



Treasury Board of Canada
Secretariat

Secrétariat du Conseil du Trésor
du Canada

Canada

Treasury Board of Canada Secretariat's 2023–24 Departmental Sustainable Development Strategy Report

Published: 2024-10-28

© His Majesty the King in Right of Canada,
represented by the President of the Treasury Board 2024,

Published by Treasury Board of Canada, Secretariat
90 Elgin, Ottawa, Ontario, K1A 0R5, Canada

Catalogue Number: BT1-44E-PDF
ISSN: 2561-2662

This document is available on the Government of Canada website, [Canada.ca](https://www.canada.ca)

This document is available in alternative formats upon request.

Aussi offert en français sous le titre : Rapport sur la Stratégie ministérielle de développement durable de
2023-2024 du Secrétariat du Conseil du Trésor du Canada

2023 to 2024 Departmental Sustainable Development Strategy Report

From: Treasury Board of Canada Secretariat

On this page

- [Introduction to the 2023 to 2024 Departmental Sustainable Development Strategy Report](#)
- [Commitments for the Treasury Board of Canada Secretariat](#)
- [Integrating Sustainable Development](#)

Introduction to the 2023 to 2024 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#).

This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the [United Nations 2030 Agenda for Sustainable Development](#) and sets out a balanced approach to the environmental, social and economic dimensions of sustainable development.

In keeping with the purpose of the act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Treasury Board of Canada Secretariat (TBS) supports the goals laid out in the FSDS through the activities described in [TBS's 2023 to 2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This report provides a report on progress related to TBS's DSDS in fiscal year 2023 to 2024.

The [Federal Sustainable Development Act](#) also sets out [seven principles](#) that must be considered in the development of the FSDS, as well as DSDSs. These basic principles have been considered and incorporated into TBS's DSDS and 2023 to 2024 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, TBS's departmental strategy reports on Canada's progress toward implementing the [2030 Agenda](#) and advancing the SDGs, supported by the [Global Indicator Framework \(GIF\)](#) and [Canadian Indicator Framework \(CIF\)](#) targets and indicators. The report also now captures progress on SDG initiatives that fall outside the scope of the FSDS.

The "Commitments for the Treasury Board of Canada Secretariat" section provides the results for the indicators linked to the FSDS Implementation Strategies that TBS is supporting.

The "Integrating Sustainable Development" section describes how TBS has helped further integrate sustainable development into Government of Canada and TBS decision-making.

Commitments for the Treasury Board of Canada Secretariat

► In this section

Goal 10: Advance reconciliation with Indigenous peoples and take action on inequality

FSDS context

Social, economic and environmental inequalities persist in Canada. These inequalities disproportionately affect people with multiple intersecting identity factors such as gender identity and expression, race and ethnicity, faith community, Indigeneity, disability, sexual orientation, and low socio-economic status. Reconciliation with Indigenous peoples is essential to addressing social, economic and environmental inequalities and achieving substantive equality.

TBS works with departments to foster a diverse, equitable, inclusive and accessible public service that is representative of all employment equity groups. It also works across its core responsibilities to help advance reconciliation with Indigenous peoples.

Target theme: Taking action on inequality

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

Note: Results for the performance indicators on representativeness of the public service in 2023–24 are not yet available. They will be reported in the upcoming 2023–24 annual report on Employment Equity in the Public Service of Canada. In the interim, this report provides the 2022–23 results for these indicators.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada’s 2030 agenda national strategy and SDGs	Results achieved
-------------------------	---------------------	---	---	------------------

Foster diversity, inclusion and accessibility in the federal public service

TBS will:

- support the review of the *Employment Equity Act* and the implementation of recommendations the Government of Canada adopts
- support career advancement, training, sponsorship and educational opportunities for public servants in employment equity-seeking groups
- work with the Privy Council Office to help departments implement their plans in response to the [Call to Action on Anti-Racism, Equity and Inclusion](#)
- take positive action in support of the International Decade for People of African Descent, Canada's Anti-Racism Strategy and the development of the National

Performance indicator 1: Percentage of employees (compared with workforce availability) who are persons with a disability

Starting point: As of 2021–22, 6.2% of employees are persons with a disability compared with the workforce availability of 9.1%

Target: Each year, the public service continues to meet or surpass the workforce availability for persons with disabilities

Performance indicator 2: Percentage of employees (compared with workforce availability)

The Government of Canada is Canada's largest employer. Creating a diverse, inclusive and accessible public service that is representative of persons with disabilities, Black people and members of other visible minorities in Canada helps reduce inequality in Canadian society. It also helps the public service better understand and address the needs of the diverse Canadians it serves.

