



2024 to 2025 Departmental Sustainable Development Strategy Report

Canadian Heritage

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Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

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

In keeping with the purpose of the *Act*, to make decision-making related to sustainable development more transparent and accountable to Parliament, Canadian Heritage supports the goals laid out in the FSDS through the activities described in Canadian Heritage's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to Canadian Heritage'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 DSDS. These basic principles have been considered and incorporated in Canadian Heritage's DSDS and 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, Canadian Heritage'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 Canadian Heritage





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

FSDS Context:

The *United Nations Declaration on the Rights of Indigenous Peoples Act (UN Declaration Act)* received royal assent in June 2021. The Federal *UN Declaration Act* Action Plan, led by the Department of Justice, was developed through engagement with Indigenous partners and outlines how the Government will achieve the objectives of the *UN Declaration Act*. To support this initiative, Canadian Heritage has developed a Reconciliation Action Plan (2024-25 – 2026-27), which was launched in June 2024 and outlines a structured and strategic framework built around three core pillars: building relationships, embedding reconciliation, and strengthening capacity. Canadian Heritage is leading 15 *UN Declaration Act* Action Plan Measures aimed at enhancing federal services related to Indigenous languages, arts, music, and the repatriation of heritage through culturally respectful programming. The Department is working to implement these measures by working with Indigenous Peoples and their communities, Indigenous organizations, and portfolio organizations, on priorities and strategies. Notably, Canadian Heritage continued its work with Indigenous partners in implementing distinctions-based funding models and advancing access to services in Indigenous languages.

Throughout 2024, to support the Government's effort to reduce inequalities between Indigenous peoples and the rest of Canadians in the areas of Culture, Art, Sports and Heritage, Canadian Heritage's Reconciliation, Treaties and Engagement Branch worked to develop its own Indigenous-centred Gender Based Analysis Plus framework. The framework draws upon the best practices and guidelines developed by National Indigenous Women's Organizations and Indigenous Services Canada and is set to launch before the end of 2025 following engagement with representatives from National Indigenous Women's Organizations.

Through the Reconciliation, Treaties and Engagement Branch, Canadian Heritage also continued in 2024-25 to participate in the federal effort to reduce violence against Indigenous women, girls and 2SLGBTQQIA+ people by responding to the Calls for Justice for Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People by promoting advancement and awareness in the areas of Languages and Culture, Arts and Indigenous Heritage. These

initiatives take place within the framework of the Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People led by the Department of Crown-Indigenous Relations and Northern Affairs Canada.

The Multiculturalism and Anti-Racism Branch launched [Changing Systems, Transforming Lives: Canada's Anti-Racism Strategy 2024–2028](#) on June 8, 2024, and the first [Canada’s Action Plan on Combatting Hate](#) on September 24, 2024. Both initiatives advance efforts to help Indigenous and other equity-deserving communities have access to resources that support the equality of all Canadians in the economic, social, cultural and political life of Canada, while also raising awareness of issues related to racism and hate in Canada.

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)

Departmental actions contributing to the implementation strategy in support of the target: Implement the *United Nations Declaration on the Rights of Indigenous Peoples Act*

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 (WHERE APPLICABLE)	RESULTS ACHIEVED
<p>1.1 Increase the representation of Indigenous peoples within the audiovisual sector and advance Indigenous narrative sovereignty within the Canadian audiovisual sector.</p> <p>Core responsibility: Creativity, Arts and Culture Program: Cultural Industries Support and Development -Indigenous Screen Office</p>	<p>Performance indicator: Number of Indigenous audiovisual stories in production supported per year by the Indigenous Screen Office.</p> <p>Starting point: new program - the program’s first full year of funding is 2022-23.</p> <p>Target: 10 per each year of the DSDES.</p>	<p>This departmental action will report the number of Indigenous audiovisual projects by Indigenous storytellers supported by the Indigenous Screen Office in production in Canada. It provides insight as to whether Indigenous creators in Canada are given opportunities to produce stories for audiovisual platforms.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>Indicator result:</p> <p>27 Indigenous audiovisual stories in production were supported by the Indigenous Screen Office in 2024-2025.</p>

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		<p>GIF target: GIF 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.</p>	
<p>1.2 Canada Arts Training Fund will address historic inequities in funding levels for Indigenous and racialized arts training organizations, to support a more inclusive arts training sector.</p> <p>Core responsibility: Creativity, Arts and Culture</p> <p>Program: Cultural Industries Support and Development - Canada Arts Training Fund</p>	<p>Performance indicator: Percentage of new arts training organizations funded by Canada Arts Training Fund from equity-deserving* communities. The indicator will report on the percentage of new arts training organizations from equity-deserving communities supported by the program.</p> <p>Starting point: This is a new indicator for the program, so no data to determine a baseline has been collected. The program has until March 31, 2025, to attain the 75% target.</p> <p>Target: 75% by the end of the DSDS.</p>	<p>This departmental action addresses impacts specific to Indigenous communities. Information will be collected through the results of a special project. In collaboration with Indigenous training schools, this project examines student recruitment and retention currently supported by the Canada Arts Training Fund.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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.</p>	<p>Indicator result:</p> <p>In 2024-2025, 100% of new arts training organizations funded by the Canada Arts Training Fund were from equity-deserving communities.</p> <p>Notes: *Equity-deserving communities in this context refers to Indigenous communities, racialized people, the Deaf community, and persons with disabilities.</p>



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

FSDS Context:

Canadian Heritage commits to developing criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact and ensure the criteria are included in procurements. These commitments support the strengthening of green procurement criteria.

