Treasury Board of Canada Secretariat
Secrétariat du Conseil du Trésor du Canada
Canada

2024 to 2025 Departmental Sustainable Development Strategy Report

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2024 to 2025 Departmental Sustainable Development Strategy Report

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Introduction to the Treasury Board of Canada Secretariat 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, 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 the fiscal year 2024 to 2025.

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

To promote coordinated action on sustainable development across the Government of Canada, TBS'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.

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 to 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
- Goal 12: Reduce waste and transition to zero-emission vehicles
- Goal 13: Take action on climate change and its impacts

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 2024–25 are not yet available. They will be reported in the 2024–25 annual report on Employment Equity in the Public Service of Canada. In the interim, this report provides the 2023–24 results for these indicators. Appendix A provides additional information on the data used to report on the results.

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

* "Equity" added.

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, equity, * 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 Action Plan on Combatting Hate • 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	**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) who are members of a visible minority group **Starting point:** As of 2021–22, 20.2% of employees are members of a visible minority group compared with the	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 **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 eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	**Indicator 1 result:** Target not met. As of 2023–24, 7.9% of employees in the public service were persons with a disability, compared with the workforce availability of 12.0%. **Indicator 2 result:** Target surpassed. As of 2023–24, 22.9% of employees in the public service were members of a visible minority group, compared with the workforce availability of 22.7%. **Indicator 3 result:** No applicable target. As of 2023–24, 5.0% of employees in the public service were Black. Workforce availability estimates are not calculated for Black employees.

* "Equity" added.

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
	• support departments in submitting robust accessibility plans and progress reports to fulfill the ambitions of the *Accessible Canada Act* by providing analysis of the published plans, developing and disseminating additional tools and guidance, and indicators to help organizations measure progress • 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	workforce availability of 17.2% **Target:** Each year, the public service continues to meet or surpass the workforce availability for members of visible minorities **Performance indicator 3:** Percentage of employees who are Black **Starting point:** As of 2021–22, 4.2% of employees are Black **Target:** Not applicable. Workforce availability estimates are not calculated for Black employees.	**GIF target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	

* "Equity" added.

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 gender equality in the Government of Canada	In addition to its actions on diversity, equity, * 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 employment equity 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 **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	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 **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,	**Indicator 1 result:** Target surpassed. As of 2023–24, 56.9% of employees in the public service were women, compared with the workforce availability of 55.3%. **Indicator 2 result:** Target surpassed. As of 2023–24, 55.1% of executive employees in the public service were women, compared with the workforce availability of 42.2%.

* "Equity" added.

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
		meet or surpass the workforce availability for women executives	disability, race, ethnicity, religion or economic or other status **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 **GIF target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	

* "Equity" added.

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

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 Indigenous employees • recognizing Indigenous people's talents and promoting advancement to and within the Executive group • supporting, engaging and communicating with Indigenous employees and partners	**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% **Target:** Each year, the public service continues to meet or surpass the workforce	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 inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	**Indicator 1 result:** Target surpassed. As of 2023–24, 5.3% of employees in the public service were Indigenous, compared with the workforce availability of 4.1%. **Indicator 2 result:** Target surpassed. As of 2023–24, 5.5% of executive employees in the public service were Indigenous, compared with the workforce availability of 3.9%.

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
		availability for Indigenous persons		

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

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Implement the *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 Right 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, in consultation and cooperation with Indigenous partners Actions will begin no later 2024–25.	**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 bills and proposed regulations are consistent with the Declaration TBS is also working to identify further APMs, led by other departments and agencies, where it has a supporting role. **Target:** By June 2028, APMs have been implemented in consultation and cooperation with Indigenous partners	The United Nations Declaration on the Right 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 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. **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 inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	**Indicator result:** Target to be achieved in the future. TBS is co-leading the implementation of two APMs and is providing support for implementation of a third. **Notes:** TBS is co-leading work on an APM on data sovereignty with Indigenous Services Canada. It is also leading work the Department of Justice Canada and the Privy Council Office to develop processes and guidance for ensuring new bills and regulations align with the UN declaration. TBS is providing support for Inuit Priority 4. For example, it is co-chairing the Nunavut Directive Review Committee with Nunavut Tunngavik Incorporated.

