



2024 to 2025 Departmental Sustainable Development Strategy Report

Correctional Service of Canada

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SECTION 1

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 (SDG) 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 Correctional Service of Canada supports the goals laid out in the FSDS through the activities described in Correctional Service of Canada's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to Correctional Service of Canada'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 Correctional Service of Canada's DSDS and 2024 to 2025 DSDS Report.

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

Principles

The following principles shall be considered in the development of sustainable development strategies:

(a) the principle that sustainable development is based on an efficient use of natural, social and economic resources and the need for the Government of Canada to integrate environmental, economic and social factors in the making of all of its decisions;

(a.1) the principle that sustainable development

(i) is a continually evolving concept,

(ii) may be achieved by, among other things, the protection of ecosystems, prevention of pollution, protection of human health, promotion of equity, conservation of cultural heritage, respect for domestic and international obligations relating to sustainable development and recognition of the present generation's responsibility to provide future generations with a healthy and ecologically sound environment, and

(iii) may be advanced by, among other things, taking into account the precautionary principle, the "polluter pays" principle, the principle of internalization of costs and the principle of continuous improvement;

(b) the principle of intergenerational equity, which is the principle that it is important to meet the needs of the present generation without compromising the ability of future generations to meet their own needs;

(c) the principle of openness and transparency, which is the principle that the release of information should be encouraged to support accountability and public engagement;

(d) the principle that it is important to involve Aboriginal peoples because of their traditional knowledge and their unique understanding of, and connection to, Canada's lands and waters;

(e) the principle of collaboration, which is the principle that it is important for stakeholders to collaborate in the pursuit of common objectives; and

(f) the principle that a results and delivery approach — that allows for developing objectives, developing strategies for meeting those objectives, using indicators for reporting on progress towards meeting those objectives and establishing accountability — is key to meeting measurable targets.

SECTION 2

Correctional Service of Canada commitments





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

FSDS Context:

Indigenous offenders are disproportionately represented in the Canadian federal correctional system. As per the 2016 Canadian Census, 4.9% of the Canadian population was Indigenous, however Indigenous offenders comprise 28.6% of federally sentenced offenders. The Correctional Service of Canada's (CSC) [Strategic Plan for Aboriginal Corrections](#) ensures a federal correctional system that responds to the needs of all Indigenous offenders and contributes to safe and healthy communities. In addition, CSC has developed a [National Indigenous Plan](#) to provide a national framework to transform Indigenous case management and corrections. This plan is to amend policies, establish Indigenous Intervention Centres, and enhance case management practices. CSC has implemented 7 Indigenous Intervention Centres (IICs) at men's sites and at all women's sites. The IICs integrate the intake assessment process, programs and interventions, and focus on preparation of release at the earliest parole eligibility date.

Above and beyond these plans, CSC is proposing alternatives to custody and reintegration projects via the Indigenous Community Corrections Initiative (ICCI). ICCI projects provide culturally relevant services that may include counselling, treatment, life skills coaching, family reunification and addressing the impacts of residential schools and involvement with child welfare systems. CSC is currently reviewing proposals from several Indigenous communities who have expressed interest in entering into an agreement to establish a Healing Lodge facility for the care and custody of Indigenous offenders and has strengthened its agreements with existing partners. CSC will continue to strengthen the Indigenous Corrections Accountability Framework with the ongoing implementation of programs, policies, services, and interventions that are culturally appropriate and effective, leading to better results for Indigenous offenders. Finally, CSC is fortunate to have 1,750 self-declared Indigenous employees and 153 Elders representing rural and urban Indigenous communities from coast to coast to coast.

Finally, CSC has made a commitment to modernize our organizational culture by building and sustaining a workplace that is healthy, inclusive and drives operational effectiveness. Many actions planned or underway across CSC relate to important aspects of culture, including initiatives to promote employee health and wellbeing, values and ethics, harassment prevention, anti-racism, equity, diversity and inclusion. Acknowledging that changing culture requires purposeful effort and concrete action over the long term, CSC has stood up a new Culture team to ensure the leadership and the coordination of CSC's culture evolution. The short-term focus is on identifying a set of concrete and meaningful actions with potential to positively impact organizational culture, thereby contributing

to social aspects of sustainable development. These include improving the meaningful use of Gender-based Analysis Plus in business lines and practices, ensuring workplace culture is considered in strategic planning, population management and human resources strategies, and modernizing supports for professional growth and development.



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)

Note: CSC performance indicators and targets have an end date of March 31 of the year indicated.