Target theme: Federal Leadership on Responsible Consumption

Target: The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

Departmental actions contributing to the implementation strategy in support of the target: Strengthen green procurement criteria

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2.1 Canadian Heritage looks at opportunities for more efficient and greener solutions in its management practices.	Performance indicator: Percentage of financial delegation approval activities completed electronically.	This action supports adaptation to climate change as it allows managers to complete their management responsibilities in a paperless environment. The Financial Management Branch currently requires managers to exercise their delegated financial authorities electronically as it pertains to procurement, Grants	Indicator result: 99% of spending or financial authorities’ approvals have been done electronically in 2024-25. For the remaining 1% of non

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<p>Program: Internal Service - Financial Management</p>	<p>Starting point: 80% of financial delegation approval activities were done electronically in 2022-23.</p> <p>Target: 100% of financial delegation approval activities are carried out electronically for the duration of the DSDS.</p>	<p>& Contributions, and invoice approval. Delegated managers also have a suite of reporting tools available on their desktop.</p> <p>Actions to support the DSDS:</p> <ul style="list-style-type: none"> • Electronic Approvals • Electronic Signature • Financial Dashboards and Reporting <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>electronical approvals, only the deputy minister and the minister wet signatures are accepted by the Chief Financial Officer Branch. Any other person must sign electronically when exercising spending or financial authorities.</p>
<p>2.2 Ensure that, where applicable for the commodity being purchased, environmental criteria are used in competitive procurements to ensure that sustainability is a part of the best-value equation in the selection of the winning proposal(s).</p> <p>Program: Internal Service - Financial Management</p>	<p>Performance indicator: Number of Contracting and Material Management Directorate contracting templates that contain a green procurement provision in the standard terms and conditions. During quality assurance review, green procurement provisions will be part of the standard checklist, making their inclusion mandatory for all Canadian Heritage contracts.</p> <p>Starting point: 100% as of 2022-23.</p> <p>Target: 100% of Contracting and Material Management Directorate contracting templates contain a green procurement provision in the standard terms and conditions for the duration of the DSDS</p>	<p>This departmental action ensures that green procurement provisions are included in the terms and conditions of all Canadian Heritage contracts, and that, where applicable, environmental evaluation criteria are considered for use in competitive procurements based on the commodity and are part of the best-value equation in the selection of the winning proposal(s). This departmental action also ensures that all Canadian Heritage contracts contain a standard provision relating to green procurement.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>100% of corporate contracting templates contain green procurement provisions in the standard terms and conditions. Green Procurement provisions have been incorporated into the standard quality assurance checklist, making their inclusion mandatory for all Canadian Heritage contracts. Where applicable and based on the commodity being purchased, environmental criteria are being used in competitive procurements to ensure that sustainability is part of the best-value equation in the selection of winning proposal(s).</p>
<p>2.3 Ensure green procurement is included in the performance evaluation of managers and functional specialists of</p>	<p>Performance indicator: Percentage of managers and functional specialists of procurement and materiel management whose performance evaluation includes support and</p>	<p>This departmental action commits managers to support the objectives of green procurement.</p>	<p>Indicator result:</p>

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<p>Canadian Heritage's Contracting and Material Management Directorate.</p> <p>Program: Internal Service -Financial Management</p>	<p>contribution towards green procurement in the current fiscal year.</p> <p>Starting point: 100% as of 2021-22. For new employees, managers will include this objective/training within all performance management agreements.</p> <p>Target: 100% of evaluations of managers and functional specialists of the Contracting and Material Management Directorate for the duration of the DSDS.</p>	<p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>100% of contracting functional specialists and managers have this initiative/objective reflected in their individual performance evaluation.</p>
<p>2.4 Require procurement and material management specialists to complete the most current Canada School of Public Service Green Procurement course.</p> <p>Program: Internal Service - Financial Management</p>	<p>Performance indicator: Percentage of specialists in procurement and materiel management who have completed training on green procurement.</p> <p>Starting point: 100%. For new employees, training to be completed within six months of hire.</p> <p>Target: 100% of specialists in procurement and materiel management have completed training on green procurement for the duration of the DSDS.</p>	<p>This departmental action ensures the necessary level of subject matter expertise to manage actions that support low carbon departmental procurement of goods and services effectively.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>100% of procurement and materiel management specialists have completed the most current Canada School of Public Service Green Procurement course. Furthermore, any new employees within that corporate function must complete the course as part of their onboarding obligations.</p>
<p>2.5 Implement the best practice of requiring acquisition card users to take training in green procurement.</p> <p>Program: Internal Service -Financial Management</p>	<p>Performance indicator: Percentage of acquisition cardholders trained on green procurement.</p> <p>Starting point: 0%. Green Procurement course has not been taken or delivered to the Resource Management Directorates or Regions.</p>	<p>This departmental action allows the Department's functional experts in procurement to educate and inform users and carry out due diligence of sustainable development practices, while procuring low dollar value goods and services under \$10,000 (purchasing threshold for Resource Management Directorates) using a departmental acquisition card.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p>	<p>Indicator result:</p> <p>A clause to provide proof of completion of training on Green Procurement to obtain a government acquisition card has now been included in Canadian Heritage's Employee acknowledgement of Responsibilities and Obligations Form. 100% of acquisition card-</p>

