</p> <p><b>CIF Indicator 10.2.1:</b> Proportion of the population reporting discrimination or unfair treatment.</p> <p><b>GIF Indicator 10.2:</b> 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><b>GIF Indicator10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year: IRCC's workforce representation of persons with disabilities within all career levels of the organization was:</p> <ul style="list-style-type: none"> <li>7.7% at the entry level</li> <li>6.7% at middle manager level</li> <li>6.3% at executive level</li> </ul> <p><b>Notes:</b> Working towards achieving objectives for career levels.</p>

### Initiatives advancing Canada's implementation of SDG 10 – Reduced Inequalities

The following initiatives supplements the information outlined above and demonstrates how Immigration Refugees and Citizenship Canada (IRCC) supports the 2030 Agenda and the SDGs.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS	RESULTS ACHIEVED 2024 to 2025
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	AND/OR GLOBAL TARGETS	
<p>Purchase offset credits from Indigenous National Communities in support of local communities and to help reduce IRCC's GHG emissions.</p> <p>In support of local indigenous communities, IRCC engages with relevant vendors at the national level to purchase Offset credits that will help reduce its "hard-to-reduce" GHG emissions.</p>	<p><b>CIF Ambition 12.2</b> Canadians consume in a sustainable manner.</p> <p><b>CIF Indicator 12.2.1</b> Proportion of businesses that adopted selected environmental protection activities and management practices.</p>	<p>As per IRCC's commitment to support local communities and reduce its air-travel GHG emissions, IRCC purchased offset credits from a local vendor in Vancouver. The organization returns forest management to First Nations, creating long-term economic opportunities. The number of credits purchased were determined by ministerial travel data from April 1st, 2022 to March 31st 2025.</p>



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

This Goal focuses on reducing waste and transitioning to zero-emission vehicles which directly supports two of the SDG Global Indicator Framework targets:

- 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities

In support to the above, IRCC is embracing new departmental actions namely in green procurement planning and waste reduction management. These actions will help Canada transition to a cleaner and more circular economy that prioritizes green alternatives to products and services, and reduces consumption and waste generation. These actions will contribute to a healthier environment through reducing negative impacts of climate change and improve resilience to resource shortages, rising prices and supply chain interruptions.

IRCC's departmental actions will increase the alignment with the Government's, as well as the UN 2030 Agenda on SDGs', vision for sustainable development.

**Target theme:** Management of Waste, Resources, and Chemicals

**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

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 2024 to 2025
Incentivize supplier disclosure	<p>Integrate a green disclosure incentive in all IRCC requirements over 25M.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage (%) of IRCC contracts over \$25M where a supplier disclosure incentive is included via the evaluation criteria or the Statement of Work as part of the deliverables.</p> <p><b>Starting point:</b> New Initiative for the FY 2023 to 24</p> <p><b>Target:</b> By 2025 to 2026 100% of requirements over 25M to include a green disclosure consideration.</p>	<p>In support of the Greening Government Strategy and the Net-Zero Carbon target by 2050, IRCC will request its vendors to disclose their Green Initiatives data and info to help Canada achieve the set target.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.2:</b> <b>Ambition:</b> Canadians consume in a sustainable manner. <b>CIF Indicator 12.2.1:</b> Proportion of</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>• 50% of IRCC contracts over \$25M included a supplier disclosure incentive</li> </ul> <p><b>Notes:</b> 8 contracts over \$25M were awarded and 4 of them included a supplier disclosure incentive.</p>