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
			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 **GIF target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	

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

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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:** Target to be achieved in the future. In 2024–25, 31% of the Government of Canada's conventional light-duty fleet was green (14% zero-emission vehicles, 17% hybrids). **Indicator 2 result:** Target met. In 2024–25, 75% of the Government of Canada's new purchases of light-duty vehicles were green (50% zero-emission vehicles, 25% hybrids) when the target applied. **Notes:** The target for indicator 2 applied to all purchases of light-duty conventional fleet vehicles when suitable options were available.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Disclose embodied carbon **in construction**	Under the *Policy on Green Procurement*, TBS published the *Standard on Embodied Carbon in Construction*, 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.	**Performance indicator 1:** Average percentage reduction of the embodied carbon of the ready-mix concrete used in major construction projects subject to the standard, relative to the project baselines [1] **Starting point:** Data for 2023–24 will be available in 2024–25 or once applicable projects have been completed **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 baselines.	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. **Relevant targets or ambitions** **CIF ambition:** Canadians consume in a sustainable manner **CIF target:** No specific target **GIF target 12.7:** Promote public procurement practices that are sustainable, in accordance with national policies and priorities	**Indicator result:** Target surpassed. In 2024–25, the embodied carbon of the ready-mix concrete used in one qualifying major construction project subject to the standard was reduced by 21% relative to the project baseline.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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
Incentivize supplier disclosure	Under the *Policy on Green Procurement*, TBS published the *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 1:** 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:** 81% in 2023–24 [2] **Target 1:** 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*. **Performance indicator 2:** [3] The percentage of Government of Canada contracts with a total value of $25 million or more that include a life cycle assessment as a contract deliverable **Starting point:** Data for 2025–26 will be available in 2026–27	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 practices that are sustainable, in	**Indicator 1 result:** Target not met. In 2024–25, 94% of Government of Canada procurement processes with major suppliers applied the standard. **Indicator 2 result:** Not available **Notes:** Data for indicator 2 for 2025-26 will be available starting in 2026–27.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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
		Target: By 2025–26, 100% of contracts with a total value of $25 million or more include a life cycle assessment as a contract deliverable	accordance with national policies and priorities	

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Maximize diversion of waste from 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:** 35% in 2023-24 [2] **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:** 95% in 2023-24 [2] **Target:** At least 100% each year [4]	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 **GIF target 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	**Indicator 1 result:** Target to be achieved in the future. In 2024–25, departments diverted 39% of non-hazardous operational waste from landfill. **Indicator 2 result:** Target not met. In 2024–25, four departments with qualifying projects diverted an average of 72% of construction, demolition and renovation waste from landfill. **Notes:** The number of projects completed and reported fluctuates each year for construction, demolition and renovation waste.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Strengthen green procurement criteria (action 1)	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.	**Performance indicator:** Percentage of procurement and materiel management specialists at TBS trained in green procurement within one year of being identified **Starting point:** In 2022–23, 100% of procurement and materiel management specialists trained in green procurement **Target:** 100% of procurement officers and material management specialists receive training with one year of being identified	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains. **Relevant targets or ambitions** **CIF ambition:** Canadians consume in a sustainable manner **CIF indicator:** 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices **CIF target:** No specific target **GIF target 12.7:** Promote public procurement practices that are sustainable, in	**Indicator result:** Target met. In 2024–25, 100% of procurement and material management specialists at TBS were trained in green procurement.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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
			accordance with national policies and priorities	

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Strengthen green procurement criteria (action 2)	TBS will demonstrate how it has incorporated environmental considerations into its management control frameworks according to the *Policy on Green Procurement* by: • 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	**Performance indicator 1:** Percentage of HICATs for which criteria to reduce their environmental impact have been established **Starting point 1:** New commitment starting in 2024 **Target 1:** By 2025, 100% of HICATs have criteria established to reduce their environmental impact **Performance indicator 2:** Percentage of HICATs for which criteria to reduce their environmental impact have been implemented **Starting point 2:** New commitment starting in 2024 **Target 2:** By 2026, 100% of HICATs have criteria implemented to reduce their environmental impact	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains. **Relevant targets or ambitions** **CIF ambition:** Canadians consume in a sustainable manner **CIF indicator:** 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices **CIF target:** No specific target **GIF target 12.7:** Promote public procurement practices that are sustainable, in	**Indicator 1 result:** Target met. 100% of TBS HICATs have criteria established to reduce their environmental impacts **Indicator 2 result:** Target to be achieved in the future. 0% This is a new commitment. The aim is to meet it by 2026. **Notes:** This is a new commitment initiated in 2024–25. Implementation will be phased in. TBS has identified its HICATs and has established green criteria. Foundational work is underway to support implementation and reporting starting in 2025–26.