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 (UN) Declaration on the Rights of Indigenous Peoples Act</i>	10.1 CSC Technical Services and Facilities Branch will consult relevant Indigenous communities for all major infrastructure projects, i.e., more than \$25M, and update its internal processes accordingly. Program: Internal Services Lead: Technical Services and Facilities Branch	Performance Indicator: Percentage of major infrastructure projects where consultations with Indigenous groups took place. Starting point: New program. Target: As of 2027, 100% of major infrastructure projects (projects above \$25M and outside the existing institution perimeter) hold consultations with Indigenous groups during the options analysis and design phase.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 100% of major infrastructure projects included consultations with Indigenous groups in 2024 to 2025. Notes: In 2024 to 2025, there was only one project above \$25 million and outside the existing institution perimeter. Consultations with Indigenous groups are ongoing.



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>	10.2 Contracting and Materiel Services will implement a Procurement Strategy for Indigenous Business to ensure that a minimum of five percent of the total value of departmental contracts are awarded to businesses owned and led by Indigenous Peoples. Program: Internal Services Lead: Contracting and Materiel Services	Performance indicator: Percentage of total value of departmental contracts awarded to businesses owned and led by Indigenous Peoples. Starting point: 0% as of August 2021. Target: By 2027, at least 5% of total value of departmental contracts are awarded to businesses owned and led by Indigenous Peoples.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 8.58% of the total value of departmental contracts were awarded to businesses owned and led by Indigenous Peoples in 2024 to 2025. Notes: CSC is meeting the annual 5% target. This target is also reported to Indigenous Services Canada and in the CSC Departmental Results Report.



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> and Take Action to Reduce Inequality	10.3 The Human Resources Management Sector (Learning and Development) will deliver Diversity and Cultural Competency Training to all staff as well as Foundations for Indigenous Corrections Training to targeted staff. Program: Internal Services Lead: Human Resources Management	Performance indicator: Percentage of targeted staff who have completed the Diversity and Cultural Competency Training. Starting point: 82.7% as of March 31, 2023. Target: 100% of targeted staff completed the Diversity and Cultural Competency and Foundations for Indigenous Corrections trainings by 2027.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 89.5% as of March 31, 2025.



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> and Take Action to Reduce Inequality	10.3 The Human Resources Management Sector (Learning and Development) will deliver Diversity and Cultural Competency Training to all staff as well as Foundations for Indigenous Corrections Training to targeted staff. Program: Internal Services Lead: Human Resources Management	Performance indicator: Percentage of targeted staff who have completed the Diversity and Cultural Competency Training - online. Starting point: 90.9% as of March 31, 2023. Target: 100% of targeted staff completed the Diversity and Cultural Competency and Foundations for Indigenous Corrections trainings by 2027.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 93.4% as of March 31, 2025.



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> and Take Action to Reduce Inequality	10.3 The Human Resources Management Sector (Learning and Development) will deliver Diversity and Cultural Competency Training to all staff as well as Foundations for Indigenous Corrections Training to targeted staff. Program: Internal Services Lead: Human Resources Management	Performance indicator: Percentage of targeted staff who have completed the Foundations for Indigenous Corrections - Correctional Training Program. Starting point: 91.5% as of March 31, 2023. Target: 100% of targeted staff completed the Diversity and Cultural Competency and Foundations for Indigenous Corrections trainings by 2027.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 100% as of March 31, 2025.



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> and Take Action to Reduce Inequality	10.3 The Human Resources Management Sector (Learning and Development) will deliver Diversity and Cultural Competency Training to all staff as well as Foundations for Indigenous Corrections Training to targeted staff. Program: Internal Services Lead: Human Resources Management	Performance indicator: Percentage of targeted staff who have completed the Foundations for Indigenous Corrections – Non-Correctional Officers. Starting point: 8.3% as of March 31, 2023. Target: 100% of targeted staff completed the Diversity and Cultural Competency and Foundations for Indigenous Corrections trainings by 2027.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 61.9% as of March 31, 2025.



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 <i>the United Nations Declaration on the Rights of Indigenous Peoples Act</i> and Take Action to Reduce Inequality	10.4 The Human Resources Management Sector (Classification, Resourcing and Operations), will work with hiring managers to support the recruitment of Indigenous Peoples in alignment with CSC's own organizational representation objectives, which are generally higher than workforce availability, and consider the representation of the offender population. Program: Internal Services Lead: Human Resources Management	Performance indicator: Percentage of Indigenous indeterminate and term CSC staff from total indeterminate and term staff. Starting point: 9.7% as of March 31, 2023. Target: As of March 31, 2023, the national representation objective for Indigenous staff was 13.1%. These objectives are not fixed, as they are influenced by changes in the Indigenous offender population¹.	With the passage of the <i>UN Declaration Act</i>, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with the UN Declaration on the Rights of Indigenous Peoples. 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.	Indicator result: 9.6% as of March 31, 2025. Notes: Despite having representation objectives in place for Indigenous staff, CSC failed to increase its Indigenous representation rate. Indigenous representation at CSC was 9.6% as of March 31, 2025. However, CSC is still exceeding the Workforce Availability (7.4%) for Indigenous staff.

