



Government
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Canada



2023 to 2027 Departmental Sustainable Development Strategy

Canadian Centre for Occupational Health and Safety

Cat. No.: En81-CC271-12E-PDF
ISSN: 2817-8068

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Sustainable Development Strategy

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](#) (the 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 Centre for Occupational Health and Safety (CCOHS) supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS).

The 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 CCOHS' DSDS.

In order to promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of the Canada's Annual Report on the 2030 Agenda and the SDGs.



Canadian Centre for Occupational Health and Safety's Sustainable Development Vision

CCOHS was established in 1978 by the [Canadian Centre for Occupational Health and Safety Act](#), which was passed by unanimous vote in the Canadian Parliament. CCOHS promotes the total well-being – physical, psychosocial, and mental health – of working people in Canada by providing information, training, education, management systems and solutions that support health, safety, and wellness programs.

A federal department corporation, CCOHS is governed by a tripartite Council - representing government, employers, and labour - to ensure a balanced approach to workplace health and safety issues. The structure and mandate of CCOHS provides unique opportunities to advance sustainable development within the government and more broadly in Canadian workplaces and communities.

CCOHS supports the principles and objectives of the FSDS and is committed to continual improvement of its sustainable development efforts.

CCOHS' sustainable development vision is to make meaningful strides to progressing goals and targets through the training and awareness of employees, partners and stakeholders, thoughtful business planning and decision-making.

By continuing to reduce waste, carefully assessing travel-related activities, procurement, and implementing technology to limit negative environmental impacts of its operations, CCOHS will contribute to a sustainable, resilient future.

Listening to Canadians

As required by the Act, CCOHS has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022.

During the public consultation, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses, and individual Canadians in different age groups and of various backgrounds. The draft FSDS was also shared with the appropriate committee of each House of Parliament, the Commissioner of the Environment and Sustainable Development, and the Sustainable Development Advisory Council for their review and comment.

What We Heard

Across the submissions received, CCOHS identified sustainable development priorities and issues that affect the organization. Improved measurability of results on sustainability and the opportunity to adopt targets relating to elective goals into its strategy were key reflections of CCOHS.

What We Did

CCOHS took the above-mentioned key priorities and issues into consideration in this DSDS. Within this first strategy, CCOHS demonstrates its commitment to time-bound, measurable results in each priority area and has taken a broad view of its mandate and operations in the context of sustainability and the sustainable development goals to exceed the requirements. Committing to advance sustainable development remains a key priority for CCOHS and decision-making will be informed by the goals set out in the Act.

Please find more information on the FSDS public consultation and its results in the [FSDS Consultation Report](#).

Canadian Centre for Occupational Health and Safety's Commitments





GOAL 3: SUPPORT MENTAL HEALTH AND ADOPT HEALTHY BEHAVIOURS

FSDS Context:

Employers have many reasons to want to support smoking cessation efforts including improved employee health, increased productivity, reduced costs, enhanced job satisfaction, and better corporate image. People try to quit when they are presented with opportunities and options, and are more likely to succeed when they have support. By providing and publicizing cessation information and support, and enforcing a smoke-free working environment, workplaces promoting healthy habits can enhance employee efforts to quit smoking. As an employer, CCOHS is committed to a smoke-free workplace, supporting employees through education, and providing improved access to smoking cessation tools. Further, CCOHS as a provider of credible health and safety resources and tools is uniquely positioned to advance this goal by developing and promoting smoking cessation materials through targeted initiatives for employers, employees, and other stakeholders under the broad umbrella of healthy workplace strategies.

Target theme: Adopting healthy behaviours

Target: By March 2035, at most, 5% of Canadians (aged 15+) are current cigarette smokers (Minister of Health)

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
Promote healthy behaviours	<p>Develop and promote tools, resources, and information on the importance and value of workplace smoking cessation training, programs, and benefits to clients as part of a comprehensive healthy workplace strategy. Monitor the use of these products, tools, and assets to measure the performance of the resources and adjust targets as appropriate.</p> <p>Program: Operations and Communications</p>	<p>Performance indicator: Number of relevant products, tools, and assets available on the topic of smoking cessation strategies and supports that workplaces can utilize.</p> <p>Starting point: As of 2023, 1 OSH Answer page</p> <p>Target: Annually develop 1 additional promotional initiative with resources</p>	<p>Canada prevents causes of premature death by providing credible smoking cessation information, tools, and resources for the workplace.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> By 2035, less than 5% of Canadians (aged 15+) are cigarette smokers. <i>CIF Indicator:</i> 3.13.1 Prevalence of cigarette smoking</p>



