



2024 to 2025 Departmental Sustainable Development Strategy Report

Office of the Chief Electoral Officer

Cat. No.: SE2-21E-PDF

ISSN: 2818-7687

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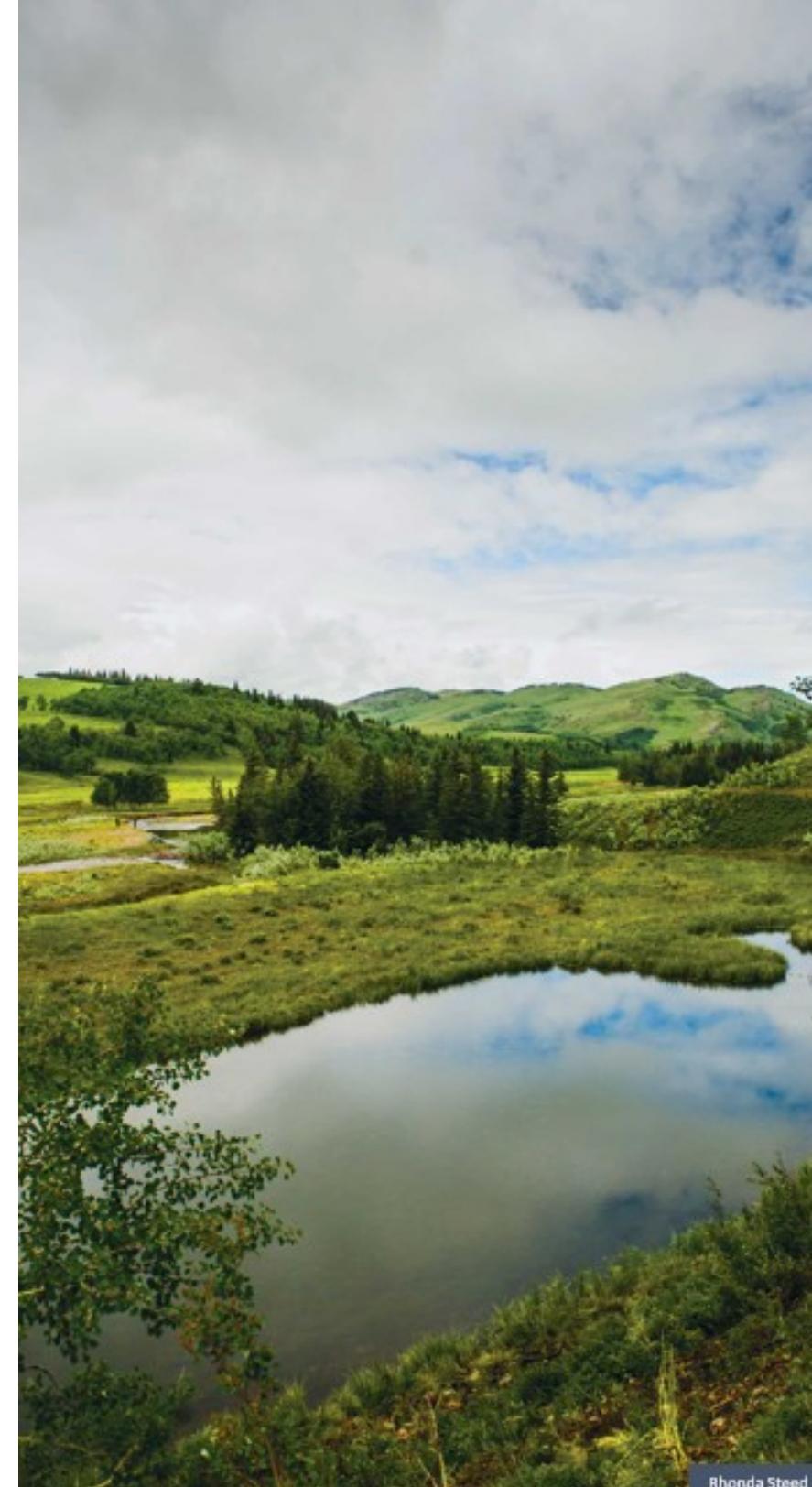
Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

The [2022–2026 Federal Sustainable Development Strategy \(FSDS\)](#) outlines the Government of Canada’s goals and targets for sustainable development, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be structured around the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, offering a balanced perspective on the environmental, social, and economic dimensions of sustainability.

In alignment with the Act’s purpose—to enhance transparency and accountability in sustainable development decision-making—the Office of the Chief Electoral Officer (OCEO) supports the FSDS goals through the initiatives described in its [2023–2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This report highlights OCEO’s progress in implementing its DSDS during the 2024–2025 fiscal year.