¹ CSC's objective is to achieve an annual Indigenous representation that has been weighted as 30% based on the Indigenous offender population and 70% based on the workforce availability.

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

The following initiatives demonstrate how the Correctional Service of Canada'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
CSC will consult and cooperate with Indigenous Peoples on the development of new/amended internal policies and programs, namely by revising the internal policy instruments including, but not limited to, a revised Commissioner's Directive 702 (CD 702). These internal policy instruments will be aligned, as applicable, with the United Nations Declaration on the Rights of Indigenous Peoples.	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. 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.	CSC has updated the Commissioner's Directive 702 - Indigenous Offenders to ensure an effective response to the over-incarceration of Indigenous Peoples in federal corrections. These updates will support increased understanding of roles and responsibilities regarding supporting Elders in their work. New Annexes have been drafted entitled "CSC Elder and Spiritual Advisor Protocol", "Guiding Principles for Indigenous Interventions", and "Indigenous Social History Consideration in Decision Making Process". The policy is currently undergoing the official consultation process, which includes consultation with Indigenous organizations. The revised policy addresses working with Elders, implementation and support of the Indigenous Continuum of Care and consideration of Indigenous social history factors in decision making processes.



PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
CSC will continue to strengthen the Indigenous Corrections Accountability Framework with the ongoing implementation of programs, policies, services and interventions that are culturally appropriate and effective, leading to better results for Indigenous offenders. CSC will also assess the possibility of an expansion of capacity in the community, specifically for Inuit offenders.	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. 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.	CSC reviews the Indigenous Corrections Accountability Framework annually and in 2021 to 2022 modernized the reporting framework for ease of reference. The development and implementation of the Anijaarniq Strategy provides a framework for the management of Inuit offenders including the safe transition to the community and management within the community. The Deputy Commissioner Indigenous Corrections leads the Anijaarniq Strategy Working Group with representatives from Inuit community support organizations to help inform future strategies. CSC has received funding that will serve to strengthen its reintegration support for Indigenous men and women offenders as they transition from the institution to the community. CSC has implemented a Section 81 Strategic Plan, to strengthen partnerships and enhance the impact of existing agreements pursuant to Section 81 of the <i>Corrections and Conditional Release Act</i>, and to expand the involvement of Indigenous partners in the care, custody and preparation for release of Indigenous offenders through new Section 81 agreements.



CSC launched its Anti-Racism Framework in 2021 that outlines actions the organization is taking to address systemic racism, diversity and inclusion across three pillars: employees, those in our care and custody, and stakeholders. Our goal is to create an anti-racist organization that is more inclusive, diverse and equitable. To support the organization to realize this goal, CSC created an Anti-Racism, Diversity and Inclusion unit, which provides expertise, awareness, and knowledge on systemic racism, diversity, and inclusion across the organization and supports the Employment Equity and Diversity Committees. CSC will continue consultations with offenders, employees, and stakeholders to identify issues and opportunities for change. By 2027, the department will launch an 'anti-racism lens' for analyzing processes, policies, guidelines, and programs.	Public servants are in a unique position to help build respectful relationships and address systemic racism with Indigenous Peoples in Canada as well as Black and other racialized Canadians. This action supports the organization to provide awareness and tools to reduce inequalities and discrimination in our policies and practices. 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.	On October 16, 2023, CSC published its annual Anti-Racism Diversity Equity and Inclusion Progress Report, providing a detailed summary of CSC's efforts and achievements in addressing systemic racism, promoting diversity and inclusion since the establishment of its Anti-Racism Framework in 2021. A second annual report covering the period of October 2023 to October 2024 is scheduled to be released in the 2025 to 2026 fiscal year. It showcases CSC's commitment to building a workforce that reflects the diversity of the offender population and creating an inclusive culture where every employee, offender and stakeholder feels valued and respected. An updated Framework and Actions will be released in the 2025 to 2026 fiscal year. CSC continues to engage regularly with its stakeholders, including collaboration with its Ethnocultural Advisory Committee members to assist in better meeting the needs of Black and other racialized offenders. In addition to several other engagements throughout the year, Commissioner Anne Kelly and senior leadership officials met with National Ethnocultural Advisory Committee in March 2025 to discuss several initiatives underway that will have a positive impact on services and interventions for ethnocultural offenders. In February 2024, in consultation with the National Ethnocultural Advisory Committee and the National Executive Committee of the Citizen Advisory Committee (CAC), a CAC Bulletin on Ethnocultural Offenders was shared with CAC members to increase their knowledge on the complex and diverse needs of ethnocultural offenders and how they can assist in their role as advisory members. Additionally, a Stakeholder Registry containing information that can be filtered on organizations seeking to offer services and supports for Black and other racialized offenders was shared with staff. A virtual meeting was held with community groups that participated in Justice Canada's Forum to introduce regional staff to the leaders of the organizations and to learn more about some of the interests and barriers respective to collaborating with CSC. CSC will continue its work to build positive and productive relationships with community partners, specifically increasing awareness about the process in partnering with CSC and how to navigate within its governance.
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PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
CSC is developing a national Black Offender Strategy to address the unique lived experiences and barriers faced by federally sentenced Black individuals. While CSC has taken action to address gaps for Black offenders, and outcomes for Black offenders have continued to improve, CSC believes that more can and should be done for Black offenders as the second most overrepresented population in CSC's care and custody (as compared to their population in the general Canadian population). This work will help to address systemic racism in the correctional system. CSC believes this will contribute to the Black Community Justice Strategy. The strategy will be finalized and launched by 2027.	Public servants are in a unique position to help build respectful relationships and address systemic racism with Indigenous Peoples in Canada as well as Black and other racialized Canadians. This action supports the organization to provide awareness and tools to reduce inequalities and discrimination in our policies and practices. 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.	In 2022, CSC committed to develop a Black Offender Strategy to respond to the needs of Black offenders. This commitment also addresses recommendations made in that regard by the Correctional Investigator's 2021 to 2022 Annual Report and the Office of the Auditor General's Report on Systemic Barriers (2022). The Strategy will be reported under CSC's Anti-Racism, Diversity, Equity and Inclusion Framework and will contribute to whole-of-government efforts to combat systemic racism for Black communities, including Canada's Black Justice Strategy and the United Nations Decade of Peoples of African Descent. The Black Offender Strategy has been designed in two phases allowing a series of low-cost items that are already underway to be pursued and implemented broadly. Phase 2 outlines new initiatives CSC would like to undertake should funding be made available. Many of these initiatives align directly with the recommendations of Canada's Black Justice Strategy External Steering Group and those of the Correctional Investigator, such as dedicated programming for Black offenders and a dedicated liaison officer position for Black offenders in institutions and in the community. In July 2024, an initial draft of the Black Offender Strategy was shared internally as well as with CSC's National Ethnocultural Advisory Committee for consultation. The strategy was presented to offenders for consultation in January 2025. Comments from offenders are being collated and the strategy is being revised.