Relevant targets or ambitions

CIF ambition: Canadians live free of discrimination, and inequalities are reduced

CIF target: No specific target

Indicator 1 result: As of 2022–23, 6.9% of employees in the public service are persons with a disability, compared with their workforce availability of 9.2%.

Indicator 2 result: As of 2022–23, 21.7% of employees in the public service are members of a visible minority group, compared with their workforce availability of 17.3%.

Indicator 3 result: As of 2022–23, 4.6% of employees in the public service are

<p>Action Plan on Combatting Hate</p> <ul style="list-style-type: none"> • implement the updated self-identification questionnaire, which is designed to increase the accuracy, depth and breadth of the data on the representation of public service employees from the four designated employment equity groups and from other identity groups • provide policy guidance and resources to partners and departments on employment equity, diversity and inclusion • support departments in submitting robust accessibility plans and progress reports to fulfill the ambitions of the <i>Accessible Canada Act</i> by providing analysis of the published plans, developing and disseminating additional tools and guidance, and indicators to 	<p>who are members of a visible minority group</p> <p>Starting point: As of 2021–22, 20.2% of employees are members of a visible minority group compared with the workforce availability of 17.2%</p> <p>Target: Each year, the public service continues to meet or surpass the workforce availability for members of visible minorities</p> <p>Performance indicator 3: Percentage of employees who are Black</p> <p>Starting point: As of 2021–22, 4.2% of employees are Black</p>	<p>GIF target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, religion or economic or other status</p> <p>GIF target 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>GIF target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Black. Workforce availability estimates are not calculated for Black employees.</p>
--	--	---	--

	<p>help organizations measure progress</p> <ul style="list-style-type: none"> • lead a Federal Speakers Forum on Diversity and Inclusion, a platform for public servants to share experiences about diversity, inclusion, accessibility and other related topics • monitor the implementation of the Maturity Model for Diversity and Inclusion, a tool that organizations can use to assess their progress on their diversity and inclusion goals 	<p>Target: Not applicable. Workforce availability estimates are not calculated for Black employees.</p>		
--	--	--	--	--

Advance gender equality in the Government of Canada

In addition to its actions on diversity, inclusion and accessibility that help advance gender equality, TBS will:

- advance the implementation of the *Pay Equity Act* across the public service
- develop and implement a modernized senior leaders' strategy to promote career progression and inclusion, and to enable leadership development and targeted succession planning and recruitment for women and other equity-seeking groups

Performance indicator 1: Percentage of employees (compared with workforce availability) who are women

Starting point: As of 2021–22, 56% of employees are women compared with the workforce availability of 53.3%

Target: Each year, the public service continues to meet or surpass the workforce availability for women

Performance indicator 2: Percentage of executive employees (compared with workforce availability) who are women

The Government of Canada is Canada's largest employer. Eliminating gender inequalities in the public service helps reduce inequality in Canadian society. It also helps the public service better understand and address the needs of Canadians of different genders.

Relevant targets or ambitions

CIF ambition: Gender equality in leadership roles, and at all levels of decision-making

CIF target: Greater representation of women in leadership roles

CIF ambition: Canadians live free of discrimination, and inequalities are reduced

Indicator 1 result: As of 2022–23, 56.6% of employees in the public service are women, compared with their workforce availability of 53.7%.

Indicator 2 result: As of 2022–23, 54.2% of executive employees in the public service are women, compared with their workforce availability of 48%.

Starting point: As of 2021–22, 53.2% of executives are women compared with the workforce availability of 48.2%

Target: Each year, the public service continues to meet or surpass the workforce availability for women executives

CIF target: No specific target

GIF target 5.1: End all forms of discrimination against all women and girls everywhere

GIF target 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

GIF target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, religion or economic or other status

GIF target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by

		<p>eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>GIF target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>
--	--	--

Target theme: Advancing reconciliation with First Nations, Inuit, and Métis communities

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing the United Nations Declaration on the Rights of Indigenous Peoples Act (Minister of Justice and Attorney General of Canada)

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
-------------------------	---------------------	---	---	------------------

