



Canadian Security  
Intelligence Service

Service canadien du  
renseignement de sécurité

UNCLASSIFIED



# **2023 to 2024** **Departmental** **Sustainable** **Development** **Strategy** **Report**



Canada



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# Introduction to the 2023 to 2024 Departmental Sustainable Development Strategy Report



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

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Canadian Security Intelligence Service (CSIS) supports the goals laid out in the FSDS through the activities described in [CSIS' 2023 to 2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This report describes CSIS' progress on advancing the goals related to its DSDS over the fiscal year 2023 to 2024.

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 CSIS' DSDS and in its 2023 to 2024 DSDS progress report.

To promote coordinated action on sustainable development across the Government of Canada, this progress report demonstrates how CSIS is contributing to the implementation of Canada's 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The report now also captures progress on SDG initiatives that fall outside the scope of the FSDS.







# Sustainable Development Goals for the Canadian Security Intelligence Service



# CSIS' SDG Goal Progress Tracker

## Progress Legend



Not Initiated



Initiated

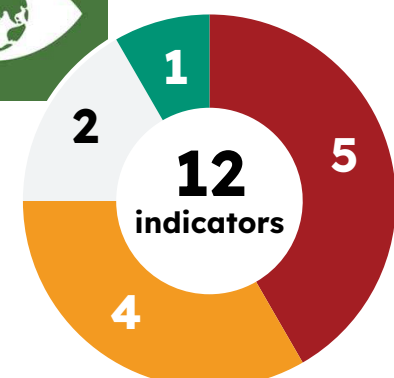
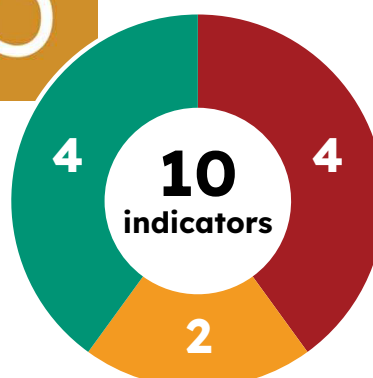
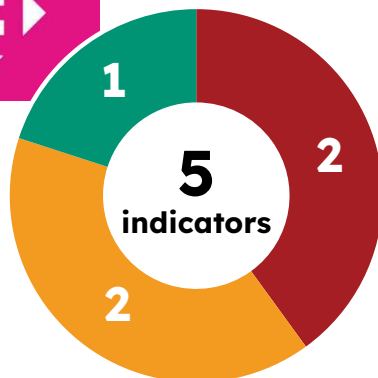


Advancing



Completed

## Overall Progress on SDG Goals








## SDG Goal 10: Advance reconciliation with Indigenous peoples and take action on inequality

**FSDS Context:** Under Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action to Reduce Inequality, and in support of implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDA), CSIS will consult with Indigenous Peoples on the development of new legislation and on the amendment of existing legislation. CSIS will continue engaging and expanding its relationships with Indigenous governments, organizations and communities to fulfill this goal, and will coordinate with federal government departments and agencies to help leverage and maximize resources of Indigenous partners. CSIS will also provide Indigenous cultural competency training on UNDA, and aims to train 90% of employees by 2027. CSIS will also do its part to increase Indigenous employment in the federal public service by increasing representation by more than 50% within its own workforce by 2026–27.


To reduce inequalities related to visible and invisible disabilities, race, ethnicity and origin, CSIS will increase representation of racialized employees and employees with disabilities by 25% and 55% respectively by 2026–27.


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

**Target:** Between 2023 and 2026, and every year moving forward, develop and table annual progress reports on implementing UNDA (Minister of Justice and Attorney General of Canada).

Implementation strategy	Departmental action	Performance indicator  Starting Point  Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> (UNDA).	Provide Indigenous cultural competency training on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).  <b>Program:</b> Learning and Development.	<b>Performance indicator:</b> Percentage of staff who have completed Indigenous cultural competency training on UNDRIP.  <b>Starting point:</b> Percentage of staff trained: 0% in 2022–23.  <b>Target:</b> 90% by the end of 2026–27.	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 UNDRIP. This action contributes to the development of necessary cultural competency knowledge and skills to implement UNDRIP.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> N.A. <i>CIF Indicator:</i> N.A. <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.	<b>Indicator result:</b> 2023–24 result: 0%  <b>Notes:</b> Cultural competency training on UNDA has only become available as of March 2024 from the Canada School of Public Service (CSPS). While CSIS did not advance on meeting its target in 2023–24, now that Government of Canada-wide learning tools have been released, CSIS is assessing which components should be made mandatory, and will implement and monitor completion of those learning elements. CSIS remains on track to meet its target of 90% by end of 2026–27.  In addition to a plan to promote employee uptake of Government of Canada-wide training on UNDA, in 2023–24 CSIS demonstrated its commitment to UNDA through several CSIS-specific actions.