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	<p>Target: 100% of acquisition cardholders are trained on green procurement by the end of the DSDS.</p>	<p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>holders have completed the green procurement training.</p>
<p>2.6 Acquire audiovisual equipment and Information Technology (IT) hardware that are subject to the Green Procurement provision, through mandatory Public Services and Procurement Canada (PSPC) and Shared Service Canada acquisition mechanisms.</p> <p>Program: Internal service – Information Technology</p>	<p>Performance indicator: Percentage of audiovisual equipment and IT hardware purchased via mandatory PSPC and Shared Services Canada's acquisition mechanisms.</p> <p>Starting point: 100% as of 2019-20.</p> <p>Target: 100% of audiovisual equipment, IT hardware, and office furniture purchased via mandatory PSPC and Shared Service Canada's acquisition mechanisms for the duration of the DSDS.</p>	<p>The environmentally responsible acquisition of goods and services supports the FSDS net-zero emissions target and bolsters efforts to make progress on greening government operations. This departmental action also takes into consideration accessibility requirements as part of the planning process, when acquiring audiovisual equipment, IT hardware and office furniture.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 12.1 Canadians consume in a sustainable manner.</p> <p>GIF target: GIF 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result:</p> <p>Canadian Heritage continues to meet the target of 100% since 2019-20.</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

In 2024-25, Canadian Heritage continued tracking the Department's paper usage, by monitoring how much paper is being printed in the Department's buildings. By reinforcing the Information Management Strategy and leveraging the depersonalization exercise to promote Information Management best practices (e.g., using collaborative tools and saving and storing information electronically), the Department is helping to reduce paper usage in buildings. The Chief Information Officer Branch tracks paper usage on Canadian Heritage network printers only.

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)

Departmental actions contributing to the implementation strategy in support of the target: Implement the [Greening Government Strategy](#) through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations

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<p>3.1 Institute a mandatory Departmental policy of one primary source of operational technology per employee.</p> <p>Program: Internal service –Information Technology</p>	<p>Performance indicator: Percentage of employees using one primary source of technology for day-to-day operations.</p> <p>Starting point: 100% as of 2019-20.</p> <p>Target: 100% of employees use one primary source of operational technology for the duration of the DS DS.</p>	<p>This departmental action supports the aspirational objectives of the United Nations SDGs and FSDS targets. By being asked to use one source of technology, employees become actively engaged in advancing efforts to green government operations. It encourages public service employees' understanding of climate change while providing a tangible way for them to contribute. It also reduces the demand for energy and leads to a reduction in greenhouse gas emissions. The reduction in multiple operational technologies also leads to a reduction in waste. This action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p> <p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result:</p> <p>Canadian Heritage continues to meet the target of 100% since 2019-20</p>
<p>3.2 Move to digital funding applications by onboarding Canadian Heritage program components to an online service delivery channel, in alignment with objectives of the Government of Canada's Digital Operations Strategic Plan.</p> <p>Program: Internal service – Information Technology</p>	<p>Performance indicator: Percentage of yearly funding applications received digitally.</p> <p>Starting point: 15% as of 2021-22.</p> <p>Target: 80% of yearly funding applications received digitally by the end of the DS DS.</p>	<p>Canadian Heritage currently requires applications for funding to be sent by mail or by email as PDF files. These files are often printed and managed. The implementation of an online service delivery channel will reduce energy and material use by streamlining and simplifying the funding application process, in turn reducing greenhouse gas emissions.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p>	<p>Indicator result:</p> <p>In 2024-2025, the number of applications received through the portal represented 41.3% of the total number of applications received. Although the result for 2024-2025 may be lower than the result for 2023-2024, slight variations may occur on the way to reaching the target of 80% by the end of the DS DS.</p>

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		<p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Note that the Department has embarked on a transformation initiative aimed at improving the client experience and streamlining processes.</p>
<p>3.3 Canadian Heritage is tracking the Department's paper usage, in terms of how much paper is being printed on network printers.</p> <p>Program: Internal services – Information Technology</p>	<p>Performance indicator: Reduction of paper usage at Canadian Heritage buildings (tracked on network printers only).</p> <p>Starting point: Average number of pages printed in 2019: Monthly: 641,307 Year: 7,695,684</p> <p>Target: Target cannot be set at the time of the DSDS as data is not available since a new system to track paper usage was implemented starting in 2019. A reduction target for 2023-24 will consist of the difference in percentage of usage data from 2019 to 2023, then year-to-year for the duration of the DSDS.</p>	<p>This departmental action will be reinforced by the current Canadian Heritage IM Strategy; leveraging the depersonalization exercise and to promote IM best practices (e.g., using collaborative tools and saving and storing information electronically) will help to reduce paper usage in Canadian Heritage buildings. Concrete action in reducing paper waste reduces the demand for energy and leads to a reduction in greenhouse gas emissions. This departmental action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.1 Canadians reduce their greenhouse gas emissions.</p> <p>CIF target: CIF 13.1 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>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result:</p> <p>Total printed pages from April 1, 2024, to March 31, 2025:</p> <p>Monthly: 81,447 Year: 977,360</p> <p>This represents a reduction of 6.02% since last year.</p>
<p>3.4 Implementation of a three-year program update to incorporate and/or strengthen the consideration of climate change-related risks relative to Business Continuity and Emergency</p>	<p>Performance indicator: Percentage of updates completed for the Business Continuity and Emergency Management program.</p>	<p>This Departmental action builds resilience and ensures that the Department is better prepared to respond to emergencies/crisis to ensure employees' health and safety, the availability of assets and the continuity of operations and critical services. It also ensures that employees are informed of the risks of climate change in relation to</p>	<p>Indicator result:</p> <p>The 2024–27 Departmental Security Plan, approved in January 2025, includes a three-year action plan aimed at strengthening the Department's overall security posture.</p>