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

FSDS Context:

CSC has an important role in taking effective actions on reducing waste and purchasing of zero-emissions vehicles as the third largest facility portfolio in the federal government and having a significant vehicle fleet. CSC must lead by example for other government departments and Canada as a whole.

Managing non-hazardous waste effectively reduces the reliance on landfilling which causes negative impacts on the surrounding environment and beyond. In addition, recycling and reusing the waste generated at CSC will benefit the environment by decreasing the need to extract resources, lowering the potential for contamination, saving on costs for disposal and reducing greenhouse gas (GHG) emissions associated with the disposal of waste in landfills. By changing the behavioural culture at CSC and seeing waste as a valuable resource, the department can increase the economic benefit and save costs that can be invested in other ecologically beneficial initiatives.

With every new zero-emission vehicle purchased and electric charging station installed, CSC is positively contributing to the reduction of reliance on fossil fuels and diminishing its negative impact on the environment (reduction of GHG emissions) and lowering the presence of smog. Essentially, zero-emission vehicles will contribute to cleaner air and in turn better health for humans and the environment.

Finally, CSC will continue to reduce its environmental liabilities associated with contaminated sites. CSC has been an active participant in the Federal Contaminated Sites Action Plan (FCSAP) fostered by Environment and Climate Change Canada since Phase I in 2005. As the FCSAP Phase IV will sunset by March 31, 2025, CSC plans to have closed all its main FCSAP eligible sites and therefore withdraw from FCSAP at that point.

Target theme: Management of Waste, Resources and Chemicals

Target: By March 31, 2025, 60% of Federal Contaminated Sites Action Plan eligible sites are closed or in long-term monitoring

Note: CSC performance indicators and targets have an end date of March 31 of the year indicated.

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
Remediate high-priority contaminated sites	12.1 Reduce CSC's environmental liabilities by closing all FCSAP eligible sites listed on the FCSI². Program: Internal Services Lead: NHQ³ Environment	Performance indicator: Percentage of FCSAP eligible sites from the 2023 FSCI that are closed. Starting point: As of April 2023, CSC has 22% active sites listed on FCSI (i.e., 32 active sites on a total of 147 sites listed on FCSI). Target: 90% of FCSAP eligible sites are closed or in long-term monitoring by 2027.	Reducing environmental liabilities by closing FCSAP eligible sites, results in a reduction in environmental and human health risks across Canada.	Indicator result: 90.5% of FCSAP eligible sites from the 2023 FSCI are closed in 2024 to 2025. Notes: CSC closed 15 additional contaminated sites by the end of the fiscal year 2024 to 2025. Accordingly, as of March 31, 2025, CSC had 9.5% of active sites listed on the FCSI (i.e., 14 active sites on a total of 147 sites listed on FCSI).