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
				<p>For example, CSIS included mandatory Indigenous training in the executive learning path; promoted awareness of UNDA and CSIS' actions through senior executive communications to employees; and increased employee knowledge of UNDA through presentations by First Nations, Inuit and Métis speakers.</p> <p>CSIS also standardized land acknowledgments and introduced new language about Indigenous Treaty right into CSIS' Oath, fulfilling commitments made in CSIS' Diversity, Equity and Inclusion (DEI) Action Plan. CSIS has progressed on 89% of the commitments in its DEI plan, and 22% are already complete.</p>
Implement UNDA.	<p>Consult and cooperate with Indigenous Peoples on the development of new legislation and on amendment of existing legislations.</p> <p><b>Program:</b> Policy and Foreign Relations.</p>	<p><b>Performance indicator:</b> Percentage of new legislation and/or amended legislation that included a consultation and cooperation process with Indigenous Peoples.</p> <p><b>Starting point:</b> Percentage of consultations with Indigenous peoples 0% in 2022-23.</p> <p><b>Target:</b> 100% by the end of 2026-27.</p>	<p>With the passage of UNDA, 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 UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p>	<p><b>Indicator result:</b> 2023-24 result: 100% </p> <p><b>Notes:</b> CSIS was successful in meeting this target.</p> <p>In 2023-24, the Government of Canada held public consultations on amending the <i>Canadian Security Intelligence Agency Act (CSIS Act)</i> to better counter foreign interference. The consultation provided an opportunity for Canadians to inform potential amendments by submitting input online.</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	Results achieved
			<p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced.  <i>CIF Indicator:</i> N.A.  <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>CSIS also engaged with a broad array of stakeholders and partners in roundtable discussions, including with representatives of Inuit, Métis, and First Nations associations and rights holders. The roundtables were an opportunity to explore Indigenous partners' perspectives and concerns, and reflect them in the legislation. CSIS' engagement with Indigenous partners on the amendments to the <i>CSIS Act</i> also aligned with Article 5 of UNDA and the UNDA Action Plan.</p> <p>While this was completed in 2023/2024, it will continue to be a best practice moving forward.</p>
Advancing reconciliation with First Nations, Inuit and Métis communities.	<p>Increase Indigenous representation organization-wide.</p> <p><b>Program:</b> Human Resources Services.</p>	<p><b>Performance indicator:</b> Percentage of Indigenous representation organization-wide.</p> <p><b>Starting point:</b> 2.2% in 2021–22.</p> <p><b>Target:</b> 3.4% by the end of 2026–27.</p>	<p>With the passage of UNDA, 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 UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p>	<p><b>Indicator result:</b>  2022–23 result: 2.3% organization-wide.</p> <p>2023–24 result: 2.2% organization-wide.</p> <p><b>Notes:</b>  The Indigenous attrition rate at CSIS has increased while the hiring rate has decreased, resulting in a slight decrease since 2023 in overall representation of Indigenous employees.</p> <p>However, Indigenous representation in CSIS' executive cadre has increased from 3.2% in 2022 to 3.8% in 2024.</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	Results achieved
			<p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i>            10.1 Canadians live free of discriminations and inequalities are reduced.  <i>CIF Indicator:</i> N.A.  <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>In support of attracting and retaining Indigenous employees, CSIS has undertaken specific actions in addition to its UNDA commitments.</p> <p>For example, the CSIS Director and senior executives mentor numerous Indigenous employees; CSIS sponsors Indigenous employees to participate in executive leadership development training; and an Indigenous employee network is in development at CSIS. The Network will create a means for Indigenous employees to connect with each other, develop mutual support in the workplace and collaborate to inform workplace improvements.</p> <p>CSIS attracts Indigenous talent by:</p> <ul style="list-style-type: none"> <li>• employing an Indigenous recruiter;</li> <li>• conducting intelligence officer recruiting and staffing processes dedicated to or prioritizing racialized and Indigenous candidates;</li> <li>• promoting CSIS' goal to hire Indigenous, Black and racialized candidates on job posters, in advertising and at career events; and,</li> </ul>




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
				<ul style="list-style-type: none"> <li>reducing barriers in the hiring process (e.g., GBA Plus analyses, adapting language requirements; and using diverse interview panels).</li> </ul> <p>CSIS also conducts employment equity (EE) gap analyses to determine staffing options, and close EE representation gaps.</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).

