



2024 to 2025 Departmental Sustainable Development Strategy Report

Canadian Human Rights Commission

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Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

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

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

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



Commitments for the Canadian Human Rights Commission



GOAL 10:

Advance reconciliation with Indigenous peoples and take action on inequality



FSDS Context:

As Canada's national human rights institution, the Commission is dedicated to meeting the highest standards of equality, non-discrimination, inclusion, dignity, and respect within an anti-racist context. This includes efforts to advance reconciliation with Indigenous peoples. As evidenced through our [Anti-Racism Action Plan](#), the Commission is committed to addressing the effects of societal systemic racism and discrimination across our three roles: employer, service provider and regulator, and human rights advocate.

As an employer, we are committed to creating an open, healthy, safe, and inclusive workplace including for Indigenous peoples that has at its core the principles of anti-racism and equity.

As a service provider and regulator, we are committed to safeguarding equity and inclusion, and providing access to justice for Indigenous peoples in Canada. This includes continuous improvement of our systems, and ongoing identification and elimination of barriers to the human rights programs we deliver including through meaningful engagement with stakeholders and rights holders. In protecting and upholding human rights in our role as a regulator, we are committed to helping and supporting federally regulated employers and service providers to proactively identify and remove barriers to accessibility, equity, and inclusion.

As a human rights advocate, we are committed to being bold in speaking out on human rights issues, and in amplifying the voices of people in marginalized and vulnerable situations in Canada. This work includes raising awareness of the systemic inequalities and barriers facing Indigenous peoples. It also means being an ally and a valued partner and collaborator with the strong community of Indigenous organizations, human rights

organizations, anti-racism experts, stakeholders, and rights holders in Canada. We continue to call for the meaningful engagement of First Nations, Inuit, and Metis people in Government of Canada in reconciliation efforts.

Target theme:

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

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

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Implement the United Nations Declaration on the Rights of Indigenous Peoples Act	<p>AS AN EMPLOYER: Increasing diversity and removing barriers in the workplace for Indigenous people.</p> <p>Program:</p> <p>Employment Systems Review</p>	<p>Performance indicator:</p> <p>Percentage of staff who have identified as Indigenous.</p> <p>Starting point:</p> <p>Baseline not available. The percentage of Indigenous people at the Commission cannot be disclosed. Details are not presented in this report due to confidentiality considerations given the small numbers.</p>	<p>In 2020–2021 the Commission met its employment equity targets for Indigenous people; however, vulnerabilities were identified with regard to falling below targets given the size of the organization.</p> <p>This action provides an in-depth assessment of all employment systems, policies and practices, and how these are implemented, to identify barriers to the full employment and participation of members of underrepresented designated groups, including Indigenous people.</p> <p>By understanding where employment barriers exist and why, we are better positioned to address them and develop a process to ensure new policies and practices are inclusive and address gaps in representation of Indigenous people at all levels of the organization.</p>	<p>Indicator result:</p> <p>N/A</p> <p>Notes:</p> <p>In 2024–2025, the percentage of Commission ‘s staff who have identified as Indigenous cannot be disclosed for reasons of confidentiality.</p>

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			<p>Where gaps exist, we have implemented measures to share all appointment opportunities - whether they are advertised internally (to the federal public service) or externally (to people in Canada at large) - with a wide range of stakeholder groups, including public service employee networks, and public and private sector organizations.</p> <p>This action supports the government's Action Plan commitment to "deploy necessary efforts to support Indigenous peoples' and communities' right to self-determination on socio-economic issues including access to post-secondary education, skills training and employment."</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p><i>GIF Target:</i> 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>	
Implement the United Nations Declaration on the Rights of Indigenous Peoples Act	AS AN EMPLOYER: Continued education and sensitization for Commission	Performance indicator:	This action encourages Commission employees to increase their cultural competency skills and awareness of issues	Indicator result: 58%