² FSCI refers to the Federal Contaminated Sites Inventory.

³ NHQ refers to National Headquarters.

**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

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 landfill	12.2 Optimize waste recycling programs at all institutions. Program: Internal Services Leads: RHQs⁴, Institutions Support: Environment	Performance indicator: Annual percentage by weight of non-hazardous operational waste diverted from landfill. Starting point: 35% of non-hazardous operational waste diverted in 2022 to 2023. Target: Divert at least 50% by weight of non-hazardous operational waste from landfills annually by 2027.	Actions that reduce the generation of non-hazardous operational waste will help to 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 via recycling reduces emissions for the extraction and production of virgin materials. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Indicator result: 29.2% by weight of non-hazardous operational waste diverted from landfill in 2024 to 2025.

⁴ RHQ refers to Regional Headquarters present in the five regions in CSC.



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 landfill	12.3 Implement institutional organic waste diversion programs. Program: Internal Services Leads: RHQs, Institutions Support: Environment	Performance indicator: Percentage of institutions that have an active organic waste diversion program. Starting point: 51% of institutions have an active organic waste composting or diversion program in 2022 to 2023. Target: 75% of institutions have an active organic waste composting or diversion program by 2027.	Actions that reduce the generation of non-hazardous operational waste will help to reduce Scope 3 emissions for the production, transport, and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Indicator result: 56% of institutions have an active organic waste diversion program in 2024 to 2025. Notes: 24 of 43 institutions have an active organic waste diversion program in 2024 to 2025.



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 landfill	12.4 Implement food loss and waste analysis at three different types of institutional kitchens (Production Centre, Finishing Kitchen, and Stand-Alone Kitchen) and implement relevant recommendations as appropriate. Program: Internal Services Lead: Food Services Support: NHQ Environment	Performance Indicator: Number of additional food loss and waste analyses completed. Starting Point: Three food loss and waste analyses were completed in 2021 to 2022. Target: Food Services will conduct three food loss and waste analyses in institutional kitchens by 2027.	Actions that reduce the generation of non-hazardous operational waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Indicator result: No additional food loss and waste analyses were completed in 2024 to 2025.



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

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 landfill	12.5 Ensure a clause is included in each national construction project⁵ contracting documents so that general contractors are required to divert construction and demolition waste from landfills. Program: Internal Services Leads: CPI⁶, FPS⁷ Support: PSPC⁸, Environment	Performance indicator: Percentage of new major construction project contracts that have included a clause to divert construction and demolition waste from landfills. Starting point: New program. Target: 100% of new major construction project contracts initiated in 2024 and beyond will have a clause to divert construction and demolition waste from landfills.	Actions that reduce the generation of non-hazardous operational waste will help to 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 via recycling reduces emissions for the extraction and production of virgin materials. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Indicator result: 100% of new major construction project contracts included a clause to divert construction and demolition waste from landfills in 2024 to 2025. Notes: All major construction projects are managed by PSPC and include a clause in the contracting documents that general contractors are required to divert construction and demolition waste from landfills.

⁵ A national construction project is considered having a budget of \$2.5M or above (i.e., as per CSC national projects threshold).

⁶ CPI refers to the Capital Projects Implementation division at CSC.

⁷ FPS refers to the Facility Planning and Standards division at CSC.

⁸ PSPC refers to the Department of Public Services and Procurement Canada.



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

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	12.6 Each year, new light-duty fleet vehicles purchases will be zero-emission vehicles (ZEVs), pluggable hybrids, or hybrids when ZEVs, pluggable hybrids and hybrids are available within the required specifications. Program: Internal Services Lead: Support Services/Fleet Support: RHQs, Institutions, Parole Offices, Community Correctional Centres, PSPC	Performance indicator: Percentage of light-duty fleet vehicles that are ZEVs, pluggable hybrids, or hybrids. Starting point: 12% of light-duty fleet vehicles are ZEVs, pluggable hybrids, or hybrids in 2022 to 2023. Target: 50% of light-duty vehicle are ZEVs, pluggable hybrids, or hybrids by 2027.	Purchasing zero emission vehicles reduces greenhouse gas emissions from conventional fleet operations. This enhances sustainable consumption. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.1 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.1.1 Proportion of new light duty vehicle registrations that are zero-emission vehicles. <i>GIF Target:</i> 12.1 Implement the 10-year framework of programmes on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries.	Indicator result: 34% of light-duty fleet vehicles are ZEV's, pluggable hybrids, or hybrids in 2024 to 2025.