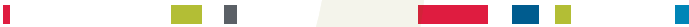
Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Taking action to reduce inequality.	<p>Increase representation of persons with disabilities and members of visible minority groups, organization-wide, according to set objectives.</p> <p><b>Program:</b> Human Resources Services.</p>	<p><b>Performance indicator:</b> Representation of persons with disabilities.</p> <p><b>Starting point:</b> 5.9% in 2021–22.</p> <p><b>Target:</b> 9% by the end of 2026–27.</p>	<p>With the passage of UNDA, 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 UNDRIP.</p>	<p><b>Indicator result:</b> 2022–23 result: 6.8% organization-wide.</p> <p>2023–24 result: 7.3% organization-wide.</p> <p><b>Notes:</b> While CSIS continues its work to become representative of persons with disabilities in</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	Results achieved
			<p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i>            10.1 Canadians live free of discriminations and inequalities are reduced.  <i>CIF Indicator:</i> N.A.  <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>Canada's workforce overall, it is noteworthy that 8.9% of CSIS executives have identified as persons with disabilities, which is higher than the Canadian workforce availability of 4.3%.</p> <p>CSIS is implementing its 2023-25 Accessibility Plan to:</p> <ul style="list-style-type: none"> <li>• ensure compliance with the <i>Accessible Canada Act</i>;</li> <li>• continue to identify, remove and prevent barriers; and</li> <li>• raise awareness and educate employees to foster an inclusive work environment.</li> </ul> <p>CSIS is committed to accessibility; 83 out of the 102 activities committed to in CSIS' Accessibility Plan have advanced.</p> <p>Accomplishments include the continual updating of approved adaptive devices and accessibility software; the streamlining of approval processes for accessibility requests; and the inclusion of mandatory courses on accessibility in the executive learning path.</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	Results achieved
				<p>CSIS attracts talented persons with disabilities by promoting diversity at accessible virtual career events; incorporating disability representation in marketing materials; and, using GBA Plus analyses to inform processes.</p> <p>CSIS also conducts EE gap analyses to determine staffing options and close EE representation gaps.</p>
Taking action to reduce inequality.	<p>Increase representation of persons with disabilities and members of visible minority groups, organization-wide, according to set objectives.</p> <p><b>Program:</b> Human Resources Services.</p>	<p><b>Performance indicator:</b> Representation for racialized groups.</p> <p><b>Starting point:</b> 19.1% in 2021–22.</p> <p><b>Target:</b> 25% by the end of 2026–27.</p>	<p>With the passage of UNDA, 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 UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced.  <i>CIF Indicator:</i> N.A.</p>	<p><b>Indicator result:</b>  2022–23 result: 20% organization-wide.</p> <p>2023–24 result: 20.9% organization-wide.</p> <p><b>Notes:</b>  CSIS' workforce reflects the overall representation of visible minorities in the Canadian workforce; however, gaps remain in important occupational groups. Of note, visible minority representation in CSIS' executive cadre has increased from 10.5% in 2022 to 14% in 2024, which is higher than the Canadian workforce availability for this occupational group.</p> <p>In support of ongoing efforts to foster diversity and inclusivity, CSIS launched its Diversity, Equity and Inclusion Strategy (DEI) in 2022 to provide a strategic framework for how CSIS intends to meet its</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	Results achieved
			<p><i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>objectives in this critical space.</p> <p>89% of the commitments have progressed, and 22% are already complete.</p> <p>Noteworthy accomplishments include:</p> <ul style="list-style-type: none"> <li>• launching more inclusive people management processes;</li> <li>• integrating CSIS' commitment to DEI in the organizational strategic plan; and</li> <li>• regularly publishing employee population equity statistics.</li> </ul> <p>CSIS attracts talent from racialized groups by recruiting through dedicated or prioritized intelligence officer processes for racialized and Indigenous candidates; promoting CSIS' goal to hire Indigenous, Black and racialized candidates in job posters, in advertising and at career events; and reducing barriers in the hiring process (e.g., GBA Plus analyses, adapting language requirements and using diverse interview panels).</p> <p>CSIS also conducts EE gap analyses to determine staffing options and close EE representation gaps.</p>









## SDG Goal 12: Reduce waste and transition to zero-emission vehicles

**FSDS Context:** In order to support the Greening Government Strategy, CSIS is committed to improving its facilities, usages, procurement, and engagement in a green manner. CSIS will reduce its greenhouse gas (GHG) emissions by greening its fleet and purchasing zero-emission or hybrid vehicles. In addition, CSIS will develop a waste diversion program to significantly reduce its reliance on the use of landfill sites. CSIS will decrease its reliance on paper through its evergreen program by upgrading equipment and providing employees with access to current technology that promotes scanning and digitization. CSIS will also integrate environmental considerations into its procurement processes and prioritize environmentally preferable goods and services to align with the Policy on Green Procurement. In an attempt at providing Canadians with greater access to the digital economy while reducing the environmental impact of electronic waste, CSIS plans to donate some of its used computer equipment to the Computers for Schools program.