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	<p>employees related to the experience and history of Indigenous peoples.</p> <p>Program:</p> <p>Internal Services</p>	<p>Percentage of employees who have completed unconscious/implicit bias training.</p> <p>Starting point:</p> <p>Mandatory unconscious/implicit bias training was delivered to all staff and commissioners by March 31, 2020.</p> <p>Target:</p> <p>100% of new employees (including term employees and, when possible, students and casuals) complete unconscious/implicit bias training within their first year of employment with the Commission.</p>	<p>related to First Nations, Inuit, and Métis in Canada.</p> <p>This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced</p>	<p>Notes:</p> <p>The Commission's new Mandatory Learning and Training Guidelines took effect on April 1, 2024. Two of the mandatory courses focus on unconscious and implicit bias. They are Moving from Bias to Inclusion and Reflecting on Cultural Bias: Indigenous Perspectives. New employees are expected to complete these two courses within 6 to 12 months of their start date, while existing employees have until March 31, 2026.</p> <p>As of March 31, 2025, 58% of all employees (new and existing - indeterminate, term, casual, and student) have completed one or both courses.</p>
<p>Implement the United Nations Declaration on the Rights of Indigenous Peoples Act</p>	<p>AS A SERVICE PROVIDER: Continue to seek to understand the needs of Indigenous clients by expanding and integrating the collection and analysis of disaggregated data, to improve access to human rights justice for Indigenous people.</p> <p>Program:</p> <p>Protection Program</p>	<p>Performance indicator:</p> <p>Percentage of demographic data surveys completed.</p> <p>Starting point:</p> <p>Baseline not available. Initial roll out of Disaggregated data strategy in 2022–2023</p>	<p>The Commission is committed to improving the collection of disaggregated data as identified in the Commission's Anti-Racism Action Plan. As part of this commitment, we launched an integrated data collection strategy focused on disaggregated demographic data.</p> <p>Integrating a demographic data survey to the Commission's newly launched online complaint form will allow for dynamic monitoring and reporting on issues related to access and procedural fairness throughout the complaints process by collecting the data at the onset of the complaint process.</p>	<p>Indicator result:</p> <p>The overall response rate of the demographic data survey was 22%. Of those respondents, 19% self-identified as Indigenous or First Nations.</p> <p>Notes:</p> <p>Surveys were sent to those who submitted a complaint form to the Commission in 2023–2024 and 2024–2025, regardless of complaint being accepted or not.</p> <p>These figures represent those who completed the survey and may not be representative of all</p>

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			<p>This action will provide the Commission with important data. This data will help us enhance the cultural responsiveness of the complaints process and help us improve access to our services for Indigenous people, through understanding how intersecting identities affect the user experience for Indigenous clients, thereby providing more meaningful access to justice.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced</p>	<p>those who submitted a complaint to the Commission.</p> <p>A complainant may have received multiple surveys if they submitted more than one online complaint form.</p> <p>Work is underway to review the results and consider needs of a wider data strategy and ways to link data to larger data sources such as with Statistics Canada for more in-depth demographic analysis.</p>
<p>Implement the United Nations Declaration on the Rights of Indigenous Peoples Act</p>	<p>AS A SERVICE PROVIDER: Provide mandatory Indigenous Considerations in Procurement training to all new Procurement and Material Management specialists. This mandatory training allows procurement and material management specialists in better understanding a variety of ways to inform clients on how to further support economic growth for Indigenous businesses, people, and communities within their procurement requests.</p> <p>Program:</p> <p>Internal Services</p>	<p>Performance indicator: Percentage of employees who have completed the Indigenous Considerations in Procurement training provided by the Canada School of Public Service</p> <p>Starting Point: In FY 2022–2023, all members within the Commission’s Procurement and Material Management team successfully completed the mandatory Indigenous Considerations in Procurement training prior to March 31, 2023.</p> <p>Target: 100% of new Procurement and Material Management employees (including term employees and, when possible, students and casuals) complete training</p>	<p>The Commission has integrated Indigenous considerations into the departmental planning function for procurement and the Commission exceeded this target for 2022–2023, reaching over 27%.</p> <p>The mandatory Indigenous Considerations in Procurement training is always available for all new employees joining the procurement team for completion and a better understanding of the Procurement Strategy for Indigenous Businesses initiative.</p> <p>This action encourages Commission employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit, and Métis in</p>	<p>Indicator result:</p> <p>In 2024–2025, 100% of Procurement and Material Management employees have completed the Indigenous Considerations in Procurement training.</p> <p>Notes:</p> <p>The Indigenous Considerations in Procurement training is mandatory for all new employees joining the procurement team. This training supports procurement specialists and clients to enhance Indigenous cultural awareness within federal government procurement.</p>