GOAL 5: CHAMPION GENDER EQUALITY

FSDS Context:

The workplace can play an important role for people experiencing violence in all its forms. When violence follows a target to work, it becomes a workplace health and safety issue. An aggressor can present a risk to their target or others in the workplace. By providing credible resources to workplace parties, CCOHS can advance this goal by offering education and tools to workplaces that de-stigmatize family and gender-based violence, explain the role of workplace parties in trauma-informed interventions and reducing isolation of those who experience violence, so survivors are able to get the support they need. By highlighting for employers and stakeholders the importance of confidential reporting, how to develop workplace policies that protect and support survivors, and educating the workforce, survivors are more likely to turn to their employer for assistance. Often, continued employment will determine whether an individual can safely escape a situation of violence, so workplaces that are educated to be supportive are critical to harm reduction for individuals experiencing violence.

Target theme: Take Action on Gender Equality

Target: By 2026, reduce self-reported rates of intimate partner violence in Canada by up to 5% (Minister for Women and Gender Equality and Youth)

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
<p>Prevent gender-based violence and support survivors</p>	<p>Provide tools, resources, and services on the importance of maintaining harassment free workplaces and supportive workplace practices that recognize family violence as a workplace issue. Monitor the use of these products, tools, and assets to measure the performance of the resources and adjust targets as appropriate.</p> <p>Program: Operations and Human Resources</p>	<p>Performance indicator: Number of relevant products, tools, and assets available on the topic of preventing violence and supporting survivors.</p> <p>Starting point: 8 Assets as of 2023 1 e-course 1 OSH Answer page 6 links to external resources</p> <p>Target: Annually develop and share an additional 5-10 assets</p>	<p>Ensuring workplaces are free from harassment or violence in all its forms remains a key priority and an area in which CCOHS can contribute to this target and goal.</p> <p>Workplace parties depend on credible sources of information and guidance when developing policies and procedures that effectively prevent violence, support survivors, and create a workplace culture of trust so individuals can confidentially report their safety concerns, access resources and support services to ensure their safety and the safety of the workplace.</p> <p>These actions contribute to the goal of violence prevention and providing support to survivors.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Fewer women are victims of intimate partner violence and sexual assault. <i>CIF Indicator:</i> 5.1.2 Proportion of women and girls aged 15 and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the last 12 months.</p>

Initiatives advancing Canada’s implementation of SDG 5 – Gender Equality

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

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS
<p>Gender-based Analysis Plus (GBA Plus)</p> <p>CCOHS recognizes the importance of optimizing it’s institutional GBA Plus capacity and is committed to ensuring diverse groups of workers in Canada benefit from its programs. CCOHS’ leadership team ensures that GBA Plus perspectives are integrated into departmental decision-making processes by requiring CCOHS to assess the potential implications of products and services produced to support the diverse population of Canada.</p> <p>CCOHS’ GBA Data Collection Plan provides the organization with information about demographic characteristics of its readership and users of services to help determine whether CCOHS is covering topics that address occupational health and safety issues that meet the needs of diverse people and populations in Canada.</p> <p>Program: Corporate Services, Communications and Human Resources</p>	



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

FSDS Context:

As a public service organization, CCOHS is committed to ensuring its mandate is carried out in a respectful and inclusive manner and that its workforce is equipped with the knowledge and skills to advance reconciliation efforts. Those in the role of making final content approval and in the communications field were identified as needing more comprehensive training to better support them in carrying out these functions, while recognizing that all staff deserve an opportunity to learn more about the United Nations Declaration on the Rights of Indigenous Peoples, issues facing Inuit, Métis and First Nations communities and how they can work together to deliver services that are inclusive for all. CCOHS procurement specialists will use additional criteria to ensure Indigenous businesses are recognized to achieve targets.

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
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Provide Indigenous cultural competency training and training on the United Nations Declaration on the Rights of Indigenous Peoples for all employees.</p> <p>Program: Human Resources</p>	<p>Performance indicator: Percentage of employees who have completed the identified training.</p> <p>Starting point: Percentage of employees trained as of 2023 0%</p> <p>Target: 100% by 2024-25</p>	<p>Public servants are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages public service employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada, and their knowledge of the UN Declaration. This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration.</p> <p>Relevant targets or ambitions: <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>
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Communications and Technical writing staff with final approval authority will complete training on cultural competency related to the field and function of communications to enhance their skills and awareness.</p> <p>Program: Communications & Operations</p>	<p>Performance indicator: Percentage of communications employees who have completed training relevant to their functional role.</p> <p>Starting point: Percentage of employees trained as of 2023 0%</p> <p>Target: 100% by 2024-25</p>	<p>Because of the important function of communications employees in reviewing and approving products, campaign materials and publications for the public on behalf of the organization, this action recognizes CCOHS' commitment to ensuring employees in specific roles are fully equipped to succeed in efforts to advance reconciliation, equity, and inclusion of Indigenous Peoples in Canada.</p>