**Target theme:** Federal Leadership on Responsible Consumption.


**Target:** By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (All ministers).


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.	Complete waste audits for large buildings and report annual rate of diversion of non-hazardous operational waste from landfill.  <b>Program:</b> Operating and Maintenance Services.	<b>Performance indicator:</b> Percentage by weight of non-hazardous operational waste diverted from landfill at CSIS' national headquarters building.  <b>Starting point:</b> 37% in 2022-23.  <b>Target:</b> 75% by the end of 2030-31.	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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.	<b>Indicator result:</b> 2023-24 result: 43%   <b>Notes:</b> With the additional awareness on reducing, reusing, and recycling, CSIS has been able to increase its landfill diversion by 6% at its national headquarters building. Buy-in from employees has been the biggest contributor to this diversion. A waste audit aimed at determining the volume of waste produced, how much of it goes to landfill, and how much is recycled, has been initiated. The waste audit will allow CSIS to identify other actions to increase diversion to landfills.
Maximize diversion of waste from landfill.	Donate electronic equipment (i.e. through programs like Computers for Schools) to be refurbished and redistributed.  <b>Program:</b> IT Services.	<b>Performance indicator:</b> By tracking and disclosing the quantity of electronic waste diverted from landfill at CSIS' national headquarters building.  <b>Starting point:</b> 80% of legacy desktops in 2021-22.	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	<b>Indicator result:</b> 2022-23 result: 6%   2023-24 result: 0%  <b>Notes:</b> In 2021-22, CSIS donated over 80% of legacy desktops, in keeping with its practice of donating electronic equipment for refurbishment and

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
		<b>Target:</b> 90% of legacy desktops by the end of 2028–29.	and production of virgin materials.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.	redistribution. In 2023, CSIS temporarily halted donations pending a policy review of the practice. This resulted in CSIS only donating 6% of its legacy desktops in 2022–23. Once the policy review is completed, an increase in donations may be realized in the future, but at a lower percentage than initially targeted.

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



Implementation strategy	Departmental action	Performance indicator  Starting Point  Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Maximize diversion of waste from landfill.	Develop a project management strategy around waste. Also, ensure construction project general contractors track and disclose the amount of construction and demolition waste generated, as well as the amount diverted from landfill.  <b>Program:</b> Project Delivery Services.	<b>Performance indicator:</b> Percentage of construction projects greater than \$1M that track by weight non-hazardous construction, renovation and demolition (CRD) waste diverted from landfill in leased buildings and at CSIS' national headquarters building.  <b>Starting point:</b> 0% in 2022–23.	Actions that reduce the generation of construction and demolition 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.	<b>Indicator result:</b> 2023–24. result: 0%  <b>Notes:</b> In 2023–24, CSIS began work to develop its project management strategy to enable contractors to track the amount of construction and demolition waste. The strategy is ongoing and is developing: • New waste management specifications and



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
		<b>Target:</b> 100% of projects tracking by weight of CRD non-hazardous waste diverted from landfill and establish a baseline by the end of 2025–26.	<b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.	contract terms to meet CRD waste diversion targets for CSIS' national headquarters building and leased sites; and <ul style="list-style-type: none"> <li>A CRD waste management strategy for CSIS' national headquarters building.</li> </ul> Once the project management strategy is in place, CSIS expects that starting in 2024–25 100% of new projects will be tracked.
Maximize diversion of waste from landfill.	Develop a project management strategy around waste. Also, ensure construction project general contractors track and disclose the amount of construction and demolition waste generated, as well as the amount diverted from landfill.  <b>Program:</b> Project Delivery Services.	<b>Performance indicator:</b> Percentage by weight of non-hazardous CRD waste diverted from landfill in leased and in national headquarters building for construction projects greater than \$1M.  <b>Starting point:</b> Baseline to be established by the end of 2025–26.  <b>Target:</b> Divert 90% of non-hazardous CRD waste by the end of 2030–31.	Actions that reduce the generation of construction and demolition 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.	<b>Indicator result:</b> 2023–24 result: 0%   <b>Notes:</b> While some CRD waste is sorted and recycled, current service providers do not make data available. In 2023–24 CSIS began work to develop its project management strategy to enable contractors to track the amount of construction and demolition waste.  CSIS will establish a baseline percentage by weight of CRD waste by the end of 2025–26.