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	12.7 Each year install additional Electric Vehicle Charging Stations (EVCS). Program: Internal Services Lead: RHQs Support: NHQ Environment, Support Services/Fleet, Institutions, Real Property/Accommodations, PSPC	Performance indicator: Number of additional EVCS installed since 2023. Starting point: No additional EVCS were installed in 2022 to 2023. Target: Install additional EVCS in institutions that have access to clean electricity.	Installation of electric vehicle charging stations will help to reduce greenhouse gas emissions. This enhances sustainable consumption. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.1 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.1.1 Proportion of new light duty vehicle registrations that are zero-emission vehicles. <i>GIF Target:</i> 12.1 Implement the 10-year framework of programmes on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries.	Indicator result: 30 additional EVCS were installed in 2024 to 2025. Notes: 26 additional EVCS were installed in the Ontario Region and 4 additional EVCS were installed in the Quebec Region in 2024 to 2025.



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	12.8 Strengthen green procurement criteria by updating and promulgating an internal policy on green procurement. Program: Internal Services Lead: CMS⁹ Support: NHQ Environment	Performance indicator: The internal policy on green procurement has been updated and promulgated. Starting point: May 2022 (Financial Directive 350-3 / Contracting). Target: Strengthen green procurement criteria by updating and promulgating an internal policy on green procurement by 2027.	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: <i>CIF Ambition:</i> 12.2 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.	Indicator result: No result available. Notes: Contracting and Materiel Services is on-track to revise the internal policy on green procurement by 2027.

⁹ CMS refers to Contracting and Materiel Services.



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	12.9 Ensure all materiel management officers (i.e., staff in charge of procurement) are trained in green procurement (such as, the Canada School of Public Service course on green procurement, or equivalent). Program: Internal Services Lead: CMS Support: NHQ Environment	Performance indicator: Percentage of materiel management officers trained in green procurement. Starting point: 0% of materiel management officers trained in green procurement in 2022 to 2023. Target: 100% of material management officers receive training in green procurement by 2027.	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: <i>CIF Ambition:</i> 12.2 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.	Indicator result: 80% of materiel management officers were trained in green procurement in 2024 to 2025. Notes: Contracting and Materiel Services is on-track to have all materiel management officers receive training in green procurement by 2027.



Initiatives advancing Canada's implementation of SDG 12 – Responsible Consumption and Production

The following initiatives demonstrate how the Correctional Service of Canada'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
CSC will continue to conduct institutional waste audits and report annual rate of diversion of non-hazardous operational waste from landfill.	Actions that reduce the generation of non-hazardous operational waste will help to 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 via recycling reduces emissions for the extraction and production of virgin materials. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	CSC conducted 8 institutional waste audits in 2024 to 2025. Data collection for the annual report on waste diversion rates from landfills is underway. The report was submitted to the Centre for Greening Government at the end of July 2025.
CORCAN ¹⁰ will determine the feasibility of conducting a circular economy analysis on one of its products or sites and proceed if deemed appropriate by CORCAN.	To limit emissions of GHG that cause climate change, actions must be taken by the Government of Canada. By applying the concept of circular economy, progress towards carbon neutrality will become more achievable. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner. <i>GIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	CORCAN assisted CSC's Technical Services and Facilities Branch with their submission to the Treasury Board Secretariat's (TBS) Greening Government Fund regarding achieving a zero-waste textile/clothing program. CORCAN also independently submitted a submission to the TBS Greening Government Fund for reducing the carbon footprint of its dairy farm operation in Joyceville, Ontario by 40% to 50%. As of March 31, 2025, both Greening Government Fund requests were approved in-principle by TBS, with full detailed submissions to be reviewed by TBS after April 30, 2025.

¹⁰ CORCAN is a special operating agency within CSC that is responsible for penitentiary industry.



PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
CSC will explore extending the training in green procurement to all section 34 budget managers, procurement officers and those with acquisition cards.	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: <i>CIF Ambition:</i> 12.2 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices.	This Planned Initiative has been completed. As of March 31, 2025, Green Procurement training delivered by the Canada School of Public Service is mandatory for all section 34 budget managers, procurement officers and acquisition cardholders (as outlined in the Financial Directive 350-3 Contracting and Financial Directive 350-4 Acquisition Cards).



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

As a large custodial department in the federal government, CSC has a responsibility to demonstrate leadership on reducing greenhouse gas (GHG) emissions from its operations and establish climate change adaptability and resilience. By reducing CSC's carbon footprint, CSC can contribute to slowing the heating of the atmosphere that causes global warming.

CSC will continue to implement its National Carbon Neutral Portfolio Plan (CNPP) to further reduce the GHG emissions from its facilities and operations. The National CNPP is a guide (similar to a road map) that enables better direction as to where investments are needed to reach carbon neutrality by 2050.