Increase Indigenous employment in the federal public service

In addition to the other actions it is taking to foster diversity, inclusion and accessibility, TBS will implement Many Voices One Mind: a Pathway to Reconciliation, a whole-of-government strategy for reducing and removing barriers to public service employment encountered by Indigenous people, through action in five areas:

- encouraging and supporting Indigenous people to join the public service
- addressing bias, racism, discrimination and harassment, and improving cultural competence in the public service
- addressing learning, development and career advancement concerns expressed by

Performance indicator 1:

Percentage of employees (compared with workforce availability) who are Indigenous

Starting point: As of 2021–22, 5.2% employees are Indigenous persons compared with the workforce availability of 3.8%

Target: Each year, the public service continues to meet or surpass the workforce availability for Indigenous persons

Performance indicator 2:

Percentage of executive employees (compared with workforce availability) who are Indigenous

Starting point: As of 2021–22, 4.9% of executives are Indigenous compared with the workforce availability of 5.2%

The Government of Canada is Canada's largest employer. Increasing Indigenous employment in the public service helps reduce inequality in Canadian society. It also helps the public service advance reconciliation and better understand and address the needs of the Indigenous people it serves.

Relevant targets or ambitions

CIF ambition: Canadians live free of discrimination, and inequalities are reduced

CIF target: No specific target

GIF target 10.2: By 2030, empower and promote the social, economic and political

Indicator 1 result: As of 2022–23, 5.3% of employees in the public service are Indigenous, compared with the workforce availability of 3.8%.

Indicator 2 result: As of 2022–23, 5.2% of executive employees in the public service are Indigenous, compared with the workforce availability of 5.4%.

	<p>Indigenous employees</p> <ul style="list-style-type: none"> • recognizing Indigenous people's talents and promoting advancement to and within the Executive group • supporting, engaging and communicating with Indigenous employees and partners 	<p>Target: Each year, the public service continues to meet or surpass the workforce availability for Indigenous persons</p>	<p>inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	
--	--	--	--	--

Implement the United Nations Declaration on the Rights of Indigenous Peoples Act

TBS will:

- support Justice Canada’s work, in consultation and cooperation with Indigenous partners, to implement and continue to evolve the United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan 2023-2028
- identify action plan measures (APMs) where TBS has a leadership role
- identify APMs where TBS has a role supporting other lead departments or agencies
- work with Indigenous partners (and with other departments and agencies when appropriate) to identify actions to implement the APMs
- undertake these actions,

Performance indicator:

Implementation actions identified and undertaken in consultation and cooperation with Indigenous partners

Starting point: In 2023, TBS is identified as a co-leading department on two APMs:

- supporting Indigenous data sovereignty
- developing and implementing a process and further direction for federal government departments and agencies to ensure that bills and proposed regulations are consistent with the Declaration

TBS is also working to identify further APMs, led by other departments and

The United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan 2023-2028 provides a roadmap of actions Canada needs to take in partnership with Indigenous people to implement the principles and rights set out in the UN Declaration and to further advance reconciliation in a tangible way.

Progress made in implementing each of the APMs will help break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous people. By

Indicator result:

As of 2023-24, TBS in the planning stage for the two identified APMs. TBS is also working, along with various other departments, on a third APM.

Notes:

The purpose of the third APM is to develop coordinated whole-of-government approaches to the implementation of the right to participate in decision-making related to legislative policy and program initiatives, consistent with the UN Declaration.

<p>in consultation and cooperation with Indigenous partners</p> <p>Actions will begin no later 2024–25.</p>	<p>agencies, where it has a supporting role.</p> <p>Target: By June 2028, APMs have been implemented in consultation and cooperation with Indigenous partners</p>	<p>contributing to the implementation of the UN Declaration Act, TBS will build a better, more equitable future for Indigenous people and, in doing so, a more inclusive Canada for this and future generations.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians live free of discrimination, and inequalities are reduced</p> <p>CIF target: No specific target</p> <p>GIF target 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>GIF target 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>GIF target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>
--	--	--	--

Goal 12: Reduce waste and transition to zero-emission vehicles

FSDS context

By transitioning to a cleaner and more circular economy that prioritizes reducing consumption and waste generation, reusing the resources already extracted, and finding processes and technologies that take a holistic systems-based approach to minimizing waste throughout the economy, we can help reduce negative impacts on the environment.

TBS supports departments as they implement the Greening Government Strategy, which includes commitments to reduce the environmental impacts of the Government of Canada’s operations.