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
			<p>Relevant targets or ambitions: <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>
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Internal processes are under review to identify possible Indigenous vendors for consideration in procurement activities.</p> <p>Program: Finance</p>	<p>Performance indicator: Percentage of procurement is from Indigenous business.</p> <p>Starting point: Percentage of procurement from Indigenous business as of 2023 is 4%</p> <p>Target: 5% by 2024-25</p>	<p>Create more opportunities for Indigenous businesses to succeed and grow by creating a new target to have at least 5% of CCOHS procurement awarded to businesses managed and led by Indigenous persons.</p> <p>Relevant targets or ambitions: <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>

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)

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
Advance gender equality in the Government of Canada	<p>CCOHS elected to comply with the <i>Employment Equity Act</i> and will continue to exceed labour market availability (51%) for women during recruitment activities.</p> <p>Program: Human Resources</p>	<p>Performance indicator: Percentage of women represented in CCOHS' workforce.</p> <p>Starting point: 68.9 % of CCOHS' workforce identified as women in 2022.</p> <p>Target: Annually surpass labour market availability for women across all areas of CCOHS' workforce.</p>	<p>Using the <i>Employment Equity Act</i> to guide CCOHS efforts, the organization takes steps to ensure its workforce is representative of the Canadian population the organization serves, and its workplace is one where people not only achieve their potential but thrive in an environment where diversity is valued and recognized as a key to its success.</p>
Increase Indigenous employment in the federal public service	<p>Meet or exceed labour market availability (2%) for Indigenous persons during recruitment activities.</p> <p>Program: Human Resources</p>	<p>Performance indicator: Percentage of Indigenous persons in CCOHS' workforce.</p> <p>Starting point: 1.9% as of 2023.</p> <p>Target: Achieve 3% of labour market availability for Indigenous persons in CCOHS' workforce by 2025.</p>	<p>Increasing the representation of Indigenous persons in the public service shows a commitment to fostering inclusivity and achieving the goals set out and CCOHS is committed to exceeding those in each year of the plan.</p>
Support accessibility and employment opportunities for persons with disabilities	<p>Meet or exceed labour market availability (8%) for persons with disabilities during recruitment activities.</p> <p>Program: Human Resources and Facilities</p>	<p>Performance indicator: Percentage of persons with disabilities in CCOHS' workforce.</p> <p>Starting point: 11.6% as of 2022.</p> <p>Target: Annually meet or exceed labour market availability for persons with disabilities within CCOHS' workforce.</p>	<p>Increasing the representation of persons with disabilities in the public service shows a commitment to fostering inclusivity and achieving the goals set out and CCOHS is committed to exceeding those in each year of the plan.</p> <p>Work on improving self-identification results through employee surveys taken over time.</p> <p>By implementing the actions set out in the CCOHS Accessibility Plan, CCOHS shows commitment to addressing barriers faced by applicants to and employees of CCOHS.</p>

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
<p>Other: Increased representation of individuals belonging to visible minority groups</p>	<p>Meet or exceed labour market availability (21.5%) for persons belonging to a visible minority group during recruitment activities.</p> <p>Program: Human Resources</p>	<p>Performance Indicator: Percentage of visible minority groups in CCOHS' workforce.</p> <p>Starting point: 26.2 % as of 2022.</p> <p>Target: Annually meet or exceed labour market availability for visible minorities within CCOHS' workforce.</p>	<p>Beginning with an Employment Equity Survey, CCOHS identified the need to develop a policy statement and team focused on anti-racism and allyship. By increasing the representation of persons belonging to visible minority groups in the public service, CCOHS shows a commitment to fostering inclusivity and achieving the goals set out and is committed to exceeding those in each year of the plan.</p>

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “**Advance reconciliation with Indigenous Peoples and take action on inequality**” but not a specific FSDS target