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.	Promote the use of scanners to reduce printing requirements by making available to all users centralized shared multi-functional units capable of printing and scanning.  <b>Program:</b> IT Services.	<b>Performance indicator:</b> Reduce device footprint and promote digitization to reduce printing consumables by centralizing scanning and printer services with shared multi-functional units.  <b>Starting point:</b> In 2022–23, multifunctional printers with scanning capabilities have replaced legacy single function printers.  <b>Target:</b> Reduce individual desktop scanners by 10% by the end of 2025–26.	Actions that reduce the generation of construction and demolition 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.	<b>Indicator result:</b> 2023–24 result: 10% reduction in the number of scanners.  <b>Notes:</b> CSIS was successful in meeting this target. 



**Target:** The Government of Canada's procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All ministers).

Implementation strategy	Departmental action	Performance indicator  Starting Point  Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Transform the federal light-duty fleet.	<p>CSIS' conventional light duty fleet will be comprised of a combination of internal combustion engines (ICEs), hybrid electric vehicles (HEVs), and zero-emission vehicles (ZEVs) at a ratio proportionate to that found in the Canadian population.</p> <p><b>Program:</b> Operating and Maintenance Services.</p>	<p><b>Performance indicator:</b> Percentage of newly purchased HEVs, and ZEVs in CSIS' fleet as compared to the national average acquired by Canadians during 2022 based on Statistics Canada data.</p> <p>Following the initial two-year reporting cycle from 2022-23 to the end of 2024-25 a new baseline will be established based on Statistic Canada data for the national average of HEV and ZEV vehicles acquired by Canadians between 2023 and 2024.</p> <p><b>Starting point:</b> HEV: 0% in 2022-23. ZEV: 0% in 2022-23.</p> <p><b>Target:</b> HEV: 5% of newly purchased fleet vehicles from 2022-23 to the end of 2024-25 to align with the 5% of registered HEV vehicles acquired by the Canadian public in 2022. ZEV: 8% of newly purchased fleet vehicles from 2022-23 to the end of 2024-25 to align with the 8% of registered ZEV vehicles acquired by the Canadian public in 2022. HEV and ZEV targets subject to supply availability.</p>	<p>Purchasing zero-emission vehicles reduces greenhouse gas emissions from conventional fleet operations. This enhances sustainable consumption.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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.</p>	<p><b>Indicator result:</b> 2023-24 results:</p> <ul style="list-style-type: none"> <li>HEV: 12.5% </li> <li>ZEV: 0.5% </li> </ul> <p><b>Notes:</b> CSIS has made considerable efforts to integrate green energy vehicles into its corporate fleet in 2023-24, increasing its HEVs to 12.5%. In addition, 0.96% of newly purchased fleet vehicles were plug-in hybrid electric vehicles (PHEV).</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	Results achieved
Strengthen green procurement criteria.	Ensure all procurement specialists are trained in green procurement within one year of being identified, in accordance with the Government of Canada Policy on Green Procurement.  <b>Program:</b> Procurement Services.	<b>Performance indicator:</b> Percentage of procurement specialists trained in green procurement within one year of being identified.  <b>Starting point:</b> 100% of procurement specialists trained in green procurement in 2022-23.  <b>Target:</b> 100% of procurement specialists will receive training within one year of being identified by the end of 2024-25.	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, as well as their supply chains.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.	<b>Indicator result:</b> 2023-24 result: 100%  <b>Notes:</b> CSIS was successful in meeting this target. 
Strengthen green procurement criteria.	Ensure all requests for proposals (RFPs), invitations to tender (ITTs) and contracts are processed digitally.  <b>Program:</b> Procurement Services.	<b>Performance indicator:</b> Percentage of RFPs, ITTs and contracts that have been processed digitally.  <b>Starting point:</b> 90% of RFPs, ITTs and contracts processed digitally in 2022-23.  <b>Target:</b> 100% of RFPs, ITTs and contracts will be processed digitally by the end of 2023-24.	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, as well as their supply chains.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 12 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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.	<b>Indicator result:</b> 2023-24 result: 100%  <b>Notes:</b> CSIS was successful in meeting this 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	Results achieved
Strengthen green procurement criteria.	<p>When deemed applicable to the requirement, include environmental evaluation and weighting criteria in RFPs and ITTs in accordance with the Government of Canada Policy on Green Procurement.</p> <p><b>Program:</b> Procurement Services.</p>	<p><b>Performance indicator:</b> Percentage of RFPs, ITTs and awarded contracts deemed applicable that include environmental evaluation, weighting criteria and environmental performance clauses.</p> <p><b>Starting point:</b> Data unavailable in 2022–23.</p> <p><b>Target:</b> 100% of RFPs, ITTs and contracts, deemed applicable, will include environmental evaluation, weighting criteria and environmental performance clauses by the end of 2026–27.</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><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> 12 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.  <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.</p>	<p><b>Indicator result:</b> 2023–24 results: Unknown. </p> <p><b>Notes:</b>  The relevant data is unavailable for 2023–24.</p> <p>Due to other competing priorities, CSIS has been unable to develop the necessary applications to track and monitor evaluation details in solicitations for RFPs, ITTs or contracts.</p> <p>CSIS is making efforts to change this situation by replacing the current procurement/finance software systems with an enterprise resource planning (ERP) software system in order to automate procurement and compliance reporting measures.</p>