Target theme: Federal Leadership on Responsible Consumption

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (all ministers)

Target: By 2030, the Government of Canada will divert from landfill at least 90% by weight of all construction and demolition waste (all ministers)

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

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
--------------------------------	----------------------------	--	--	-------------------------

Transform the federal light-duty fleet

For the federal conventional light-duty fleet, TBS will facilitate the increased adoption of zero-emission vehicles by departments, by:

- tracking and disclosing the overall percentage of zero-emission vehicles
- tracking and disclosing the percentage of new annual purchases that are zero-emission vehicles or hybrids in the vehicle groups where suitable options are available and meet operational needs

Performance indicator 1: Percentage of light-duty on-road fleet that comprises zero-emission vehicles, including battery electric, plug-in hybrid and hydrogen fuel cell vehicles

Starting point: 3.4% in 2021–22

Target: 100% by 2030

Performance indicator 2: Percentage of annual conventional light-duty on-road fleet vehicle purchases that are zero-emission vehicles or hybrids in vehicle groups where suitable options are available and meet operational needs.

Starting point: 72% in 2021–22

Target: At least 75% each year

The purchase of zero-emission vehicles and hybrid vehicles to replace internal combustion engine vehicles will reduce Scope 1 greenhouse gas emissions from conventional fleet operations, in addition to other air pollutants.

Relevant targets or ambitions

CIF ambition: Canadians consume in a sustainable manner

CIF target: Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040

GIF target 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities

Indicator 1 result:

As of 2023–24, 19% of the Government of Canada’s conventional light-duty fleet was green (7.3% zero-emission vehicles, 11.5% hybrids).

Indicator 2 result:

In 2023–24, 83% of the Government of Canada’s new purchase of light-duty vehicles were green (45% zero-emission vehicles, 38% hybrids) when the target applied.

Notes:

The target for Indicator 2 applied to all light-duty conventional fleet vehicle purchases, where suitable options were available.

<p>Disclose embodied carbon in construction</p>	<p>Under the <i>Policy on Green Procurement</i>, TBS published the <i>Standard on Embodied Carbon in Construction</i>, which came into force on December 31, 2022. Starting in 2024–25, TBS will annually publish these Scope 3 emissions, as reported by departments for their 2023–24 construction projects.</p>	<p>Performance indicator:</p> <p>The level of embodied Scope 3 greenhouse gas emissions of ready-mix concrete used in construction projects subject to the standard</p> <p>Starting point: Reporting on 2023–24 data will be available in 2024–25 or once applicable projects have been completed</p> <p>Target: Reduce the embodied carbon of the ready-mix concrete used in major construction projects subject to the standard by at least 10% relative to the project baseline</p>	<p>Green procurement incorporates environmental criteria into purchasing decisions. This is expected to motivate suppliers to reduce greenhouse gas emissions associated with their goods, services and supply chains.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians consume in a sustainable manner</p> <p>CIF target: No specific target</p> <p>GIF target 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Indicator result:</p> <p>Result not available</p> <p>Notes:</p> <p>As of 2023–24 given the lead time required for construction projects, no Government of Canada projects were subject to the <i>Standard on Embodied Carbon in Construction</i>. Data will be reported as qualifying projects are completed.</p>
---	--	---	---	--

Incentivize supplier disclosure

Under the *Policy on Green Procurement, Standard on the Disclosure of Greenhouse Gas Emissions and the Setting of Reduction Targets*, which came into force on April 1, 2023. Starting in 2024–25 for procurements from major suppliers, TBS will collect, consolidate and report annually on Government of Canada procurement processes that incentivize suppliers to adopt a science-based target in line with the Paris Agreement, and to disclose supply chain greenhouse gas emissions.

Performance indicator: The percentage of Government of Canada procurement processes with major suppliers that applied the *Standard on the Disclosure of Greenhouse Gas Emissions and the Setting of Reduction Targets* under the *Policy on Green Procurement*

Starting point: Reporting on 2023–24 data will be available in 2024–25

Target: By 2024–25, 100% of procurement processes with major suppliers applied the *Standard on the Disclosure of Greenhouse Gas Emissions and the Setting of Reduction Targets* under the *Policy on Green Procurement*.