The [foundational principles of sustainable development](#) have been integrated into both the DSDS and this 2024–2025 progress report.

To foster coordinated action across the Government of Canada, OCEO’s departmental strategy contributes to Canada’s implementation of the 2030 Agenda and advancement of the SDGs. This work is supported by both the Global Indicator Framework (GIF) and the Canadian Indicator Framework (CIF), which provide relevant targets and indicators.



Commitments for the Office of the Chief Electoral Officer





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

FSDS Context:

Actions to advance the OCEO's commitment to reconciliation with Indigenous peoples and addressing inequality are being led by the following programs:

- Public Education and Information helps reduce the agency's environmental impact by collaborating with educators, organizations, teachers and educational professionals. Through these partnerships, the agency efficiently disseminates information to Indigenous communities, thereby minimizing the environmental footprint associated with physical distribution.
- Voting Services enables Indigenous communities to engage in federal electoral events by providing accessible, convenient and efficient voting services.
- Internal Services provides advice, guidance and strategic direction on values, ethics and employment equity. By increasing Indigenous representation and cultural-competency skills within the agency, the OCEO aims to bolster environmental sustainability through collaborative partnerships that promote education and engagement in environmental sustainability, ultimately benefiting all Canadians.

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

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

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	Foster a greater understanding of, and trust in, Canada's electoral process among Indigenous communities. Program: Public Education and Information	Performance indicator: Number of educational initiatives focused on Indigenous electors and students through schools, delivered either directly by employees of the OCEO or through Indigenous organizations working with the agency. Starting point: 41 in 2023 Target: 55 by 2026	Increasing the number of educational initiatives tailored to Indigenous electors and students will enable the agency to reduce the barriers related to electoral awareness and participation by considering the specific learning needs and interests of these communities. Relevant targets or ambitions: <i>GIF Target: 10.3</i>	Indicator result: 73 since 2023 Notes: The OCEO continues its commitment to strengthening civic education among Indigenous voters through the recent launch of the Indigenous Inclusion Pilot Program.
		Performance indicator: Number of communities and Indigenous organizations that have participated in listening and dialogue sessions with OCEO representatives. Starting point: 50 in 2023 Target: 500 by 2026 (see notes)	By engaging in listening and dialogue sessions with various Indigenous communities, the agency will be better equipped to adapt its tools and services to meet the needs of these electors. Relevant targets or ambitions: <i>GIF Target: 10.3</i>	Indicator result: 4003 listening and dialogue sessions completed since 2023. Notes: This figure represents the total number of successful engagements carried out locally by the OCEO with Indigenous communities during the pre-election period for the 45 th General Election, and the listening and dialogue sessions carried out as part of the Indigenous Electoral Services Review .
	Reduce voting barriers in federal electoral events for Indigenous communities. Program: Voting Services	Performance indicator: The percentage of Indigenous communities desiring access to early voting options that received access to early voting options. Starting point: New Target: 100% by 2026	Increasing early voting options for interested Indigenous communities will improve the accessibility of voting services for these electors. Relevant targets or ambitions: <i>GIF Target: 10.3</i>	Indicator result: No result available at this time. Notes: Results for the 45 th General Election will be reported in the 2025–2026 DSDS Report.

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	<p>Increase Indigenous cultural competency among employees of the OCEO.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of employees who have been trained in Indigenous perspectives and realities.</p> <p>Starting point: 43% in 2023</p> <p>Target: 60% by 2026</p>	<p>This action is a necessary first step in increasing cultural-competency skills and awareness of the issues and barriers encountered by First Nations, Inuit and Métis communities in Canada. With the necessary skills and awareness, agency employees will be better equipped to adapt tools and services to meet the needs of these electors.</p> <p>Relevant targets or ambitions: <i>GIF Target: 10.3</i></p>	<p>Indicator result: 50.6% since 2023</p> <p>Notes: The reported percentage includes both field administrators and indeterminate or term employees of the OCEO. Casual employees hired for electoral events are excluded from this indicator, as their short-term roles do not typically include access to this training.</p>
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Increase Indigenous representation among employees of the OCEO.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of employees who self-identify as Indigenous.</p> <p>Starting point: 2.4% in 2023</p> <p>Target: 2.9% by 2026</p>	<p>This action is intended to result in improved recruitment and retention of agency employees who self-identify as Indigenous. Improvement in these areas will enable the implementation of the United Nations Declaration on the Rights of Indigenous Peoples Act by promoting diversity and inclusion, thus ensuring that the government workforce reflects the broader population it serves. This action can also lead to more equitable practices and services.</p> <p>Relevant targets or ambitions: <i>GIF Target: 10.3</i></p>	<p>Indicator result: 2.5% in 2024-2025</p> <p>Notes: The indicator reflects indeterminate and term employees who have voluntarily self-identified through internal HR processes.</p>