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<p>Management policy instruments, plans and procedures.</p> <p>Program: Internal services - Corporate Security</p>	<p>Starting point: 0 % (new program).</p> <p>Target: 100 % of completed activities for each year of the Business Continuity and Emergency Management program updates.</p> <ul style="list-style-type: none"> • Fiscal year 1 (2023-24): Critical service evaluation, Business Continuity Management Policy update, and review of emergency management communications and procedures. • Fiscal year 2 (2024-25): Provide training to those responsible in developing continuity strategies ensuring that the impacts of climate change are considered and incorporated in the guidance and templates. • Fiscal year 3 (2025-26): Update the business continuity strategies. (Planning for recovery beyond geographical boundaries or shifting workloads between regional offices will be considered as well as remote working capabilities. This will ensure that strategies are flexible and can adapt to the scale and scope of the event.) 	<p>emergency management and provide guidance for them to better prepare.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambition: CIF 13.2 Canadians are well-equipped and resilient to face the effects of climate change.</p> <p>GIF target: GIF 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Natural disasters have been identified as a potential threat, posing risks to departmental assets, facilities, and service delivery. The corporate security team will launch a department-wide Business Impact Analysis in fall 2025, aimed at informing business continuity planning, including the development of related measures and arrangements. The resulting Business Continuity Plan will incorporate environmental and climate change considerations and align with the Government of Canada's Climate Resilience Goals.</p>
<p>3.5 Canadian Heritage is the custodian of one leased asset, the Canadian Conservation Institute. On an ongoing basis, Canadian Heritage will seek opportunities to minimize the impact of the Canadian Conservation Institute's operations and maximize climate change resilience.</p>	<p>Performance indicator: Canadian Heritage will review NRCan's RETScreen software as a tool for monitoring the percentage of energy consumption and quantifying the impact of energy conservation measures.</p>	<p>The Canadian Conservation Institute's goal is the creation of green workplaces, through employee mobilization and action, where deemed possible, given that the Canadian Conservation Institute is in a leased facility for a fixed period. This action contributes to the Green Government strategy by supporting the incorporation of all facilities in the RETScreen Clean Energy Management Software by 2025.</p>	<p>Indicator result:</p> <p>In 2024–2025, Canadian Heritage continued to use NRCan's RETScreen software to monitor and analyze energy consumption at the Canadian Conservation Institute.</p>

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<p>Program: Internal services - Real property management</p>	<p>Starting point: 0% (new program). Past Canadian Conservation Institute utilities data will be used as a performance analysis test case.</p> <p>Target: 10% of cost savings in both energy and gas usage per year of the DSOS. This will help reduce the environmental impact of the building operations at Canadian Conservation Institute.</p>	<p>In the short term, Canadian Heritage will strive to meet the commitments within the Greening Government Strategy, focusing on low-carbon operations, water conservation, waste diversion and climate resiliency.</p> <p>Relevant targets or ambitions:</p> <p>CIF ambitions: CIF 13.1 Canadians reduce their greenhouse gas emissions, and CIF 13.2 Canadians are well-equipped and resilient to face the effects of climate change.</p> <p>GIF targets: GIF 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and GIF 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>However, complete data for the fiscal year is not yet available. It will be analyzed in the next reporting cycle.</p> <p>That said, one humidifier was replaced in 2024–2025. The energy impact of this upgrade will only be measurable in the 2025–2026 reporting cycle.</p> <p>Additionally, 232.26 m² of storage space was freed up. The majority of the surplus equipment was disposed via GCsurplus. This action contributes to more efficient space management and supports waste reduction goals in alignment with Global Indicator Framework Target 12.5, which focuses on prevention, reduction, reuse, and recycling.</p>

Canadian Heritage initiatives advancing the United Nations 2030 Agenda for Sustainable Development

The following initiatives demonstrate how Canadian Heritage programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)	PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>SDG 3 – Good health and well-being</p>	<p>Sport Support Program</p> <p>The Sport Support Program contributes funding to support sport participation, specifically to Provincial and</p>	<p>CIF ambitions: CIF 3.1 Canadians adopt healthy behaviours and CIF 3.5 Canadians have healthy and satisfying lives.</p>	<p>Federal-Provincial/Territorial bilateral agreements on Sport Participation have been established with all 10 provinces and three territories providing funding up to \$4,977,935 to support projects that strengthen physical literacy and</p>

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	<p>Territorial governments, via bilateral agreements and to Canadian organizations focused on increasing youth participation in sport. Strong evidence shows that physical inactivity increases the risk of many adverse health conditions, including the world’s major non-communicable diseases. This funding supports programs and initiatives that encourage and enable increased participation in sport and physical activity, particularly for Canadian youth.</p>	<p>GIF target: GIF 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p>	<p>children and youth participation that are compatible with the first three stages of Canadian Sport for Life pathway or programming at comparable stages that exist across jurisdictions. As well, funding up to \$2,000,000 was established to strengthen Indigenous Capacity and Leadership for the Provincial/Territorial Aboriginal Sport Bodies; and increase culturally relevant sport programming for Indigenous children and youth at the community level, including team selection, preparation and travel for the North American Indigenous Games. Canadian Heritage’s contribution is conditional on a matching contribution from the jurisdictions over the term of the Federal-Provincial/Territorial bilateral agreements.</p> <p>ParticipACTION is a national non-profit organization that encourages Canadians to increase their participation in sport and physical activity. ParticipACTION works with its partners, including sport, physical activity and recreational organizations, governments and corporate sponsors to make sport participation and physical activity a part of Canadians’ everyday life. Funding for up to \$1,989,000 was approved for 2024-25.</p> <p>The Community Sport for All Initiative seeks to remove barriers and increase sport participation rates for underrepresented groups, in particular Black, Indigenous, racialized, 2SLGBTQI+, low-income people, persons with a disability, newcomers and seniors to increase participation and retention in sport. Funding of \$5,000,000 was approved in 2024-2025, allowing Canadian Heritage to fund 13 national-level organizations.</p>