			businesses that adopted selected environmental protection activities and management practices.  <b>GIF Target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	
Strengthen green procurement criteria	<p>Develop a Green Procurement Action Plan that will include:</p> <ul style="list-style-type: none"> <li>identifying categories of procurement with highest environmental impact (HICATs) and establishing criteria to reduce their impact; and</li> <li>implementing criteria to reduce environmental impact of its HICATs.</li> </ul> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicators:</b></p> <ul style="list-style-type: none"> <li>Number of HICATs for which criteria to reduce their environmental impact will be identified.</li> <li>Percentage of HICATs for which criteria to reduce their environmental impact will be developed.</li> </ul> <p><b>Starting point:</b> New initiative started in 2023 to 2024</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>By 2026-2027 the Green Procurement Action Plan will demonstrate that HICATs have been identified.</li> <li>By 2026-2027 the Green Procurement Action plan will demonstrate the percentage of HICATs for which criteria was developed and available for use (as appropriate) to reduce their environmental impact.</li> </ul>	<p>IRCC will embrace sustainable consumption and production patterns through developing a Green Procurement plans and Policies in support to FSDS goals and targets and to contribute to improving IRCC's footprint.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.2:</b> <b>Ambition:</b> Canadians consume in a sustainable manner. <b>CIF Indicator 12.2.1:</b> Proportion of businesses that adopted selected environmental protection activities and management practices. <b>GIF Target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>8 HICATs were identified.</li> <li>100% of HICATs for which criteria to reduce their environmental impact has been developed.</li> </ul> <p><b>Notes:</b> An outline of a Green Procurement Action Plan has been created.</p>
Strengthen green procurement criteria	<ol style="list-style-type: none"> <li>Ensure all procurement officers and decision-makers have the necessary training and awareness to support green procurement</li> <li>Ensure key officials include contribution to and support for the Government of Canada Policy on Green Procurement objectives in their Performance Management Agreements (PMA).</li> </ol> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicators:</b></p> <ul style="list-style-type: none"> <li>Percentage of procurement specialists who have completed training on Green Procurement</li> <li>Number and percentage of managers and functional heads of procurement whose performance evaluation includes support and contribution toward green procurement in the current fiscal year.</li> </ul> <p><b>Starting points:</b></p> <ul style="list-style-type: none"> <li>In base line year 2022 to 2023, 100% of procurement specialists received training on Green Procurement.</li> </ul>	<p>Departments will use environmental criteria to reduce environmental impacts and ensure best value in government procurement decisions by providing the necessary training and skills to procurement officers.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.2:</b> <b>Ambition:</b> Canadians consume in a sustainable manner. <b>CIF Indicator 12.2.1:</b> Proportion of businesses that adopted selected</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>100% of IRCC procurement specialists have completed training on Green Procurement.</li> <li>100% of Managers (2/2), who had a performance agreement for fiscal year 2024 to 2025, had support and contribution toward green procurement included in their performance evaluations.</li> </ul> <p><b>Notes:</b> Based on substantive positions, there were no</p>

		<ul style="list-style-type: none"> <li>In base line year 2022 to 2023, 8 out of 8 (100%) managers and functional heads of procurement whose performance evaluation includes support and contribution toward green procurement included contribution to and support for the Government of Canada Policy on Green Procurement objectives in their PMA. This includes: <ul style="list-style-type: none"> <li>1 Director General</li> <li>1 Director</li> <li>3 Assistant Directors</li> <li>3 Managers</li> </ul> </li> </ul> <p><b>Target:</b></p> <p>By end of each fiscal year, 100% of procurement specialists received training on Green Procurement, and 100% of procurement specialists, managers and functional heads have included contribution to and support for the Government of Canada Policy on Green Procurement to the objectives in their PMA.</p>	<p>environmental protection activities and management practices.</p> <p><b>GIF Target: 12.7</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Assistant Directors in fiscal year 2024 to 2025. Green Procurement training is part of all employees' 2025 to 2026 learning plans.</p>
<p>Transform the federal light-duty fleet</p>	<p>Transition Fleet to 100% ZEV through:</p> <ul style="list-style-type: none"> <li>100% of new executive vehicle purchases and 100% of new light-duty unmodified administrative fleet vehicle purchases, will be ZEVs</li> </ul> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicators:</b></p> <ul style="list-style-type: none"> <li># of New ZEV purchased</li> <li># and % of Electric vehicles;</li> <li># and % of Conventional vehicles;</li> <li># and % of Hybrid vehicles</li> </ul> <p><b>Starting point:</b> In baseline year 2018 to 2019 the number of vehicles in IRCC inventory was:</p> <ul style="list-style-type: none"> <li>0 ZEVs purchased</li> <li>0 Electric vehicles;</li> <li>12 Conventional internal combustion vehicles (57%);</li> <li>9 Hybrid vehicles (43%)</li> </ul> <p><b>Target:</b> 100% ZEV purchased and in use by 2030</p>	<p>Purchasing of hybrid vehicles will contribute to reducing GHG emissions. In addition, all electric vehicles (ZEV) will be considered where appropriate or available to help reach Net-Zero target by 2050.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.1:</b> <b>Ambition</b> - Canadians consume in a sustainable manner <b>Target</b> - Zero-emission vehicles represent 10% of new light duty vehicle sales by 2025, 30% by 2030 and 100% by 2040</p> <p><b>CIF Indicator 12.1.1:</b> Proportion of new light duty vehicle registrations that are zero-emission vehicles</p> <p><b>GIF Target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>3 new zero electric vehicles (ZEVs) purchased</li> <li>3 and 27.3% of Electric vehicles in inventory</li> <li>3 and 27.3% of Conventional vehicles in inventory</li> <li>5 and 45.4% of Hybrid vehicles in inventory</li> </ul> <p><b>Notes:</b> Total number of vehicles in inventory by fiscal year end was 11. Two vehicles in process of disposal will not be replaced:</p> <ul style="list-style-type: none"> <li>1 hybrid electric vehicle (HEV)</li> <li>1 conventional vehicle (ICEV)</li> </ul> <p>The contract for telematics has expired and will not be renewed. IRCC will discontinue the use of telematics due to our very small conventional fleet, security concerns ,and transitioning to ZEVs.</p>