## SDG Goal 13: Take action on climate change and its impacts



**FSDS Context:** Climate change is a critical global problem that will render parts of the world uninhabitable and affect future generations' ability to meet their basic needs. Climate change also has ripple effects for national security and the behaviours of states, for example, through climate change-fuelled migration, civil unrest over strategic resources, and competition over critical minerals necessary for green transition. Greenhouse gas emissions have the potential to warm the planet to unprecedented levels, with far-reaching and unpredictable environmental, social, and economic consequences. CSIS' plan to address climate change is about making smart, informed, forward-looking decisions that consider future climate conditions. CSIS will transition to low-carbon alternatives and create pathways to achieving net-zero emissions. CSIS will undertake studies to identify risks to critical assets due to climate change and develop plans to mitigate risks and disruptions to critical services.

The organization will use this information when considering building and infrastructure recapitalization and upgrades. CSIS is committed to supporting effective climate change goals and to maintaining its engagements and collaborative efforts with other government departments and partners to implement new initiatives aimed at achieving these goals. CSIS intelligence and advice on the impacts of climate change will also inform wider Government efforts to meet the Goals of the FSDS.

**Target theme:** Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience.



**Target:** The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All ministers).

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.	Ensure all relevant employees receive awareness training on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.  <b>Program:</b> Planning Services.	<b>Performance indicator:</b> Percentage of relevant employees who have received awareness training on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.  <b>Starting point:</b> 0% trained in 2022-23.  <b>Target:</b> 50% trained by end of 2026-27 subject to availability of awareness training.	Trained staff can identify risks to critical program delivery, and develop responses to increase the resilience of operations to impacts of climate change.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 13.3 Canadians are well equipped and resilient to face the effects of Climate change.	<b>Indicator result:</b> 2023-24 result: 0%  <b>Notes:</b> This objective has broad implications across the organization; training content and delivery require thoughtful planning. CSIS is establishing the most suitable training and delivery approach to ensure proper awareness among all relevant employee groups.
Modernize through net-zero carbon buildings.	Complete pathway to net-zero studies for CSIS' national headquarters building.  <b>Program:</b> Planning Services.	<b>Performance indicator:</b> Complete carbon study for CSIS' national headquarters building to identify the implementation pathway to net-zero emissions by 2050.  <b>Starting point:</b> 0% in 2022-23.  <b>Target:</b> 100% by the end of 2025-26.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions.	<b>Indicator result:</b> 2023-24 result: 0%  <b>Notes:</b> In September 2023, CSIS initiated a carbon study of its national headquarters building with a view to having it completed by March 2025. Some risk factors related to security requirements may generate a slippage in the completion of the study, but CSIS remains on track to meet its target by the end of 2025-26.