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
Invest in targeted scholarships	<p>Promote CCOHS’ Chad Bradley Scholarship which provides \$3000 each year to one eligible student interested in pursuing an education in occupational health and safety who identifies as a woman.</p> <p>Program: Communications and Corporate Services</p>	<p>Performance indicator: Number of applicants.</p> <p>Starting point: In 2023, 159 applications were received.</p> <p>Target: 82 applicants in 2024 90 applicants in 2025 99 applicants in 2026</p>	<p>Scholarship awarded (Chad Bradley Scholarship) for women and women-identified genders to pursue post-secondary education in the field of occupational health and safety to achieve greater gender equality and balance in the field.</p>
Foster diversity, inclusion, and accessibility in the federal public service	<p>CCOHS identified several priorities through the development of the organization’s first Accessibility Plan including the need for employee education on various topics related to diversity, inclusion, and accessibility.</p> <p>Program: Human Resources</p>	<p>Performance indicator: Percentage of employees who have completed identified training.</p> <p>Starting point: New initiative beginning 2024.</p> <p>Target: 100 % of CCOHS’ workforce trained in diversity, equity and inclusion, anti-racism and allyship and neurodiversity by 2025</p>	<p>Being a diverse and inclusive employer is a priority for CCOHS.</p> <p>CCOHS demonstrates this in its commitment to creating an accessible and barrier-free workplace in which all employees and prospective employees can thrive. It is engrained in the organization’s values, forms a pillar of its 2023-2027 Strategic Plan, the priorities set by its Council of Governors, and is reinforced through recent diversity, equity, inclusion, accessibility and accommodation programs, efforts, and initiatives.</p>

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS
<p>Achieve Pay Equity Act compliance.</p> <p>Ensure no wage gaps exist within the organization in accordance with the <i>Pay Equity Act</i>.</p> <p>Develop a Pay Equity Plan and carry out the plan mandate in consultation with a joint task force to address gender-based discrimination in the pay practices and systems that may exist.</p>	



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

FSDS Context:

The majority of CCOHS' procurement is undertaken via Public Services and Procurement Canada agreements, standing offers and Shared Services for its technology. For the small portion of the organization's procurement that is not, CCOHS is committed to ensuring its staff with delegated authority for procurement related activities are equipped with knowledge of appropriate criteria for green procurement and encourage service providers to consider how they can fulfil their agreements in the most sustainable manner.

Target theme: Management of Waste, Resources, and Chemicals

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
<p>Strengthen green procurement criteria</p>	<p>Ensure procurement specialists and those authorized to approve expenditures for procurement of goods and services are trained in green procurement (such as, the Canada School of Public Service course on green procurement, or equivalent) within one year of being identified.</p> <p>Program: Finance</p>	<p>Performance Indicator: Percentage of employees trained in green procurement within one year of being identified.</p> <p>Starting point: In 2022-23, 0% of employees are trained in green procurement.</p> <p>Target: 100% of identified staff are trained by 2023-24.</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets and/or indicators:</p> <p>CIF Ambition: Canadians consume in a sustainable manner.</p> <p>CIF Indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.</p> <p>GIF Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

Hybrid work significantly reduces emissions and CCOHS remains committed to assessing the benefits of this approach from a sustainability perspective in the years ahead. Additionally, virtualization of processes and implementation of technological solutions have minimized waste, having overall positive impacts for the environment. Contributions to taking action on climate change are furthered with CCOHS' adoption of the Greening Government Strategy, beginning with training for all managers to equip decision-makers to meaningfully contribute to the organization's strategy and broader government strategies for sustainable development. CCOHS will further eliminate single-use plastics by investing in reusable products at its office location and requesting hosts of CCOHS conferences and meetings do the same.

Target theme: Climate Change Mitigation and Adaptation

Target: Achieve 40 to 45% greenhouse gas emission reductions below 2005 levels by 2030, and achieve net-zero greenhouse gas emissions by 2050 (Minister of Environment and Climate Change supported by all other 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
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations</p>	<p>Ensure all managers are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.</p> <p>Program: Corporate Services and Human Resources</p>	<p>Performance Indicator: Percentage of relevant employees trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.</p> <p>Starting point: 0 % in 2022-23 trained</p> <p>Target: 100% trained by 2025</p>	<p>Trained managers can identify risk to critical program delivery and develop responses to increase the resilience of operations to impacts of climate change.</p> <p>Relevant targets and/or indicators</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>CIF Indicator:</i> 13.3.1 Proportion of municipal organizations who factored climate change adaptation into their decision-making process.</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>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>

SECTION 5

Integrating Sustainable Development

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

Public statements on the results of CCOHS' assessments will be made public when an initiative has undergone a detailed SEA (see [here](#)). The purpose of the public statement is to demonstrate that, where appropriate, CCOHS has considered and assessed the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program during proposal development and decision making.