<p>Strengthen green procurement criteria</p>	<p>Reduce Paper Consumption</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Reduction in paper consumption: change in percentage (%) and number</p> <p><b>Starting points:</b></p> <ul style="list-style-type: none"> <li>Number of sheets of paper per employee in FY 2010 to 2011 (base year) = 5,996 sheets/ employee.</li> <li>Number of sheets of paper per employee in fiscal year 2022 to 2023 = 257 sheets/ employee, a 95.71% drop compared to base year 2010 to 2011.</li> </ul> <p><b>Target:</b> 96% reduction by 2027 compared to baseline year 2010 to 2011 with 200 sheets per employee.</p>	<p>IRCC will aim to continue reducing its paper consumption which will lead to the reduction of GHG emissions produced during manufacturing and transportation of paper</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.2:</b> <b>Ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF indicator 12.2.1:</b> Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p><b>GIF indicator 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>Number of sheets per employee this fiscal year is 204 sheets, a 96.6% decrease compared to baseline year 2010-2011</li> </ul> <p><b>Notes:</b> IRCC is still working on achieving the 200 sheets per employee by 2027.</p>
<p>--</p>	<p>Purchase of copy paper that contains a minimum of 30% recycled content</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage (%) of copy paper purchases that contain a minimum of 30% recycled content and are certified to a recognized environmental standard.</p> <p><b>Starting point:</b> In FY2021 to 2022 , 100% of IRCC's paper purchases has a minimum of 30% recycled content</p> <p><b>Target:</b> 100% of the annual paper purchases contain at least 30% recycled content</p>	<p>Purchasing of hybrid vehicles will contribute to reducing GHG emissions.</p> <p>In addition, all electric vehicles (ZEV) will be considered where appropriate or available to help reach Net-Zero target by 2050</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.1:</b> Canadians consume in a sustainable manner</p> <p><b>Target</b> - Zero-emission vehicles represent 10% of new light duty vehicle sales by 2025, 30% by 2030 and 100% by 2040</p> <p><b>CIF Indicator 12.1.1:</b> Proportion of new light duty vehicle registrations that are zero-emission vehicles</p> <p><b>GIF Target 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>IRCC will meet its greening goal by ensuring greening practices are in place to procure green items which will be achieved by integrating environmental considerations in procurement practices, development of policies and training of procurement specialists. These actions will support the reduction of IRCC's footprint.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 12.2:</b> <b>Ambition:</b> Canadians consume in a sustainable manner</p> <p><b>CIF indicator 12.2.1:</b> Proportion of businesses that adopted selected environmental protection activities and management practices.</p> <p><b>GIF indicator 12.7:</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>

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

The following initiatives demonstrate how Immigration, Refugees and Citizenship Canada’s (IRCC) programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED 2024 TO 2025
<p>IRCC will promote virtual meeting approaches and technologies, and will actively promote and communicate best practices to employees. In addition, it will reduce the unnecessary use of single-use plastics in government operations and meetings.</p>	<p><b>SDG 12:</b> <i>Responsible Consumption and Production</i></p> <p><b>Ambition 12.3:</b> Canadians consume in a sustainable manner</p>	<p>Virtual meetings preferences are promoted through internal SD messages published in IRCC’s internal newsletter. Furthermore, IRCC was able to establish a Sustainify Circle Network with a number of volunteers, to promote green activities at the national level. Green practices, including single-use plastic reduction, are promoted via the Sustainify Circle Newsletter, IRCC internal newsletter and virtual lunch and learn sessions.</p> <p>IRCC has also promoted the Canada School of Public Service literacy courses internally to all its staff using multiple communication channels resulting in an increase in the number of employees attending to these courses in the last two years.</p>



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

Taking action on climate change by reducing emissions of greenhouse gases from operations directly supports Global Indicator Framework targets:

- 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
- 13.2: Integrate climate change measures into national policies, strategies and planning
- 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

IRCC is implementing the Greening Government Strategy through the implementation of multiple actions and measures to help reduce greenhouse gas emissions, improve climate resilience, and green its operations.