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

FSDS Context:

The OCEO demonstrates its commitment to waste reduction and transitioning to zero-emission vehicles through the following Internal Services initiatives:

- **Fleet Transformation:** The agency is actively working to transition its conventional, light-duty fleet to consist exclusively of plug-in hybrid and zero-emission vehicles by 2026. This transformation involves the development and implementation of departmental policies and procedures, progress monitoring and reporting, and management of procurement contracts that are aligned with sustainability goals.
- **Contract Sustainability:** Sustainability criteria, encompassing environmental standards and measurements, will be incorporated into crucial contracts during the solicitation process.
- **Green Procurement Training:** To ensure sustainable materiel management and cost-effective delivery of government programs, all procurement advisors will be mandated to undergo green procurement training within one year of their appointment. This training will strengthen the agency's ability to manage resources sustainably while fulfilling its commitment to efficient program delivery.

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

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Transform the federal light-duty fleet	<p>Ensure that the conventional, light-duty fleet of the OCEO will comprise only plug-in hybrid and zero-emission vehicles by 2026.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of the total conventional fleet that is plug-in hybrid or zero-emission vehicles.</p> <p>Starting point: 66% in 2023 Target: 100% by 2026</p>	<p>Purchasing zero-emission vehicles reduces greenhouse gas emissions from conventional-fleet operations. This enhances sustainable consumption.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> <i>CIF Target: 12.1</i> <i>CIF Indicator: 12.1.1</i> <i>GIF Target: 12.1</i></p>	<p>Indicator result: 66% in 2024-2025</p>
Strengthen green procurement criteria	<p>Progressively include sustainability and/or greening government criteria in the assessment of best value when selecting a supplier for contracts.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of contracts that include sustainability and/or greening government criteria within a year.</p> <p>Starting point: New Target: 5% by 2026</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 as well as their supply chains.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> <i>CIF Indicator: 12.2.1</i> <i>GIF Target: 12.7</i></p>	<p>Indicator result: No result available at this time.</p> <p>Notes: The definition and measurement methodology for this indicator are currently under development. Results will be available in the 2025–2026 DSDS Report once the tracking mechanism is implemented and validated.</p>
Strengthen green procurement criteria	<p>Ensure that all procurement advisors are trained in green procurement within one year of being appointed.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of procurement advisors trained in green procurement.</p> <p>Starting point: New Target: 95% by 2026</p>	<p>This action is a necessary first step in increasing skills and awareness of the relationship between procurement processes and enabling sustainable practices within government and industry. With the necessary skills and awareness, agency employees will be better equipped to ensure that procurement activities reflect the relevant environmental considerations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> <i>CIF Indicator: 12.2.1</i> <i>GIF Target: 12.7</i></p>	<p>Indicator result: 100% in 2024-2025</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

The OCEO's commitment to address climate change is reflected in the following programs:

- Field Management will work to reduce the use of printed electoral materials by implementing strategies and technology that optimize the distribution of resources, assets, and infrastructure during federal electoral events.
- Public Education and Information will engage with transit authorities to assess the feasibility of providing free access to public transportation on election day. This work will leverage the program's extensive network of partners and key contacts and will align with its goal of addressing voting barriers and promoting civic participation.
- Electoral Integrity and Regulatory Policy is committed to ensuring that the agency has a strong framework in place to address unforeseen climate and environmental circumstances. This work is vital to ensuring that the agency can maintain the accessibility, security, transparency, and independence of the electoral process, even when faced with environmental challenges that might affect the delivery of elections.

To support the Government of Canada in achieving these emissions-reduction targets, the OCEO is committed to measuring the environmental impact of its electoral operations. This involves developing a methodology to calculate the carbon footprint associated with a federal general election. Once a baseline is established, the OCEO will actively explore ways in which the agency can curtail the carbon emissions generated during these events. Additionally, the OCEO aims to achieve a 20% reduction in the production of printed electoral materials sent to returning officer offices during an election and to coordinate with public transit authorities to explore offering free access to public transportation on election day.

With the enactment of the [Canadian Net-Zero Emissions Accountability Act](#) in 2021, the Government of Canada has reaffirmed its commitment to achieving net-zero emissions by 2050. The Act also mandates the development of a plan aimed at achieving Canada's 2030 goal of reducing greenhouse gas emissions by 40–45% below 2005 levels.