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		within their first year of employment with the Commission.	<p>Canada through additional training about the initiative and promoting procurement with Indigenous businesses.</p> <p>To support the Government of Canada's commitment that a mandatory minimum of 5% of the total value of contracts to be awarded to Indigenous businesses annually across all departments will help procurement specialists and clients enhance Indigenous cultural awareness within federal government procurement.</p> <p>These mandated initiatives will help our procurement team and clients in developing and delivering more responsive and culturally relevant procurement strategies, reducing barriers to federal procurement via a better understanding of cultural practices on procurement strategies, as well as increase the participation of Indigenous businesses in federal government procurement processes.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p><i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies and practices and promoting</p>	

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			appropriate legislation, policies, and action in this regard.	
Implement the United Nations Declaration on the Rights of Indigenous Peoples Act	<p>AS AN ADVOCATE: Continue to raise awareness about systemic anti-Indigenous racism through public engagement and advocacy initiatives.</p> <p>Program: Promotion Program</p>	<p>Performance indicator: Number of public advocacy activities (engagements, interventions, public statements, and international submissions) related to systemic racism and discrimination, including anti-Indigenous racism and discrimination.</p> <p>Starting point: Ongoing</p> <p>Target: 5 engagements, interventions before Parliament, public statements, and international submissions.</p>	<p>The Commission is working to promote equality and inclusion in Canada by raising awareness of human rights, speaking out about human rights injustices, encouraging dialogue, and engaging with civil society, experts from Canada's human rights community and people with lived experience.</p> <p>This advocacy work includes appearances before, and submissions to, Parliamentary Committees; engagement and collaborative work with other human rights commissions across the country; the release of public statements and engagement with the media, when appropriate; submissions and statements to United Nations bodies; and participation in other public engagement opportunities and advancement of strategic litigation before the Canadian Human Rights Tribunal and courts.</p> <p>More than half of the public advocacy events in which the Commission has participated have been dedicated to the issue of systemic racism in Canada. In addition, a large proportion of our public statements, our social media engagement and our stakeholder engagement have been focused on this priority issue.</p>	<p>Indicator result:</p> <p>In 2024–2025, the Commission carried out 52 different public advocacy activities (engagements/meetings, publications, submissions, remarks, statements and op-eds) related to systemic racism and discrimination.</p> <p>Notes:</p> <p>The Commission's advocacy work in this area includes submissions to international bodies, publications, public remarks and statements, presentations, and engagements, which helps to raise awareness about human rights and promote equality and inclusion in Canada. More specifically, the breakdown of these 52 public advocacy activities is as follows:</p> <ul style="list-style-type: none"> • Engagements and meetings (18); • Publications, submissions and remarks (21); and • Statements (13). <p>This breakdown includes relevant activities carried out by the Federal Housing Advocate (releasing reports, giving speeches, engaging with stakeholders, conducting site visits, etc.).</p> <p>The achieved indicator result surpassed the target for this fiscal year as this continues to be</p>

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			<p>This action helps promote awareness among the non-Indigenous public and parliamentarians of Indigenous human rights and experiences of colonization, racism, and discrimination.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced</p>	<p>a key human rights area of importance and concern for the Commission, and is a key area related to the Commission's advocacy activities.</p>

Initiatives advancing Canada’s implementation of SDG 10 - Reduced Inequalities

The following initiatives demonstrate how the Commission’s programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>Ensure a certain percentage of IT hardware procurement is directed to Indigenous businesses. Upon these purchases, Shared Services Canada IT portal has a feature for users to retrieve a prequalified list of suppliers for these types of purchases, and these lists include a range of Indigenous and Non-Indigenous businesses for selection and reference.</p>	<p><i>GIF Target: 10.3</i> Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	<p>In 2024–2025, 29% of the Commission’s expenditures related to IT hardware was directed to Indigenous businesses demonstrating meaningful progress toward supplier diversity and reconciliation objectives.</p> <p>This outcome reflects the effective use of the Shared Services Canada IT portal, which enabled procurement staff to access prequalified supplier lists and make informed purchasing decisions that aligned with the Commission’s commitment to supporting Indigenous economic development. This result supports the core theme of Reconciliation by advancing economic opportunities for Indigenous businesses and recognizing their integral role in federal procurement. This aligns with the principle of Leaving No One Behind by fostering more inclusive procurement practices that help address systemic barriers faced by underrepresented groups in the federal supply chain.</p>

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



FSDS Context:

As an employer and service provider, we are committed to consuming in a sustainable manner and we aspire to improve our consumption of resources and environmental footprint through the promotion of sustainable choices, education, reduction of waste, and green procurement. These improvements can be further explored through the offering of mandatory training in order to raise awareness of this initiative.