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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
			accordance with national policies and priorities	

1 "Level of embodied Scope 3 greenhouse emissions" replaced with "Average percentage reduction of embodied carbon" to reflect how departments report this data.

2 Starting point updated with results from 2023–24, the first year of reporting.

3 New performance indicator. Starting point and target have been included to reflect a new commitment under the Greening Government Strategy that starts in 2025.

4 Previous target "At least 90% each year by 2030" updated to "at least 100% each year" to align with updates to the Greening Government Strategy in 2024.

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

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	TBS will: ·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	**Performance indicator:** The level of government greenhouse gas emissions from real property and conventional fleet operations relative to 2005–06 levels **Starting point:** 39.8% in 2022–23 **Targets:** • Interim target of 40% reduction of greenhouse gas emissions from real property and conventional fleet operations by 2025–26 [1] • ·missions from Government of Canada operations will be net zero by 2050	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. **Relevant targets or ambitions** **CIF ambition:** Canadians reduce their greenhouse gas emissions **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 **GIF target 13.2:** Integrate climate change measures into national policies, strategies and planning	**Indicator result:** Target met. In 2024–25, the federal government realized a 43% reduction in greenhouse gas emissions from its real property and conventional vehicle fleet from 2005 levels.

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Reduce risks posed by climate change 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 1:** [2] Percentage of federal departments and agencies that have initiated or completed assessments of climate risks to their critical services and activities, including the establishment of plans **Starting point:** In 2023–24, 82% of departments surveyed have initiated or completed climate risk assessments **Target:** By 2027–28, 90% of departments and agencies surveyed have established plans to address risks to their critical services and activities **Performance indicator 2:** [3] Percentage of critical assets reported that have been assessed for climate risk **Starting point:** In 2023–24, 10% of critical assets reported 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	**Indicator 1 result:** Target to be achieved in the future. By the end of 2024–25, 83% of the 30 federal departments and agencies surveyed had initiated or completed climate risk assessments of their services and activities. **Indicator 2 result:** Target to be achieved in the future. By the end of 2024–25, 15% of the critical assets of the 23 reporting departments had been assessed for climate risk. **Notes:** The number of critical assets reported increased from 975 in 2023–24 to 1,839 in 2024–25.

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

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
		Target: By 2027-28, 30% of critical assets have been assessed for climate risk	climate change mitigation, adaptation, impact reduction and early warning	

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

Implementation strategy	Departmental action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 agenda national strategy and SDGs	Results achieved
Reduce risks posed by climate change 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	**Indicator result:** Target met. In 2024–25, TBS implemented measures to address the top three risks identified in its climate risk assessment. **Notes** The top three risks are: ·the disruption of TBS services ·the potential impacts of climate change on the fiscal framework ·the implications of climate change for pension and benefit plan policy, negotiations and monitoring In 2025–26, TBS will review and update its departmental climate risk assessment to comply with the Greening Government Strategy.

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

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
			climate change mitigation, adaptation, impact reduction and early warning	

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

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
Improve environmental performance of national safety and security fleets	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.	**Performance indicator:** Cumulative volume of neat clean, low carbon fuels purchased **Starting point:** 0 litres in 2022–23 **Target:** Up to 200 million litres of neat clean, low carbon fuels has been purchased cumulatively by the end of fiscal year 2030–31	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. **Relevant targets or ambitions** **CIF ambition:** Canadians reduce their greenhouse gas emissions **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 **GIF target 13.2:** Integrate climate change measures into national policies, strategies and planning	**Indicator result:** Target to be achieved in the future. In 2024–25, the program supported departments in purchasing of 4.5 million litres of neat clean, low-carbon fuels, bringing the cumulative total purchased through the program to 7.4 million litres.

1 "Interim target" added to clarify that the 40% reduction by 2025–26 is an interim target.

2 Starting point changed from 75% to 82% to reflect the most recent results. Given the higher starting point, the target has been increased from 75% to 90%. Also, the percentage of critical assets reported that have been assessed for climate risk is now a separate performance indicator (performance indicator 2).

3 Starting point changed from 26% to 10% because the number of identified critical assets reported by departments has increased. Given the lower starting point, the target has been lowered from 40% to 30%.