Procurement makes up a large portion of the Government of Canada’s Scope 3 greenhouse gas emissions. The requirement to incentivize suppliers to disclose their greenhouse gas emissions and set reduction targets is expected to motivate suppliers to reduce greenhouse gas emissions associated with their goods, services and supply chains so that net-zero procurement can be achieved by 2050.

Relevant targets or ambitions

CIF ambition: Canadians consume in a sustainable manner

CIF target: No specific target

GIF target 12.7: Promote public procurement

Indicator result:

In 2023–24, 81% of Government of Canada procurement processes with major suppliers applied the standard.

			practices that are sustainable, in accordance with national policies and priorities	
--	--	--	---	--

Maximize diversion of waste from landfills

Each year, TBS will publish the rates of diversion from landfill by departments of both non-hazardous operational waste and construction, demolition and renovation waste.

Performance indicator 1: Percentage by weight of non-hazardous operational waste diverted from landfill

Starting point: Reporting on 2023–24 data will be available in 2024–25

Target: At least 75% each year by 2030

Performance indicator 2: Percentage by weight of construction, demolition and renovation waste diverted from landfill

Starting point: Reporting on 2023–24 data will be available in 2024–25

Target: At least 90% each year by 2030

Actions that reduce the generation of non-hazardous operational waste will help reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Material recovery through recycling reduces emissions for the extraction and production of virgin materials.

Relevant targets or ambitions

CIF ambition: 12.3 Canadians consume in a sustainable manner

CIF indicator: 12.3.1 Total waste diversion per capita

Indicator 1 result:

As of 2023–24 35% of non-hazardous operational waste was diverted from landfill by departments.

Indicator 2 result:

In 2023–24, one project reported that it diverted 95% of construction, demolition and renovation waste from landfill.

Notes:

The number of projects completed and reported fluctuates each year.

			GIF target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	
--	--	--	--	--

Strengthen green procurement criteria	TBS will ensure that all its procurement and materiel management specialists have taken training in green procurement (such as the Canada School of Public Service course on green procurement, or equivalent) within one year of being identified.	<p>Performance indicator: Percentage of procurement and materiel management specialists at TBS trained in green procurement within one year of being identified</p> <p>Starting point: In 2022-23, 100% of procurement and materiel management specialists trained in green procurement</p> <p>Target: 100% of procurement officers and materiel management specialists receive training with one year of being identified</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians consume in a sustainable manner</p> <p>CIF indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p>CIF target: No specific target</p> <p>GIF target 12.7: Promote public procurement practices that are sustainable,</p>	<p>Indicator result:</p> <p>As of 2023-24 100% of procurement and materiel management specialists in TBS were trained on green procurement.</p>
---------------------------------------	---	---	---	--

			in accordance with national policies and priorities	
--	--	--	---	--

<p>Strengthen green procurement criteria (action 2)</p>	<p>TBS will demonstrate how it has incorporated environmental considerations into its management control frameworks according to the <u><i>Policy on Green Procurement</i></u> by:</p> <ul style="list-style-type: none"> identifying departmental categories of procurement with the highest environmental impact (HICATs) establishing criteria, if no centrally established criteria already exist, that reduce their impact implementing these criteria 	<p>Performance indicator 1: Percentage of HICATs for which criteria to reduce their environmental impact have been established</p> <p>Starting point 1: New commitment starting in 2024</p> <p>Target 1: By 2025, 100% of HICATs have criteria established to reduce their environmental impact</p> <p>Performance indicator 2: Percentage of HICATs for which criteria to reduce their environmental impact have been implemented</p> <p>Starting point 2: New commitment starting in 2024</p> <p>Target 2: By 2026, 100% of HICATs have criteria implemented to reduce their environmental impact</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians consume in a sustainable manner</p> <p>CIF indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices</p> <p>CIF target: No specific target</p> <p>GIF target 12.7: Promote public procurement practices that are sustainable,</p>	<p>Indicator 1 result: Result not available.</p> <p>Indicator 2 result: Result not available.</p> <p>Notes: This is a new commitment that started in 2024. TBS has started identifying its HICATs and establishing criteria to reduce their environmental impact. TBS will start reporting on the HICAT indicators once it finalizes the number of procurement categories they apply to.</p>
---	--	---	---	---

Goal 13: Take action on climate change and its impacts

FSDS context

Climate change is one of the top drivers of global biodiversity loss, which further threatens ecosystems and the beneficial services they provide to society. It affects the health of Canadians, especially the most at-risk populations such as youth, seniors, Indigenous populations, those with chronic health conditions, and marginalized low-income, and racialized communities.