As part of its policy, program, and operations, IRCC will address the impact of climate change on its assets and resources by implementing a Climate Risk and Vulnerability Assessment (CRiVA) to help factor climate change adaptation into decision-making processes. Adapting to a changing climate and strengthening planning and decision-making is critical to the government’s overall risk management approach.

**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 2024 TO 2025
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations</p>	<p>Reduce GHG fleet emissions by:</p> <ol style="list-style-type: none"> <li>Collecting and analyzing vehicle usage data through the telematics installed on all vehicles;</li> </ol>	<p><b>Performance indicator:</b> Number and percentage (%) change of GHG emission from fleet in FY 2005 to 2006</p> <p><b>Starting points:</b></p>	<p>IRCC’s annual fleet plan identified how to manage inventory including the installation of telematics devices in vehicles. This is providing analysis for guidance on fleet optimization. This analysis and findings are directing</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>Fleet reduced its GHG emissions to 0.021 ktCO<sub>2</sub>e of GHG, representing a 77.66% decrease from fiscal year 2005 to 2006</li> </ul>

	<p>2. Reducing the number of vehicles through recycling within or eliminating old or underutilized (needless) vehicles;</p> <p>3. Replacing current inefficient fuel consuming vehicles with more fuel efficient ones including use of Hybrid and/or ZEV models</p> <p><b>Program:</b> Internal Services</p>	<ul style="list-style-type: none"> <li>GHG emissions from fleet in FY2005 to 2006 (Base year): 0.094 ktCO<sub>2</sub>e</li> <li>GHG emissions from fleet in FY2021 to 2022 = 0.021 ktCO<sub>2</sub>e</li> </ul> <p><b>Target:</b> Reduce GHG from fleet by 85% (0.141ktCO<sub>2</sub>e) in 2030 relative to 2005 to 2006 and to net-zero emissions by 2050</p>	<p>actions for fleet right-sizing, decommissioning of under-utilized vehicles and flagging needs to green vehicles where operationally suitable</p> <p><b>Relevant targets or ambitions:</b></p> <p><b>CIF Ambition/Target 13.1:</b></p> <p><b>Ambition:</b> Canadians reduce their greenhouse gas emissions</p> <p><b>Target -</b> 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><b>CIF Indicator 13.1.1:</b></p> <p>Greenhouse gas emissions</p> <p><b>GIF Target 13.2:</b></p> <p>Integrate climate change measures into national policies, strategies and planning</p>	
	<p>Train fleet managers on vehicle fleet best practices to reduce GHG emissions.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b></p> <ul style="list-style-type: none"> <li>Number and percentage of fleet managers who receive training on vehicle fleet best practices</li> </ul> <p><b>Starting point:</b> In the baseline year 2020 to 2021, 2 out of 6 (33%) fleet managers received training on vehicle fleet best practices</p> <p><b>Target:</b> 100% of fleet managers will receive fleet training by end of each fiscal year</p>	<p>Additional to fleet training courses on fleet best practices, communication plan will include anti-idling messages to fleet managers and drivers of light duty and executive vehicles to encourage reduction in GHG emissions.</p> <p><b>Relevant targets or ambitions:</b></p> <p><b>CIF Ambition/Target 13.3:</b> <b>Ambition -</b> Canadians are well-equipped and resilient to face the effects of Climate change.</p> <p><b>CIF Indicator 13.3.1:</b> Proportion of municipal organization who factored climate change adaptation into their decision-making process.</p> <p><b>GIF Target 13.3:</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>0 out of 7 (0%) fleet managers received training on vehicle fleet best practices during the year</li> </ul> <p><b>Notes:</b> Due to the ongoing suspension of relevant CSPS courses since 2021, none of the seven fleet managers received training on vehicle fleet best practices during the 2024–2025 fiscal year, as no courses were offered during this time.</p>
--	<p>Reduce printing devices using the Print Services Modernization Program</p> <p><b>Program:</b> Print Service Modernization</p>	<p><b>Performance indicator:</b> Ratio of employees per printing device</p> <p><b>Starting points:</b></p> <ul style="list-style-type: none"> <li>Ratio of employees to printing devices</li> </ul>	<p>Continuing to reduce printing devices via projects such as Print Services Modernization will help reduce IRCC's GHG emissions generated from unnecessary printing devices.</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>Ratio of employees per printing device in FY2024 to 2025 = 21.54 (21.54:1).</li> </ul>