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<p>SDG 4 – Quality education</p>	<p>Indigenous Languages and Cultures Program</p> <p>The Indigenous Languages and Cultures Program’s Indigenous Languages Component supports the reclamation, revitalization, maintenance, and strengthening of Indigenous languages through community-driven activities, including language instruction and the development of language resources. Funding is intended to be flexible and responsive to a broad range of Canada’s Indigenous communities’ needs, goals and priorities including lifelong learning.</p>	<p>CIF ambition: CIF 4.1 Canadians have access to inclusive and quality education throughout their lives.</p> <p>GIF target: GIF 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations.</p>	<p>In 2024-25, the Indigenous Languages Component provided \$181.2 million towards community-based language revitalization initiatives.</p> <p>This included the development of language revitalization plans supported by Indigenous communities, immersion projects, language and culture camps, classroom and on-the-land language instruction to support new speakers, and the development of language resources to preserve, protect, document and facilitate the use of Indigenous languages and support lifelong learning among youth and adults.</p> <p>Also in 2024-25, Canadian Heritage continued implementing its co-developed distinctions-based funding models specific to First Nations, Inuit and the Métis Nation. These models support increased Indigenous autonomy over funding, sustainable long-term funding and greater responsiveness to the priorities of First Nations, Inuit and the Métis Nation. They represent a concrete way in which the Government is increasing its support for Indigenous-led, self-determined approaches for Indigenous languages.</p>
<p>SDG 8 – Decent work and economic growth</p>	<p>Creative Export Strategy</p> <p>Canada’s creative industries are key drivers of economic growth and employment for the middle class, and they make an important contribution to Canada’s gross domestic product. Through funding for export-ready projects and creating trade opportunities, the Government’s Creative Export Strategy aims to maximize the export potential of Canada’s creative industries.</p>	<p>GIF targets: GIF 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries, and GIF 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>	<p>Canada’s creative industries are key drivers of economic growth and employment, contributing meaningfully to the country’s Gross Domestic Product (GDP).</p> <p>In 2024-25, Canadian Heritage supported the international business development efforts of Canadian cultural companies and organizations to help them maximize their export potential through the Creative Export Strategy. This included a trade mission to South Korea where the Creative Export Strategy provided trade programming to Canadian delegates in attendance, such as business-to-business meetings with international buyers, market briefings, networking opportunities, and pitch sessions.</p>

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			<p>In addition, the Strategy supported trade programming for Canadian companies and organizations on the margins of 25 key international trade or cultural events. These activities helped Canadian companies and organizations build business partnerships and secure or work towards securing business deals.</p> <p>Finally, the Creative Export Strategy supported 27 export-ready projects and 71 export development projects through the Creative Export Canada funding program.</p>
<p>SDG 9 – Industry, innovation and infrastructure</p>	<p>Canada Cultural Spaces Fund</p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts and heritage related creation, collaboration, presentation, preservation and exhibition. To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and manage creative hubs and equivalent Indigenous peoples’ organizations.</p>	<p>GIF target: GIF 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p>	<p>In 2024-2025, the Canada Cultural Spaces Fund provided \$63,525,522 in funding towards the construction and renovation of arts and heritage facilities, \$7,213,283 for the acquisition of specialized equipment, and \$2,059,362 for the development of feasibility studies for the construction or renovation of arts and heritage facilities.</p> <p>Due to reduced funding, new construction projects were no longer supported, except for Indigenous, equity-deserving, and rural or remote applicants. Funded projects included new cultural spaces for Indigenous and equity-deserving organizations, accessibility and energy efficiency upgrades, and specialized equipment to enhance cultural infrastructure.</p>
<p>SDG 10 – Reduced inequalities</p>	<p>Canada’s Anti-Racism Strategy</p> <p>The goal of Canada’s Anti-Racism Strategy is to foster and promote an inclusive society where everyone is able to fully participate in the economic, cultural, social and political spheres.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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.</p>	<p>The Government of Canada launched Changing Systems, Transforming Lives: Canada's Anti-Racism Strategy 2024–2028 on June 8, 2024, to support Indigenous, Black, other racialized and ethno-religious minority communities. The Strategy is a \$110.4 million investment over 5 years encompassing over 70 federal initiatives that aim to deliver concrete and measurable outcomes in key priority areas, including promoting economic, social and cultural</p>