TBS supports departments as they implement the Greening Government Strategy, which includes commitments to transition the Government of Canada's operations to reach net-zero carbon and become more climate resilient.

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)

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

Target: The Government of Canada will transition to climate-resilient operations by 2050 (all ministers)

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
--------------------------------	----------------------------	--	--	-------------------------

<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>TBS will:</p> <ul style="list-style-type: none"> • lead and coordinate federal emissions reduction, climate-resilience and greening government initiatives • integrate knowledge from other leading organizations and share best practices broadly • track and disclose government environmental performance information centrally • drive results to meet greening government environmental objectives 	<p>Performance indicator: The level of government greenhouse gas emissions from real property and conventional fleet operations relative to 2005–06 levels</p> <p>Starting point: 39.8% in 2022–23</p> <p>Targets:</p> <ul style="list-style-type: none"> • 40% reduction of greenhouse gas emissions from real property and conventional fleet operations by 2025–26 • Emissions from Government of Canada operations will be net-zero by 2050 	<p>Scope 1 and 2 greenhouse gas emissions from federal real property operations can be reduced by improving efficiency and switch to cleaner sources of energy.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians reduce their greenhouse gas emissions</p> <p>CIF target: 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 target 13.3: Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result:</p> <p>As of 2023–24, the federal government realized a 42% reduction in greenhouse gas emissions from its real property and conventional vehicle fleet compared with 2005 levels.</p>
--	--	--	---	--

Reduce risks posed by climate change impacts to federal assets, services and operations (action 1)

TBS will lead the federal government's efforts to facilitate and encourage the understanding of risks posed by the impact of climate change to federal assets, services and operations, and taking action to reduce these risks.

Performance indicator: Percentage of federal departments and agencies that have initiated or completed assessments of climate risks to their critical assets, services and activities, including the establishment of plans

Starting point: In 2021–22, 75% of departments surveyed have initiated or completed climate risk assessments, and 26% of critical assets reported have been assessed for climate risk.

Target: By 2027, 75% of departments and agencies surveyed have established plans to address risks to their critical services and activities, and 40% of critical assets have been assessed for climate risk

Understanding and taking action to reduce identified risks contributes to more resilient services and operations

Relevant targets or ambitions

CIF ambition: Canadians are well-equipped and resilient to face the effects of climate change

GIF target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

GIF target 13.2: Integrate climate change measures into national policies, strategies and planning

GIF target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation,

Indicator result:

As of 2023–24, 82% of 28 federal departments and agencies surveyed have initiated or completed climate risk assessments of their services and activities, and 10% of the critical assets of 24 reporting departments have been assessed for climate risk

Notes:

The percentage of critical assets that have been assessed for climate risk is lower than the 2021–22 starting point because the number of identified critical assets has increased.

			adaptation, impact reduction and early warning	
--	--	--	--	--

Reduce risks posed by climate change impacts to federal assets, services and operations (action 2)

TBS will develop measures to address risks identified in its departmental climate risk assessment.

Performance indicator:

Measures are taken to address the top three risks identified in TBS’s climate risk assessment

Starting point:

Based on the 2020 Climate Risk Assessment, TBS assessed the risks posed by the impact of climate change and identified the top three risks

Target: By 2024–25, measures are identified and action has been taken to address the top three identified risks

Understanding and taking action to reduce identified risks contributes to more resilient services and operations

Relevant targets or ambitions

CIF ambition: Canadians are well-equipped and resilient to face the effects of climate change

GIF target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

GIF target 13.2: Integrate climate change measures into national policies, strategies and planning

GIF target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation,

Indicator result:

As of 2023–24, TBS has identified and is implementing measures to address the top three risks identified in its climate risk assessment.

Notes:

The top three risks identified in TBS’s climate risk assessment are the disruption of TBS services; the potential impacts of climate change on the fiscal framework; and the implications of climate change for pension and benefit plan policy, negotiations and monitoring.