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.	In accordance with the Treasury Board Secretariat (TBS) Greening Government Strategy, reduce Scope 1 and Scope 2 GHG emissions in CSIS' national headquarters building.  <b>Program:</b> Planning Services.	<b>Performance indicator:</b> Percentage reduction of Scope 1 and Scope 2 emissions for CSIS' national headquarters building using 2005 levels as a baseline.  <b>Starting point:</b> 35% emission reduction from 2005 levels in 2022–23.  <b>Target:</b> 40% emission reduction from 2005 levels by end of 2025–26.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</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.	<b>Indicator result:</b> 2023–24 result: 44%   <b>Notes:</b> CSIS was successful in meeting this target. This result is largely due to the reduction of Scope 2 emissions (indirect emissions from the generation of purchased electricity), meaning that the electricity grid is cleaner.  CSIS anticipates that following the results of the carbon study of its national headquarters building, the follow-up actions taken and projects completed, CSIS' Scope 1 emissions will be reduced. These projects will span a 10 to 15-year period and will be dependent upon the allocation of extraordinary capital funding.
Modernize through net-zero carbon buildings.	In accordance with the TBS Greening Government Strategy, work with Public Services and Procurement Canada (PSPC) to ensure that 75% of domestic leased sites are net-zero carbon by 2030 and all domestic leased sites by 2050.  <b>Program:</b> Real Property Services.	<b>Performance indicator:</b> Percentage of new domestic leased sites, which are net-zero carbon, and climate-resilient buildings.  <b>Starting point:</b> 0% in 2022–23.  <b>Target:</b> 75% by end of 2030–31.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</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.	<b>Indicator result:</b> 2023–24 result: 0%   <b>Notes:</b> In 2023–24 CSIS did not sign any new leases making this target not applicable.




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.	<p>Migration to newer, more efficient technologies. Reducing power consumption required for:</p> <ul style="list-style-type: none"> <li>Desktop computers</li> <li>Monitors</li> </ul> <p><b>Program:</b> IT Services.</p>	<p><b>Performance indicator:</b> Replace or reduce the amount of legacy equipment (funding dependent).</p> <p><b>Starting point:</b> 2022–23.</p> <ul style="list-style-type: none"> <li>Desktops running at an average of 1,500 watts/day.</li> <li>Monitors running at an average of 550–600 watts/day.</li> </ul> <p><b>Target:</b> by end of 2028–29</p> <ul style="list-style-type: none"> <li>Desktops – reduce to an average of 900 watts/day.</li> <li>Monitors – reduce to an average of 300 watts/day.</li> </ul>	<p>Actions that rationalize CSIS' ability to 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.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</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.</p>	<p><b>Indicator result:</b> 2023–24 results:</p> <ul style="list-style-type: none"> <li>CSIS has replaced 3,000 legacy desktops with newer, more power-efficient desktops resulting in 30% of its desktop inventory being upgraded. This brings CSIS 30% towards its target of having all desktops run at an average of 900 watts/day.</li> <li>CSIS has replaced 1,200 legacy monitors with newer, more power-efficient monitors resulting in 5% of its monitor inventory being upgraded. This brings CSIS 5% towards its target of having all monitors run at an average of 300 watts/day.</li> </ul>
Modernize through net-zero carbon buildings.	<p>Reduce the number of individual local printers and scanners in favour of centralized shared multi-functional units.</p> <p><b>Program:</b> IT Services.</p>	<p><b>Performance indicator:</b> Apply best practices and technologies to manage the use of multi-functional units capable of printing and scanning to be more efficient, while decreasing energy consumption and consumables (ink, paper, etc.).</p> <p><b>Starting point:</b> In 2022–23 ratio of 1 printer to 15 users.</p> <p><b>Target:</b> Increase ratio to 1 printer to 20 users by end of 2026–27.</p>	<p>Actions that rationalize CSIS' ability to 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.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</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.</p>	<p><b>Indicator result:</b> 2023–24 results:</p> <ul style="list-style-type: none"> <li>CSIS increased the ratio to 1 printer for every 17 users (20% of the target has been met).</li> </ul> <p><b>Notes:</b> CSIS has taken action to update 48 legacy printers with multifunctional printers to centralize and enhance functionality, while reducing operational cost.</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	Results achieved
Promote remote work and provide lower carbon alternatives to work-related travel.	Continue to improve video and teleconferencing capabilities, thereby reducing the need to travel for in-person meetings.  <b>Program:</b> IT Services.	<b>Performance indicator:</b> Availability of video and teleconferencing (VTC) equipment to individuals and boardrooms.  <b>Starting point:</b> 234 VTC units available in 2022–23.  <b>Target:</b> 10% increase in the number of available VTC units by the end of 2026–27.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</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.	<b>Indicator result:</b> 2023–24 result: CSIS increased its VTC end points by 16 units, resulting in 67% of the target being met.   <b>Notes:</b> CSIS is reviewing each boardroom in order to deploy a VTC system to enhance the number of collaborative workspaces.
Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits.	Incorporate GHG emissions reduction into the departmental decision-making process using GHG options analysis methodology for major renovations and any other real property project that affects energy consumption.  <b>Program:</b> Planning Services.	<b>Performance indicator:</b> Percentage of newly initiated statements of requirements (SORs) and investment analysis reports (IARs), for applicable projects and studies, which utilizes the PSPC Guideline – Project GHG Options Analysis Methodology.  <b>Starting point:</b> 0% in 2022–23.  <b>Target:</b> 100% by end of 2026–27.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <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; 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<b>Indicator result:</b> 2023–24 result: 0%   <b>Notes:</b> Actions related to this performance indicator are in progress. In particular, a project GHG options analysis aimed at incorporating GHG emissions reductions and their financial impact into real property (RP) investment decisions needs to be produced by CSIS' RP group for RP infrastructure initiatives (during feasibility studies or during the design stages).