Integrating Sustainable Development

TBS 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 TBS's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced (see here). The purpose of the public statement is to demonstrate that the environmental and economic effects, including contributions to the FSDS goals and targets, of an initiative have been considered during proposal development and decision making.

TBS did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024–25.

In addition to the SEEA process, in 2024–25. TBS continued to integrate the economic, social, environmental and governance aspects of sustainable development into government decision-making by, for example:

- continuing to integrate the Quality of Life Framework for Canada into government decision-making processes to help make sure the government's investments benefit Canadians
- applying the sustainability and resilience lens of the Quality of Life Framework to Treasury Board submissions
- engaging with federal partners to strengthen the use of the Quality of Life Framework in departmental plans and reports
- helping departments improve the quality of reporting on the gender and diversity impacts of nearly 800 government programs
- performing a challenge function to make sure regulators examined the potential positive and negative effects of their regulatory proposals on the health, safety, security, social and economic well-being of Canadians, businesses, and on the environment

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

- taking concrete action to combat all forms of racism, discrimination and hate, and to foster a culture of accessibility and inclusion in the

department, such as by:
    - supporting the efforts of its Indigenous, Black employee, accessibility and 2SLGBTQIA+ networks
    - continuing to offer the Mentorship Plus program, an initiative that pairs executive sponsors with individuals from equity-seeking groups who aspire to leadership and executive positions
    - continuing to make official languages training a priority, offering a wide variety of training options to all employees, including those in equity-seeking groups
    - supporting the work of the TBS Women's Network to address systemic barriers women may face at TBS, including by funding EmpowerHER, the network's mentorship program, which is open to all TBS employees who identify as women
- fully adopting a set of cloud- and mobile-enabled information management tools that are helping reduce the department's carbon footprint

In addition, TBS continued to work to meet the Government of Canada's commitment to award at least 5% of the total value of contracts to Indigenous businesses annually. In 2024–25, TBS's result fell below the 5% target, with 4.12% of the total value of all its contracts being awarded to Indigenous businesses. A large portion of the department's overall procurement value is tied to large, government-wide contracts. Although these contracts contribute to TBS's reported figures, they are often executed on behalf of other departments and do not reflect direct procurement activity by TBS. As a result, they distort the department's Indigenous procurement percentage and make it difficult to accurately show TBS's direct efforts to increase Indigenous procurement.

Appendix A: Notes about the data used to determine if the federal public service meets or surpasses the workforce availability for different groups

For the purposes of this report, the public service refers to members of the core public administration (CPA). The CPA includes indeterminate employees, term employees of three months or more, and seasonal

employees of organizations listed in Schedules I and IV of the *Financial Administration Act.*

Excluded from the CPA are:

- employees on leave without pay
- term employees less than three months
- students and casual workers
- Governor in Council appointees
- ministers' exempt staff
- federal judges
- deputy ministers

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Indigenous person, a person with a disability and/or a person in a visible minority group. Sex-at-birth information is taken from the pay system.

Statistical measures such as workforce availability (WFA), representation and gaps provide insights into the diversity of an organization and the public service. In addition, TBS recognizes the importance of addressing systemic barriers and is taking concrete steps to do so.

The 2024 WFA is the most recent benchmark for representation, as it is based on the 2021 Census and the 2022 Canadian Survey on Disability.

The WFA for persons with disabilities increased substantially between the 2011 and 2016 censuses and the 2012 and 2017 iterations of the Canadian Survey on Disability. This increase is because the 2017 Canadian Survey on Disability expanded the definition of persons with disabilities to include disabilities related to pain and mental health. The current employment equity representation for the public service is not based on the same expanded definition and there are plans to rectify this situation.

The expanded definition was tested in recent iterations of both the Public Service Employee Survey and the Student Experience Survey with the demographic profile of respondents demonstrating representation that is better aligned with the new 12.0% WFA estimate (13% in the 2022–23 Public Service Employee Survey and 14% in the 2023 Student Experience Survey). As a result, TBS expects that using the expanded definition in the updated Self-ID Questionnaire will result in representation data that is better aligned with the WFA.

To ensure that we continue to close gaps and sustain progress toward representation, WFA should be regarded as a starting point. The recommendations of *A Transformative Framework to Achieve and Sustain Employment Equity* are one of the sources that TBS is using to systematically rethink employment equity data collection and benchmarks. Additional information on benchmarking is provided in the ensuring the right benchmarks section of the 2024–25 annual report on Employment Equity in the Public Service of Canada.

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