			<p>adaptation, impact reduction and early warning</p>	<p>In 2025–26, TBS will start reviewing and updating its departmental climate risk assessment to comply with the Greening Government Strategy.</p>
--	--	--	---	--

<p>Improve environmental performance of national safety and security fleets</p>	<p>TBS will implement a Low-carbon Fuel Procurement Program, which will support the purchase of clean, low-carbon fuels for federal air and marine fleet operations.</p>	<p>Performance indicator:</p> <p>Cumulative volume of neat clean, low-carbon fuels purchased</p> <p>Starting point: 0 litres in 2022–23</p> <p>Target: At least 200 million litres of neat clean, low-carbon fuels has been purchased cumulatively by the end of fiscal year 2030–31</p>	<p>The purchase of low-carbon fuels reduces the Scope 1 greenhouse gas emissions from the combustion of the fuel in federal air and marine fleet vehicles.</p> <p>Relevant targets or ambitions</p> <p>CIF ambition: Canadians reduce their greenhouse gas emissions</p> <p>CIF target: 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</p> <p>GIF target 13.2: Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result:</p> <p>As of 2023–24, the program supported departments in purchasing a cumulative total of 2.9 million litres of neat clean, low-carbon fuels</p>
---	--	---	---	--

Goal 17: Strengthen partnerships to promote global action on sustainable development

FSDS context

In a time of constant change, open data is an important mechanism for enhancing transparency and ensuring evidence-based dialogue and collaboration between governments and civil society. In Canada, open data helps foster multi-stakeholder collaboration to better understand and contribute to solving public challenges. Open data also provides critical information to help achieve the SDGs and to measure progress in meeting them.

TBS works with departments and other partners to continue to adopt international best practices in open data and publish datasets on the [Open Government Portal](#).

Implementation strategies supporting the goal

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
-------------------------	---------------------	---	---	------------------

Advance open data initiatives

TBS will:

- pursue planned initiatives for open data within the 2022–2024 National Action Plan on Open Government under the “Open data for results” commitment. These initiatives include:
 - the establishment of an open data advisory body to help inform open data priorities and reporting
 - consultation and development of open data service standards
 - development of maturity models for open government and open data
- continue to support the release of high-value and -quality government data, including by managing departmental working groups,

Performance indicator 1: Progress on [National Action Plan on Open Government](#), “Open data for results” commitment relating to advancing open data availability.

Starting point: Under the action plan, TBS is leading six new activities to advance open data initiatives. It is on track to complete the activities within established timelines.

Target: 100% of activities listed as completed or substantial progress made by the end of 2024

Performance indicator 2: Percentage of new datasets on

Improving the quality of open data and releasing more of it facilitates better information sharing within government and between government and external partners, which helps advance public driven activities and collaborations. It also makes the government’s actions relating to sustainable development more transparent and increases accountability.

Relevant targets or ambitions

CIF ambition: Canada fosters collaboration and partnerships to advance the SDGs

CIF target: No specific target

GIF target 17.6: Enhance the Global Partnership for Sustainable Development, complemented by

Indicator 1 result:

As of 2023–24, 83% of TBS’s commitments are complete or have progressed substantially

Notes:

As part of the 2022–24 National Action Plan on Open Government, TBS is leading work on 12 “Open data for results” commitments.

TBS has made moderate progress on two commitments (17%).

The first is to give departments criteria and a template so that they can develop implementation plans aligned with the strategy, maturity models to optimize their efforts for growth, and

providing training sessions, and updating guidance on releasing open data and using the Open Government Portal

- represent the Government of Canada on the Open Government Partnership, a broad partnership of civil society organizations that work together to co-create commitments to deliver real benefits to citizens

the Open Government Portal with an openness rating of three or more stars

Starting point: In 2022–23, the percentage total of data sets with a rating of three or more stars was 57.4%. The percentage of new data sets with a rating of three or more stars was 77.8%, or 89.5% if geospatial datasets from the Federal Geospatial Platform were excluded.

Target: At least 50% of datasets meet three or more stars on the five-star Open Data

multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries

self-assessment and annual reporting tools to monitor progress.

The second is to consult on and develop service standards for prioritizing and releasing open data and for using the portal as part of the open data plan.

Indicator 2 result:

In 2023–24, 49% of new datasets on the Open Government Portal had an openness rating of three or more stars.

Indicator 3 result:

In 2023–24, the Government of Canada remained an active member of the OGP in good standing.

scale by
March 31,
2024

**Performance
indicator 3:**

Government
of Canada is
an active
member of
the Open
Government
Partnership
(OGP) in
good
standing.