Target theme:

Federal Leadership on Responsible Consumption

Target:

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

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Strengthen green procurement criteria	AS AN EMPLOYER AND AS A SERVICE PROVIDER: Provide mandatory training on Green Procurement to all Procurement and	Performance indicator: Percentage of procurement and materiel management specialists trained in green	Green procurement incorporates environmental considerations into purchasing decisions, is expected to	Indicator result:

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	<p>Material Management specialists. This mandatory training allows procurement and material management specialists to have a better understanding of a variety of ways to incorporate environmental considerations into purchasing decisions.</p> <p>Program: Internal Services - Procurement and Material Management.</p>	<p>procurement within one (1) year of being identified.</p> <p>Starting point: In 2022–2023, 100% of procurement specialists are trained in the mandatory Green Procurement course offered by Canada School of Public Service.</p> <p>Target: 100% of procurement officers and specialists receive training within one year of being identified and this is a newly added criteria outlined in their performance review evaluation.</p>	<p>motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> Canadians consume in a sustainable manner.</p> <p><i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.</p> <p><i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>In 2024–2025, 100% of the Commission's Procurement and Material Management specialists successfully completed the mandatory Green Procurement training, fulfilling the departmental objective of ensuring all relevant staff are equipped to incorporate environmental considerations into purchasing decisions.</p> <p>Notes:</p> <p>This achievement strengthens the Commission's capacity to make environmentally responsible purchasing decisions and supports the federal government's broader commitments to sustainable development and climate action.</p>

GOAL 13: Take action on climate change and its impacts



FSDS Context:

As an employer and service provider, we are committed to improve education, knowledge, and awareness of how to mitigate climate change and adapt to its impacts through training of our staff, enhancement of access to climate information, and through actions and choices that reduce the demand for energy and reduce greenhouse gas emissions.

Target theme:

Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target:

The Government of Canada will transition to climate resilient operations by 2050 (All Ministers)

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Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate	AS AN EMPLOYER: Ensure staff have the necessary awareness to incorporate climate change considerations in their commuting options and encourage transportation	Performance indicator: Number of staff communications and measures to raise awareness and share messaging, to ensure employees consider the climate impact	Informed staff can develop responses to increase the resilience of operations to impacts of climate change. Relevant targets or ambitions:	Indicator result: N/A

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resilience, and green the government's overall operations	<p>methods that reduce greenhouse gas emission in business travel.</p> <p>Program: Internal Services</p>	<p>when making decisions on transportation methods related to work.</p> <p>Starting point: The Commission is currently unable to provide a baseline on this indicator as this is a new initiative for 2023-2024.</p> <p>Target: 1 to 2 staff communications yearly to raise awareness.</p>	<p><i>CIF Ambition / Target:</i> 13.3 Canadians are well equipped and resilient to face the effects of Climate change.</p> <p><i>GIF Targets:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>Notes:</p> <p>In 2024-2025, the Commission developed a new internal communications strategy, which will help us achieve this goal as an employer.</p> <p>The strategy is set to be implemented in 2025-2026.</p>

Integrating Sustainable Development

In its advocacy work, the Commission will continue to seek ways to integrate the sustainable development goals. Human rights are integral to the SDGs and as Canada's national human rights institution, we will continue to advocate for the Government of Canada to uphold its international human rights obligations including economic, social, and cultural rights.

In alignment with SDG Goal 16, particularly Target 16.A, which emphasizes the importance of independent national human rights institutions in compliance with the Paris Principles, the Commission was re-accredited in March 2023 with A-Status, confirming its full compliance with these standards. Following a special review process, this status was reaffirmed in 2024. We remain committed to advocating for all human rights institutions in Canada to uphold these principles—especially the principle of independence—so they can effectively promote and protect human rights across the country.

Touching on a separate element of SDG goal 10 on reducing inequalities, the Commission will continue to advocate that environmental racism experienced by those in marginalized communities be addressed in Canada, including through the study of the links between race, socio-economic status and environmental risk.

The Commission will also continue to advocate for the environmental rights and well-being of children and youth in Canada, particularly children in marginalized communities. All SDGs are relevant for children. Climate change puts children at significant risk, threatening their growth, overall health, access to food and water, and may even result in the destruction of their homes.

The Commission 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 the Commission's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced. 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.

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