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			<p>empowerment; advancing racial equity in immigration, health and housing systems; driving justice, law enforcement, intelligence and public safety systems reform; and, using international engagement to inform advancement on racial equity and inclusion at home.</p> <p>The Government also launched its first Canada’s Action Plan on Combatting Hate on September 24, 2024, to support Indigenous, Black and other racialized, ethno-religious minority, and 2SLGBTQI+ communities. The Action Plan is a \$273.6 million investment over six years, with \$29.3 million ongoing, that brings together 20 key federal initiatives grounded in three pillars: empowering communities to identify and prevent hate; supporting victims and survivors, and protect communities; and building community trust, partnerships and institutional readiness.</p> <p>These initiatives respond to the Canadian Indicator Framework 10.1 and Global Indicator Framework Target 10.2 by offering support to equity-deserving communities, as part of the Government’s ongoing commitment to combat all forms of racism, discrimination and hate, and the overall goal of building a better, fairer and more inclusive country.</p>
SDG 10 – Reduced inequalities	<p>Indigenous Languages Program</p> <p>The International Decade of Indigenous Languages (2022-2032) aims to draw attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalize and promote Indigenous languages and to take urgent steps to this end at the national and international level.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>Following the release of Canada’s National Action Plan for the International Decade of Indigenous Languages in June 2024, the Department of Canadian Heritage started implementing components of its core pillars, notably:</p> <ul style="list-style-type: none"> The continued implementation of distinctions-based funding models under Pillar 2 (implementing the <i>Indigenous Languages Act</i>).

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	<p>The National Action Plan for the Decade, developed in collaboration with Indigenous Peoples includes a pillar focused on supporting Indigenous peoples in defining, leading, and advancing their vision for the Decade.</p> <p>The Decade’s focus on Indigenous languages will raise the awareness of these languages as being valued and living languages in Canada. It will also support reconciliation.</p>		<ul style="list-style-type: none"> • Advancing access to services in Indigenous languages under Pillar 2. • Supporting community-level initiatives that create lasting legacies (Pillar 4) such as projects that integrate languages into the digital space.
<p>SDG 10 – Reduced inequalities</p>	<p>Action Plan for Official Languages</p> <p>The Action Plan for Official Languages contributes to reducing inequalities by promoting Canada’s two official languages, which are at the heart of Canadian identity and an essential platform for the inclusion of all Canadians.</p> <p>The Department has modernized the <i>Official Languages Act</i>, which includes the development of regulatory measures aimed at substantive equality for Canadians from both French and English communities.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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, and GIF 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>1. Equitable access to education in the two official languages. Objective: To reduce inequalities in access to quality education for linguistic minority communities (OLMCs).</p> <ul style="list-style-type: none"> • In 2024–2025, 13 bilateral education agreements were ratified, enabling the Department to invest \$359.9 million in minority-language education and second-language instruction. <p>2. Support for young people from under-represented groups</p> <ul style="list-style-type: none"> • New Youth Initiatives Fund: \$5 million to strengthen the sense of attachment of young Francophones and Francophiles (15–30 years of age). <p>3. Building of community capacity</p> <ul style="list-style-type: none"> • More than 300 community organizations funded (\$5.5 million) in order to improve governance, inclusion, diversity and equity. • Focus on small and remote organizations. <p>4. Promotion of linguistic and cultural diversity</p>

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			<ul style="list-style-type: none"> • “Building Bridges” fund (\$2.5 million) for Quebec’s English-speaking communities, fostering intercultural dialogue. • Agreement for the development of arts and culture in Francophone minority communities (2024–2028) that supports coordination and collaboration between Canadian Heritage, the National Arts Centre, the Canada Council for the Arts, the National Film Board of Canada, the Société Radio-Canada, Telefilm Canada, and the Fédération culturelle canadienne-française and its members, while facilitating the adoption of concrete positive measures in support of the sustainable cultural development of Francophone minority communities. <p>5. Reduction of systemic barriers</p> <ul style="list-style-type: none"> • Five dialogue sessions as part of the Partnerships to Strengthen Part VII, engaging 152 community organizations across Canada in shaping public policy. Based on a “by and for” approach, these consultations gathered community perspectives on priority issues, including the protection and promotion of French with a focus on youth, support for the vitality of official language minority communities, and Government of Canada leadership and cross-stakeholder collaboration in taking positive measures to advance the substantive equality of Canada’s two official languages. • In 2024–2025, Canadian Heritage continued implementing the modernized federal language regime by pursuing the development of draft regulations on the language obligations of federally regulated private businesses under the <i>Use of French in Federally Regulated Private Businesses Act</i>.

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			<p>6. Access to public services in the minority language</p> <ul style="list-style-type: none"> • \$46.6 million invested via 13 bilateral agreements to improve the delivery of government services in the minority language across Canada.
<p>SDG 10 – Reduced inequalities</p>	<p>Sport Support Program - Sport for Social Development in Indigenous Communities</p> <p>The Sport Support Program - Sport for Social Development in Indigenous Communities is a response to the Truth and Reconciliation Commission of Canada’s Calls to Action, which identified four key social development needs of Indigenous communities. This initiative supports the use of sport for the purpose of achieving targeted social outcomes under these four key needs, namely improved health, education, and employability; and the reduction of at-risk behaviour.</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: GIF 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.</p>	<p>Sport for Social Development in Indigenous Communities Stream 1 delivered on-going funding to the Provincial/Territorial Aboriginal Sport Bodies and Aboriginal Sport Circle to support communities across their respective jurisdictions and Canada.</p> <p>Sport for Social Development in Indigenous Communities Stream 2 funded 55 Indigenous community projects across Canada. Sport for Social Development in Indigenous Communities Stream 3 funded 50 Indigenous community projects across Canada.</p> <p>All three of the Streams have projects and recipients representing a wide reach of diversity and intersectionality of Indigenous identity. Many projects, as indicated in their funding applications, planned to have inclusive programming for: Indigenous distinction groups of First Nations, Inuit, and Metis; accessible programming to visible and invisible disabilities; intergenerational programs; either inclusive of or targeted programs to sex and gender; and efforts to increase accessibility for participants (such as transportation, equipment, memberships to fitness programs etc.).</p>
<p>SDG 10 – Reduced inequalities</p>	<p>Court Challenges Program</p> <p>The objective of the Court Challenges Program is to provide financial support to Canadians and people in</p>	<p>CIF ambition: CIF 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>In 2024–2025, the Court Challenges Program (CCP) contributed to reducing inequalities by providing financial support to individuals and groups in Canada to bring forward test cases of national significance. These cases aim to clarify</p>