		<p>in fiscal year 2015 to 2016 (base year) = 3.86 employees to 1 printing device (3.86:1)</p> <ul style="list-style-type: none"> <li>Ratio of employees per printing device in fiscal year 2021-22 = 16.56</li> </ul> <p><b>Target:</b> 25 employees per printing device by March 31st, 2027</p>	<p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 13.1:</b> <b>Ambition:</b> Canadians reduce their greenhouse gas emissions <b>Target</b> - 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><b>CIF Indicator 13.1.1:</b> Greenhouse gas emissions</p> <p><b>GIF Indicator 13.2:</b> Integrate climate change measures into national policies, strategies and planning.</p>	
Reduce risks posed by climate change to federal assets, services and operations	<ol style="list-style-type: none"> <li>Finalize the Climate Risk and Vulnerability Assessment (CRiVA) IRCC is currently working on with a team of Adaptation Consultants contracted via PSPC, and with the support of multiple internal stakeholders</li> <li>Include an action plan in the CRiVA with mitigation strategies and measures to help reduce the anticipated impacts on local operations and critical programs.</li> </ol> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Completion of climate risk assessment and action plan with measures to reduce climate change risks mainly to critical services, programs and local operations,</p> <p><b>Starting point:</b> New mandate started in 2022</p> <p><b>Target:</b> By 2025 to 2026, start implementing CRiVA mitigation strategies and measures to help reduce impact of severe weather events on critical programs and local operations</p>	<p>Introducing climate variability and change into policy, programs, and operations is important to adjust to a changing climate and is consistent with the government's risk management approach of enhancing the protection of assets and resources and strengthening planning and decision-making.</p> <p><b>Relevant targets or ambitions:</b> <b>CIF Ambition/Target 13.2:</b> <b>Ambition:</b> Canadians are well-equipped and resilient to face the effects of Climate change.</p> <p><b>GIF Target 13.2:</b> Climate Action. Integrate climate change measures into national policies, strategies and planning.</p>	<p><b>Indicator result:</b> By end of 2024 to 2025 fiscal year:</p> <ul style="list-style-type: none"> <li>Following the completion of the CRiVA, IRCC has develop its first draft of the Climate Change Adaptation Plan (CCAP) with mitigation strategies to reduce GHGs and adaptation measures to reduce the impact of severe weather events. Consultations are still ongoing to finalize this plan.</li> </ul>

## Integrating Sustainable Development

With the introduction of the Cabinet Directive on Strategic Environmental and Economic Assessment (SEEA) starting in April, 2024, organizations began to use the Climate, Nature and Economy Lens (CNEL) to assess the environmental and economic effects of proposals submitted to Cabinet. The SEEA Directive requires organizations to consider how environmental or economic effects identified in a detailed SEEA may contribute to the goals and targets of the Federal Sustainable Development Strategy (FSDS) and how to mitigate any potential adverse effects or trade-offs. Please note that the legacy SEA process should be reported here and in the future under the general heading of SEEA.

Immigration, Refugees And Citizenship Canada (IRCC) will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal. IRCC completed a total of one detailed SEEA in 2024 to 25 [and one Public Statement](#).

Public statements on the results of Immigration, Refugees And Citizenship Canada (IRCC)'s assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or

announced ([see here](#)). The purpose of the public statement is to demonstrate that the environmental and economic effects, including contributions to the FSDS goals and targets, of an initiative have been considered during proposal development and decision making.

### Reporting on Waste Management

Throughout the FY2024 to 2025, IRCC disposed of 9,550 items such as furniture, IT equipment, workstations, executive office suites, and appliances. Additionally, the department recycled 713,719 lbs. of paper for the IRCC Passport Program Shredding services. All materials were disposed of as per the [Directive on the Management of Materiel](#).



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