**Target:** The Government of Canada will transition to climate resilient operations by 2050 (All ministers).

Implementation strategy	Departmental action	Performance indicator  Starting Point  Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Reduce risks posed by climate change to federal assets, services and operations.	Assess the risk of climate change impacts at mission critical assets and where there are moderate to high risks, develop plans to reduce the risk.  <b>Program:</b> Planning Services.	<b>Performance indicator:</b> Complete a climate risk and vulnerability assessment (CRiVA) study for CSIS' national headquarters building.  <b>Starting point:</b> 0% in 2022–23.  <b>Target:</b> 100% by end of 2026–27.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <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; 13.3 Improve education, awareness and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<b>Indicator result:</b> 2023–24 result: 0%   <b>Notes:</b> A CRiVA study has been initiated for CSIS national headquarters and is anticipated to be completed by the end of 2024–25. CSIS is on track to develop plans to reduce climate-related risks by the end of 2026–27.

## Implementation strategies supporting the goal

This section is for implementation strategies that support the SDG goal **Take action on climate change and its impacts** 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	Results achieved
Other - Remove high global warming potential refrigerants, ozone depleting refrigerants, and hydrofluorocarbons (HFCs) from existing heating, ventilation, and air conditioning refrigeration systems (HVAC-R).	Convert and replace all necessary HVAC-R systems by 2030.  <b>Program:</b> Project Delivery Services.	<b>Performance indicator:</b> Number of HVAC-R systems requiring to be removed and replaced nationally.  <b>Starting point:</b> 44 HVAC-R systems that remain to be removed in 2021-22.  <b>Target:</b> 0 HVAC-R systems left to be removed and replaced by end of 2030-31.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</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.	<b>Indicator result:</b> 2023-24 result: CSIS has removed or replaced 5 of 44 HVAC-R systems (11% of the target has been met).  <b>Notes:</b> CSIS has projects in various stages of completion to remove and replace 30 additional HVAC-R systems. CSIS is on target to replace the remaining systems by the end of 2030-31. 
Other - Remove high global warming potential refrigerants, ozone depleting refrigerants, and hydrofluorocarbons (HFCs) from existing heating, ventilation, and air conditioning refrigeration systems (HVAC-R).	Convert and replace all necessary HVAC-R systems by 2030.  <b>Program:</b> Operating and Maintenance Services.	<b>Performance indicator:</b> Number of HVAC-R systems requiring to be removed and replaced nationally.  <b>Starting point:</b> 24 HVAC-R systems that remain to be removed in 2021-22.  <b>Target:</b> 0 HVAC-R systems left to be removed and replaced by end of 2030-31.	Actions that rationalize CSIS' ability to 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.  <b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</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.	<b>Indicator result:</b> 2023-24 result: CSIS has removed and replaced 29 HVAC-R systems (63% of the target has been met).  <b>Notes:</b> CSIS has 17 additional HVAC-R systems that need to be removed and replaced. CSIS is on target to replace the remaining systems by the end of 2030-31. 



# Integrating Sustainable Development





CSIS will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its 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.

As a first step in the SEA process, CSIS undertakes a preliminary scan of a policy or program proposal to identify possible environmental effects, including impacts on FSDS goals and targets, and to determine whether a full SEA is warranted. An early assessment also helps CSIS identify alternative approaches and recommendations in cases where the environmental effects are important.

In 2023–24, CSIS conducted a total of one preliminary scan and zero full SEA assessments. As a member of the Public Safety Portfolio, CSIS would typically not lead on a SEA, but may contribute to a SEA led by Public Safety Canada.

In accordance with the [Cabinet Directive on the Environmental Assessment of Policy, Plan and Program Proposals](#), CSIS ensured that the environmental considerations identified through preliminary SEA scans were conducted at the initial stages of each proposal. In each case, the preliminary scans determined there were no meaningful impacts on any of the key areas identified in the SEA template (i.e. natural resources, environment, sustainable and development goals, projects to be subject to the *Canadian Environmental Assessment Act*, new technologies with environmental implications, or public concerns). Having concluded there would not be any significant interactions with the environment, none of the proposals in 2023–24 advanced to the full SEA assessment stage.





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