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

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Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	<p>Estimate the carbon footprint of a federal general election.</p> <p>Program: New program</p>	<p>Performance indicator: A methodology to measure the carbon footprint of a federal general election is operational.</p> <p>Starting point: New Target: The estimated carbon footprint of a federal general election is included in the Chief Electoral Officer's first statutory report published after January 1, 2026.</p>	<p>Establishing the carbon footprint of a federal general election is a critical first step in greening the agency's operations, including reducing greenhouse gas emissions. Being able to measure the carbon footprint of a federal general election will provide insight into the sources and scale of emissions and allow the OCEO to prioritize its actions appropriately and set meaningful reduction targets.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> <i>CIF Target: 13.1</i> <i>CIF Indicator: 13.1.1</i> <i>GIF Target: 13.2</i> <i>GIF Target: 13.3</i></p>	<p>Indicator result: No result available in 2024-25.</p> <p>Notes: The carbon footprint calculator methodology is currently under development. Once finalized, it will be applied to the next federal general election and reported in future DSOS.</p>
	<p>Reduce the use of printed electoral materials.</p> <p>Program: Field Management</p>	<p>Performance indicator: Metric tons of printed electoral materials shipped to a returning officer office for an election.</p> <p>Starting point: 4 metric tons, on average, per electoral district. Target: A reduction of 20% (to 3.2 metric tons or less) by 2026.</p>	<p>Reducing the amount of printed materials created and transported by the agency will help conserve natural resources and reduce the environmental impacts of producing, printing on and transporting paper. Transitioning, where appropriate, to prioritizing digital formats also creates opportunities to distribute materials more easily and broadly as well as including a variety of built-in accessibility features.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> <i>CIF Target: 13.1</i> <i>CIF Indicator: 13.1.1</i></p>	<p>Indicator result: 4 metric tons, on average, per electoral district.</p> <p>Notes: Purchases for the 45th General Election had already been finalized prior to the implementation of this target. A measurable reduction is expected to be visible in the 46th General Election, once revised procurement and distribution practices are in place.</p>
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	<p>Engage with public transit authorities to explore making access to public transportation free on election day.</p> <p>Program: Public Education and Information</p>	<p>Performance indicator: Percentage of public transit authorities with whom the agency has engaged.</p> <p>Starting point: New Target: 80% of public transit authorities serving census metropolitan areas* have been engaged by 2026.</p>	<p>Making public transportation free on election day will help reduce the number of private vehicles on the road and contribute to the reduction of greenhouse gas emissions. Free public transport on election day can also increase voter turnout without significantly impacting the carbon footprint of an election.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> <i>CIF Target: 13.1</i> <i>CIF Indicator: 13.1.1</i></p>	<p>Indicator result: 83% in 2024-2025</p> <p>Notes: Ahead of the 45th General Election, OCEO contacted nearly 250 transit authorities across Canada and issued formal letters to 70 of them. As a result, the agency successfully engaged transit authorities serving 83% of the census metropolitan areas defined by Statistics Canada. These engagements lay the groundwork for</p>

Target: The Government of Canada will transition to climate resilient operations by 2050

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<p>Reduce risks posed by climate change to federal assets, services, and operations</p>	<p>Strengthen the agency's ability to respond to unforeseen climate and environmental circumstances in delivering voting services.</p> <p>Program: Electoral Integrity and Regulatory Policies</p>	<p>Performance indicator: Percentage of new regulatory policies for the delivery of voting services that consider the risks and impacts posed by climate change.</p> <p>Starting point: New</p> <p>Target: 100% by 2026</p>	<p>Climate events and other impacts of climate change introduce new risks to the delivery of federal elections. To mitigate these risks, it is necessary that regulatory policies, even those without obvious ties to environmental considerations, be developed with the risks of climate change in mind. This will ensure that the agency is prepared for, and resilient to, the impacts of climate change on its operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> <i>GIF Target: 13.1</i></p>	<p>Indicator result: 100% in 2024-2025</p> <p>Notes: OCEO developed one policy related to delivery of voting services.</p>

Commitment to Sustainable Development

As part of its strategic commitment to sustainable development, the OCEO is building on the foundation established in its first year of performance indicator reporting. These indicators continue to guide efforts to reduce environmental impact and enhance operational resilience.

A key initiative underway is the development of a carbon footprint calculator for federal elections, which will enable data-driven decisions to minimize emissions.

Through transparency, innovation, and continuous improvement, the agency is embedding sustainability into its core values and building a more responsible electoral system for all Canadians.