**Starting
point:**

Canada is
listed as a
member of
the OGP and
meets the
OGP
eligibility
criteria

Target:

Canada
remains a
member of
the OGP

Integrating Sustainable Development

TBS continued to ensure that its decision-making process included consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. An SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of TBS's assessments are reported in its Departmental Sustainable Development Strategy Reports when an initiative has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision-making.

TBS did not complete any detailed SEAs in 2023–24.

In addition to the SEA process, in 2023–24, TBS continued to integrate the economic, social, environmental and governance aspects of sustainable development into government operations and decision making by, for example:

- updating the Greening Government Strategy to take further action to reduce greenhouse gas emissions and to increase the resilience of government assets, services and activities by:
 - strengthening decarbonization commitments on real property, conventional fleet and procurement
 - strengthening commitments to climate resilience given the increasing impacts of climate change on federal operations and assets
 - expecting Crown corporations to align with the Greening Government Strategy or to adopt an equivalent set of commitments in each significant area of their operations, with a view to achieving net-zero emissions by 2050 and being climate resilient
 - establishing interim targets for the national safety and security fleet
- continuing to help departments integrate sustainable development impact analysis into regulatory development processes, in keeping with the Cabinet Directive on Regulation, which requires an integrated cost and benefit analysis of regulations on society, the economy and the environment
- applying the Quality of Life Framework as it reviewed Treasury Board submissions and during the Refocusing Government Spending exercise

to ensure that government policies and programs benefited the quality of life of people in Canada

- adding a section on quality-of-life impacts to the template for the 2024–25 departmental plans
- implementing programs and improving data and tools to help departments combat racism, discrimination and hate, to enable representation and to foster a culture of inclusion and accessibility in the public service, including:
 - providing advice and leadership to support significant progress toward the public service’s goal of hiring 5,000 net new public servants with disabilities by 2025
 - partnering with Health Canada to make the Employee Assistance Program more responsive to the needs of Black employees
 - partnering with the Canada School of Public Service to deliver an executive leadership program for Black executives
 - creating a panel of experts to lead consultations on the design of a new restorative engagement program for the federal public service and publishing the panel’s report, Restorative Engagement Program: Recommendations on How to Achieve a Successful Program
 - dedicating time, during meetings of deputy ministers on senior leader talent, to talk about assistant deputy ministers who had identified as belonging to employment equity groups to increase their visibility and support their development, in order to build a leadership community that reflects Canada’s population
 - updating and improving the Federal Public Service Workplace Mental Health Dashboard, which measures performance and tracks progress on organizational psychological health and safety, including for employment equity and equity-seeking groups, at the enterprise, departmental and sub-departmental levels
- continuing to support departments in helping public servants conduct themselves in accordance with the Values and Ethics Code for the Public Sector, which expects that public servants use resources responsibly by:

- effectively and efficiently using public money, property and resources managed by them
- considering the present and long-term effects that their actions have on people and the environment
- continuing to advance federal government transparency, accountability and public participation initiatives as part of implementing Canada's Digital Ambition and the Trust and Transparency Strategy.

TBS also integrated sustainable development into its internal operations, including by:

- building a diverse, inclusive and accessible TBS workplace by:
 - allocating funding and support to employee network initiatives and activities to promote inclusion, diversity, equity and accessibility
 - increasing the department's representation across the four employment equity groups, surpassing workforce availability in all groups for the first time since 2017–18
 - establishing diverse and inclusive talent pools, making them accessible to other government departments to support managers in their hiring efforts
 - continuing to implement the Mentorship Plus program, an initiative that pairs executives with high-potential members of underrepresented groups who aspire to leadership and executive positions
- supporting reconciliation by awarding 7% of the total value of its 2023–24 contracts to Indigenous businesses, meeting its commitment to award at least 5% of the total value of its contracts to Indigenous businesses annually

As well, TBS continued to replace its traditional on-site data centres with cloud computing that will enable TBS to deliver services efficiently and reduce its carbon footprint. Since 2021, TBS has migrated 99% of its work to cloud-computing solutions. These solutions include tools to record and report on the emissions they produce. The tools also provide insights on ways for TBS to further reduce emissions from the cloud-computing solutions it uses.

More on details on TBS's activities and results in 2023-24 can be found in the Treasury Board of Canada Secretariat 2023-24 Departmental Results Report.

© His Majesty the King in Right of Canada, represented by the President of the Treasury Board, 2024,
ISSN: 2561-2662

Date modified:
2024-11-01