CSC is dedicated to the climate change related commitments set forth in Greening Government Strategy by evaluating energy consumption of institutions and implementing measures to reduce greenhouse gas emissions. Initiatives in this area contribute to the reduction of the severity and frequency of extreme temperatures and precipitation as well as wildfires, heatwaves, flooding and droughts. In addition, reducing GHG emissions will slow biodiversity loss in Canada and the negative health impacts on Canadians.

Subject to budget availability, CSC is planning to conduct Climate Risk and Vulnerability Assessments (CRiVA) or Climate Change Vulnerability Assessments (CCVA) for all its institutions, prioritizing the sites that are more subject to significant climate change events. These assessments will focus on climate conditions, the likelihood of the impact and resulting consequences. In addition, recommendations on how to adapt to the risks will help better prepare CSC's facilities for future weather/climate events.



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

Note: CSC performance indicators and targets have an end date of March 31 of the year indicated.

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	13.1 Reduce departmental GHG emissions from facilities by implementing Energy Performance Contracts (EPC), critical infrastructure renewal projects (via EPCs) and Strategic EPCs following Energy Audit Reports (EAR). Program: Internal Services Leads: NHQ Environment, CPI	Performance indicator: Percentage of GHG emissions reduction from facilities since 2005 baseline (reference year). Starting point: The 2005 baseline (reference year) of GHG emissions from facilities is 137,408 tCO₂. Target: 40% total reduction in GHG emissions from facilities by 2027 from 2005 baseline.	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Target:</i> 13.1 Achieve 40 to 45% greenhouse gas emission reductions below 2005 levels by 2030 and achieve net-zero greenhouse gas emissions by 2050. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: 36.4% reduction of GHG emissions from facilities since 2005 baseline (reference year) in 2024 to 2025. Notes: In 2024 to 2025, GHG emissions from facilities were 87,335 tonnes of CO₂ which is a reduction of 50,073 tonnes of CO₂ from the 2005 baseline (reference year).



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
Modernize through net-zero carbon buildings	13.2 All new buildings will be net-zero carbon unless a life-cycle cost-benefit analysis indicates net-zero-carbon-ready construction. Program: Internal Services Leads: FPS, CPI Support: PSPC, NHQ Environment	Performance indicators: Percentage of new buildings that are net-zero carbon. Starting point: New program. Target: 40% of new buildings will be net-zero carbon by 2027.	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: No result available. Notes: For projects started since 2024, none have been completed. Currently, CSC indicates during project development that all new buildings should be net-zero carbon.
Modernize through net-zero carbon buildings	13.2 All new buildings will be net-zero carbon unless a life-cycle cost-benefit analysis indicates net-zero-carbon-ready construction. Program: Internal Services Leads: FPS, CPI Support: PSPC, NHQ Environment	Performance indicators: Percentage of new buildings that are net-zero-carbon-ready. Starting point: New program. Target: 40% of new buildings will be net-zero carbon by 2027.	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: No result available. Notes: For projects started since 2024, none have been completed. Currently, CSC indicates during project development that all new buildings should be net-zero carbon.



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
Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits	13.3 Incorporate GHG emissions reduction into the departmental decision-making process using GHG options analysis methodology for major renovation projects that affect energy consumption. Program: Internal Services Leads: FPS, CPI, RHQs Support: PSPC, NHQ Environment	Performance indicator: Percentage of major renovation projects that applied the GHG options analysis methodology. Starting point: New program. Target: 100% of major renovation projects applied the GHG options analysis methodology by 2027.	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce their greenhouse gas emissions. <i>CIF Target:</i> 13.1 Achieve 40 to 45% greenhouse gas emission reductions below 2005 levels by 2030 and achieve net-zero greenhouse gas emissions by 2050. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: No result available. Notes: For projects started since 2024, none have been completed. Currently CSC indicates during project development and terms of reference that all new constructions and major renovations need to integrate GHG reduction strategies.



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

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 to federal assets, services and operations	13.4 Assess the risks of climate change impacts at designated institutions¹¹ and take steps to address these risks at CSC facilities. Program: Internal Services Lead: NHQ Environment Support: RHQs, Institutions	Performance indicator: Number of additional institutional CRiVAs completed. Starting point: 10 institutional CRiVAs were completed as of 2022 to 2023. Target: At least 12 additional Institutional CRiVAs are completed by 2027.	By assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, the risk of disruption of critical service delivery to Canadians is reduced. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.3 Canadians are well-equipped and resilient to face the effects of Climate change. <i>CIF Indicator:</i> 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process. <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	Indicator result: 10 additional institutional CRiVAs were completed in 2024 to 2025. Notes: CRiVAs for 10 institutions (6 institutions in the Prairies Region and 4 institutions in the Atlantic Region) were finalized by March 31, 2025.