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	<p>Canada to bring before the courts test cases of national significance that aim to clarify and assert certain constitutional and quasi-constitutional official language rights and human rights. The Program contributes to access to justice, and in doing this, it contributes to creating a more equitable society for Canadians.</p>		<p>and affirm certain constitutional and quasi-constitutional rights related to human rights and official languages.</p> <p>The program supports a range of human rights, including freedom of religion and expression, non-discrimination, gender equality, and multiculturalism. It also contributes to the recognition of language rights by supporting cases related to rights guaranteed by the Constitution and the enforceable aspects of the <i>Official Languages Act</i>.</p> <p>Several cases funded by the Court Challenges Program have resulted in major court decisions or are currently before the highest courts in the country. The program is beneficial for racialized, marginalized, or equity-deserving individuals and groups, enabling them to assert their rights and challenge systemic inequalities through the legal system, thereby contributing to reducing inequalities and discrimination.</p> <p>For example, in 2024-25 the Court Challenges Program has funded two test cases challenging the inaccessibility of government services to deaf and hard of hearing people. In the first case, the plaintiffs alleged that the lack of video remote interpreting for in-person services constitutes unequal access to essential public services. The other case concerned the lack of video description in on-demand broadcast services, compared to mandatory captioning.</p> <p>These cases contribute to reducing systemic barriers to information and increasing equal opportunities for people with disabilities.</p>
<p>SDG 11 – Sustainable cities and communities</p>	<p>Canada Cultural Spaces Fund</p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts- and heritage-related</p>	<p>GIF target: GIF 11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.</p>	<p>In 2024-2025, the Canada Cultural Spaces Fund provided \$63,525,522 in funding towards the construction and renovation of arts and heritage facilities, \$7,213,283 for the acquisition of specialized equipment, and \$2,059,362 for the</p>

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	<p>creation, collaboration, presentation, preservation, and exhibition.</p> <p>To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and manage creative hubs and equivalent Indigenous peoples' organizations.</p>		<p>development of feasibility studies for the construction or renovation of arts and heritage facilities.</p>
<p>SDG 17 – Partnerships for the goals</p>	<p>Canadian Conservation Institute and Canadian Heritage Information Network</p> <p>Canadian Conservation Institute and Canadian Heritage Information Network participate in the Our Collections Matter initiative, led by the International Centre for the Study of the Preservation and Restoration of Cultural Property, which will assist heritage institutions in connecting their collections-based work to sustainable development using the SDGs, thereby demonstrating more effectively their added value to society. With their partners, Canadian Conservation Institute and Canadian Heritage Information Network will explore ways to support heritage institutions in playing their fullest part in sustainable development.</p>	<p>CIF ambition: CIF 17.1 Canada fosters collaboration and partnerships to advance the SDGs.</p> <p>GIF target: GIF 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the SDGs in all countries, in particular developing countries.</p>	<p>As part of the Our Collections Matter initiative, the Canadian Conservation Institute worked with partners based in Belgium, Colombia, Italy, the Netherlands, Thailand, and the United States in 2024-25 to publish a self-assessment tool to help heritage institutions understand how the work they do with collections can contribute to the United Nations' Sustainable Development Goals. Following the publication of the tool, the Canadian Conservation Institute continued to participate in the Our Collections Matter initiative as it looks to continue to assist heritage institutions in connecting their collections-based work to sustainable development.</p>

Integrating Sustainable Development

Canadian Heritage will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

Public statements on the results of Canadian Heritage's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced (see [Public Statements of Strategic Environmental and Economic Assessments - Canada.ca](#)). 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.

Canadian Heritage did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024-2025.



Additional activities that support the Greening Government Strategy, FSDS goals and targets, and Canada’s implementation and advancement of the United Nations 2030 Agenda for Sustainable Development

Canadian Heritage is integrating sustainable development into its internal policy and operational processes and endeavors to find additional ways to do so as new opportunities arise. The following are examples of activities that supported sustainable development in 2024-25:

Equity, Diversity, and Inclusion Review

In 2024–2025, Canadian Heritage continued to advance inclusion, diversity, equity, and accessibility (IDEA) in ways that directly benefit employees and the communities the Department serves.

The IDEA Office led the development of the draft of the department’s first IDEA Action Plan, following engagement with key stakeholders across programs, policy areas, and employment equity networks. Aligned with the Canadian Heritage Culture Statement and broader government-wide commitments, such as the Clerk’s Call to Action, the plan prioritizes inclusive practices, leadership accountability, better data use, and transparency.

Based on common executive performance commitments Canadian Heritage established in the 2024-2025 cycle and the direction to embed consequential accountability, the Department has established clear performance measures in all executive performance agreements and linked them to meaningful outcomes. Executives must demonstrate tangible contributions to reconciliation, anti-racism, equity, inclusion, and accessibility to achieve top performance ratings. Progress is monitored through regular scorecards and committee discussions, ensuring alignment with IDEA and reconciliation goals. Final performance assessments require narratives that highlight achievements, leadership, and alignment with the Canadian Heritage Culture Statement.