¹¹ Progress on this departmental action will be subject to budget availability.



Initiatives advancing Canada's implementation of SDG 13 – Climate Action

The following initiatives demonstrate how the Correctional Service of Canada'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
Complete Energy Performance Contracts (EPC) at the following institutions: • Drumheller, Alberta • Bath/Millhaven/Joyceville, Ontario • Matsqui, British Columbia	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	The EPC for Drumheller, Alberta is planned to be completed in 2025 and the EPCs Bath/Millhaven/Joyceville, Ontario and for Matsqui, British Columbia are planned to be completed in 2028.
Complete critical infrastructure renewal projects (via EPCs) at the following sites: • Laval-Federal Training Centre Complex, Quebec • Stony Mountain Pen., Manitoba • Saskatchewan Pen., Saskatchewan • Archambault Complex, Quebec	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	The EPC for Laval-Federal Training Centre Complex, in Quebec, is planned to be completed in 2030. The EPC for Stony Mountain Penitentiary, Manitoba is on hold while further analysis options are being conducted. The Energy Audit Report (EAR) for Saskatchewan Penitentiary, Saskatchewan is planned to be completed in 2026. The EAR for Archambault Complex, Quebec is planned to be completed in 2027.



PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
Initiate Strategic Energy Performance Contracts by completing the Energy Audit Reports (EAR) at the following sites: • Springhill, Nova Scotia • Dorchester, New Brunswick • Collins Bay, Ontario	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHG emissions from real property operations. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	No new Strategic Energy Performance Contracts were initiated in 2024 to 2025.
Based upon the CRiVAs, CSC will implement critical recommendations to increase institutional climate resilience where risks were deemed to be moderate to high.	By assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, the risk of disruption of critical service delivery to Canadians is reduced. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.3 Canadians are well-equipped and resilient to face the effects of Climate change. <i>CIF Indicator:</i> 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process. <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	The results of the CRiVAs are included in the development of all project briefs for new buildings and major renovations.

SECTION 3

Integrating Sustainable Development

The Correctional Service of Canada (CSC) updated its internal policy, [Commissioner's Directive \(CD\) 318 – Environmental Protection and Sustainable Development](#) in April 2022. The revised policy amalgamated six Internal Services Directives and one Guideline to ensure clarity as well as to mitigate environmental risks and impacts as the policy governs all environmental programs in CSC. The policy outlines the principles of sustainable development, encourages CSC to reduce its negative environmental impact and increase its positive environmental impacts through implementation of greening initiatives. Moreover, updating this policy met target 23 (Environment and Strategic Policy) commitment of CSC's [Departmental Sustainable Development Strategy 2020 to 2023](#). The policy amendments align with the requirements specified in the Treasury Board Secretariat [Greening Government Strategy](#) and the changes to the *Federal Sustainable Development Act*.



In addition, CSC created the Environmental Protection Management Manual to supplement the CD 318 which outlines the proper management of: halocarbons, wastewater collection and treatment systems, petroleum storage tanks, energy, drinking water, etc. As part of the three-year cyclical review process, CSC will review its environmental policy CD 318 in 2025 to ensure the department is continuing to contribute to the conservation of natural resources and environment performance by reducing adverse environmental impacts of CSC, that align with the Greening Government Strategy and Environment and Climate Change Canada's 2022 to 2026 Federal Sustainable Development Strategy (FSDS).

CSC will work to develop resources and tools necessary to ensure that such assessments align with the requirements of the [Cabinet Directive on Strategic Environmental and Economic Assessment \(SEEA\)](#). This Cabinet Directive provides the framework on how to analyze, document and address the potential environmental and economic impacts of proposals submitted to Cabinet for decision.

CSC will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its 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. Proposals at CSC require only a preliminary analysis, which determines the extent of the SEEA required. A strategic economic analysis is required when important effects, either positive or negative, are identified on the economy, and a strategic environmental analysis is required if important effects are identified, either positive or negative, whether they are direct or indirect, for one or more of the following:



- the environment, including pollution in air, water, and soil;
- biodiversity;
- greenhouse gas emissions;
- climate change impacts on the proposal;
- Canada's climate resilience.

Public statements on the results of CSC assessments are issued when an initiative that was the subject of a detailed SEEA is implemented or announced (see [Strategic Environmental and Economic Assessment](#)). 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.

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

CSC issues a Policy Bulletin every time a new or revised national policy instrument is promulgated. Its purpose is to introduce the policy changes and provide the rationale for the changes. Currently, Policy Bulletins include information under key headings, such as “Why was the policy changed?”, “What has changed?” and “How was it developed?”. CSC will explore the potential for amending the current Policy Bulletin template to include information around the completion of a SEEA. The introduction of such an approach will assist CSC in undertaking reflexive policy development that is continually aligned with the Departmental Sustainable Development Strategy.