As a department that shapes Canada’s cultural landscape through grants, contributions, programs, and services, embedding IDEA in our funding models, program design, and decision-making helps foster equitable access to resources and greater impact across communities.

Looking forward, to help achieve greater public impact, Canadian Heritage plans to:

- Collect client demographic data to better understand the communities Canadian Heritage serves and identify service gaps; and
- Promote consistent adoption of inclusive and accessible practices across programs to improve client experiences and outcomes.

Through these efforts, Canadian Heritage is strengthening its capacity to make evidence-informed decisions that remove barriers and enhance service delivery for Canadians.

Gender-Based Analysis Plus (GBA Plus)

GBA Plus embeds a rigorous methodology to identify inequalities faced by diverse and intersecting demographic groups in Canada and to frame options to address them. Strategic Policy and International Affairs leads the GBA Plus Responsibility Centre within the Department. In 2024-25, through the Centre, Canadian Heritage advanced the meaningful application of GBA Plus in the Department's policies and programs. This included:

- Strengthening the Centre's challenge function when reviewing departmental outputs, such as Budget and Cabinet documents, and in the reporting cycle of reports like the Departmental Plans and Departmental Results Reports;
- Supporting the participation of Canadian Heritage in the work led by Women and Gender Equality Canada towards building an enhanced intersectional approach for fairness and inclusion;
- Increasing departmental capacity and competency regarding GBA Plus and intersectionality through training sessions and the maintenance of a GBA Plus Community of Practice; and
- Supporting the activities of Canadian Heritage's GBA Plus governance structure, including the activities of the Department's GBA Plus Champion.

This work helped Canadian Heritage create policies and programs that centre the lived experiences of, and outcomes for, equity-deserving groups in Canada in all development, implementation, and monitoring phases, with the goal of ensuring that they are inclusive and effective at reducing inequalities. GBA Plus activities address SDG 10: Reduced inequalities.

Disability Inclusion

The IDEA Office continued to support employee networks and diversity communities by promoting inclusive workplace practices, including the respectful planning of meetings and events around key cultural, religious, and commemorative dates. The IDEA Office also worked with the Employment Equity and Diversity Champions' Committee and the Co-Chairs' Forum as a space to identify and address systemic barriers, to help ensure the department applies an intersectional approach to advancing inclusion, diversity, equity, and accessibility.

As part of its mandate, the IDEA Office continued implementing the Canadian Heritage Accessibility Plan 2023–2025, publishing the second Accessibility Progress and Feedback Report in December 2024. Grounded in “Nothing Without Us,” the Plan aligns with the UN’s Sustainable Development Goal 10 by reducing inequalities and removing barriers faced by persons with disabilities. Key achievements included:

- Increased representation of employees with disabilities from 7.4% to 10.4%, surpassing workforce availability;
- Resolved 87% of accommodation requests in under 60 days;
- Applied an “accessible by design” approach to office relocations, ensuring barrier-free fit-ups, ergonomic furniture, and well-being rooms;
- Established a 15-day service standard for timely access to assistive technologies and support;
- Updated procurement tools and templates with mandatory accessibility requirements;
- Improved accessibility of internal job aids and training materials; and
- Delivered bi-weekly accessible document creation training to over 900 employees by March 2025.

These efforts are helping build accessible, inclusive workplaces and services across Canadian Heritage. Looking ahead, the next Accessibility Plan for 2026–2028 will continue to address barriers while focusing on empowering neurodivergent employees with the tools and support they need to succeed.

Equity in Human Resources Management

Canadian Heritage has implemented consequential accountability in its performance evaluations for all executives, ensuring they prioritize the organization's objectives on reconciliation, anti-racism, equity, inclusion, and accessibility in their decision-making processes and ongoing activities. Final performance assessments require narratives that highlight achievements, leadership, and alignment with the Canadian Heritage culture statement.

Employment equity, diversity and inclusion scorecards and objectives inform staffing strategies by quantifying organizational needs and representation gaps, and stating explicit goals for hiring, retention, promotion and acting appointments. Progress is monitored through these scorecards and committee discussions.

Canadian Heritage closed its representation gaps and reached 85.2% of its objective to hire 61 new public servants with disabilities in support of the Government of Canada's commitment to hire 5,000 new employees with disabilities by 2025.

Actions and initiatives have been put in place to reduce barriers to employment and increase job retention and professional advancement, such as:

- Sponsoring two employees from equity-seeking groups for the [Mosaic Leadership Development Program](#);
- Launching a sponsorship program within Canadian Heritage for members of the 2SLGBTQI+ community. Four employees of the Two-Spirit, transgender, nonbinary or gender-diverse community were sponsored in the first cohort;
- Increasing access for members of equity-seeking groups to funds for language training;
- Integrating learning paths highly recommended by the Canada School of Public Service on inclusion, diversity, equity and accessibility into the Canadian Heritage learning curriculum;
- Adapting appointment processes and hiring practices to be more accessible and inclusive by ensuring that job postings use clear, simplified, and appropriate language and that accessibility principles have been applied; adopting a user-centered design approach for

candidate evaluations; offering training on unconscious bias to members of assessment committees and staffing advisors for the targeted selection process for people with disabilities; and

- Implementing a tool for all advertised recruitment processes to determine at which stages of the selection process candidates either were eliminated or withdrew. This helps to identify and address potential barriers throughout the process.