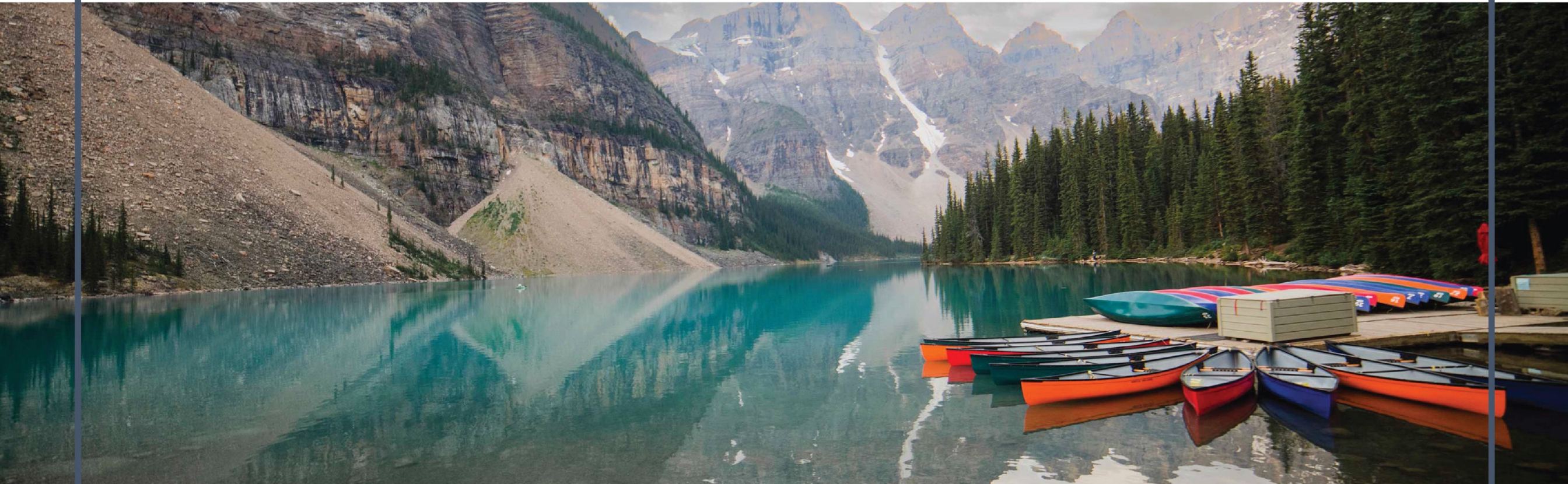




Government
of Canada

Gouvernement
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Canada



2024 to 2025 Departmental Sustainable Development Strategy Report

National Film Board of Canada

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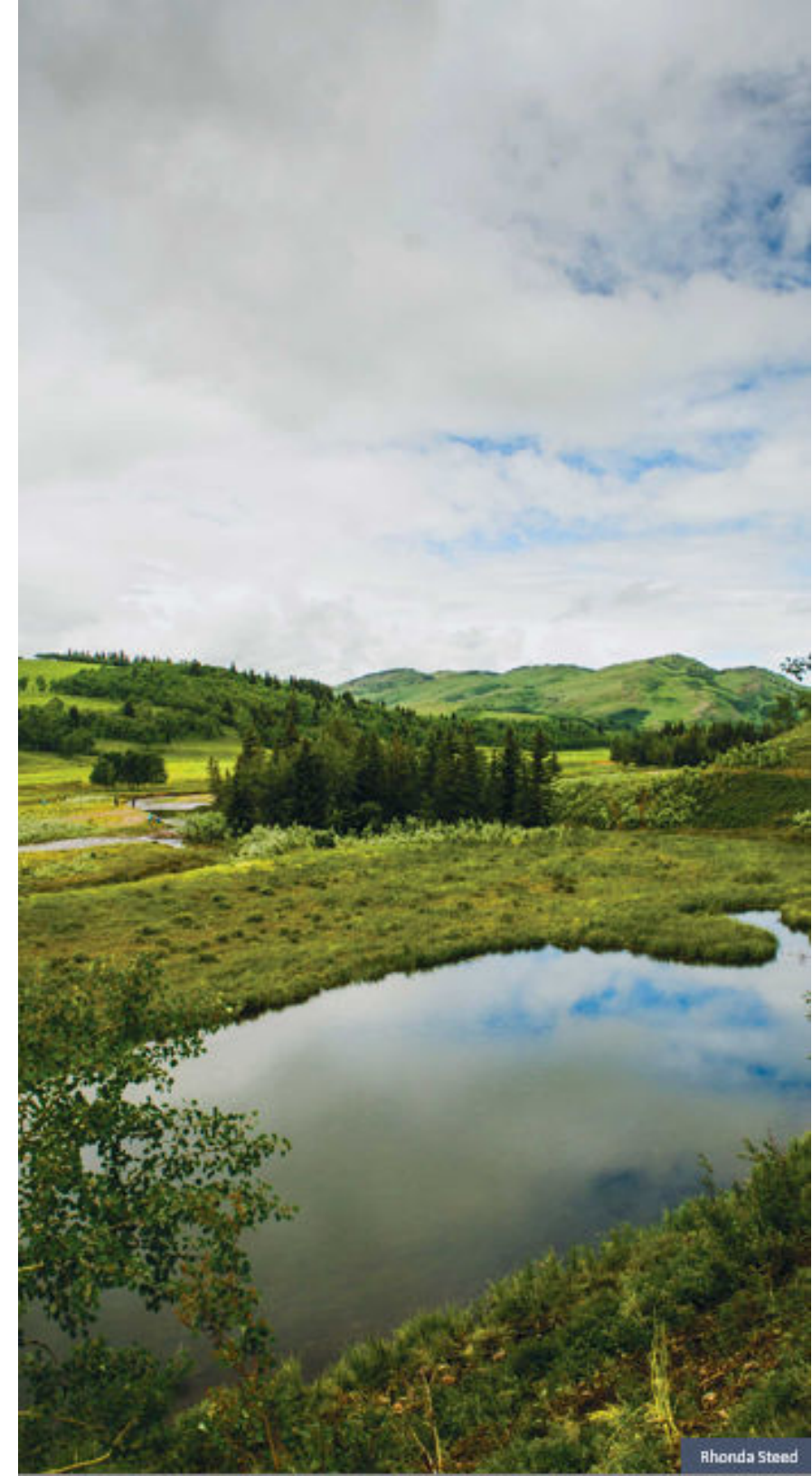
Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

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

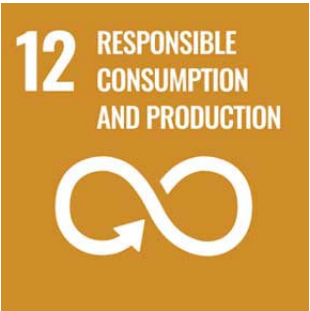
In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the NFB supports the goals laid out in the FSDS through the activities described in the NFB's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS).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

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



Commitments for the NFB





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

FSDS Context:

As Canada’s public producer and distributor of documentary and animated films, with a mandate to reflect Canadian perspectives in works that reach Canadian and global audiences, the NFB actively contributes to the process of reconciliation with Indigenous Peoples.

As a public producer, the NFB has been producing works by First Nations, Métis and Inuit directors since 1968. In order to encourage industry talents from these communities and enable them to present their perspectives on the world to Canadian audiences, the NFB’s Departmental Results Framework sets a target for the percentage of completed NFB productions that are directed by Indigenous filmmakers and creators. It is important to mention that for film shoots in Indigenous communities, the NFB is inspired by and asks its production partners to follow the recommendations outlined in *ON-SCREEN PROTOCOLS & PATHWAYS: A Media Production Guide to Working with First Nations, Métis and Inuit Communities, Cultures, Concepts and Stories*.¹ The NFB also offers Indigenous Circle, a support circle for staff and creators who regularly work with the NFB. The NFB may also offer mentoring opportunities for Indigenous crew in craft positions.

In its distribution activities, the NFB publicizes and promotes works by Indigenous artists by presenting these works at various festivals in Canada and abroad, by screening them in various other settings,² and by making them available for free on the NFB’s Indigenous Cinema portal,³ which offers 492 films by Indigenous filmmakers in various languages, including 34 films in Indigenous languages. At the same time, the NFB offers Canadian teachers numerous resources for classroom discussions of subjects related to the history, culture and current experiences of Canada’s Indigenous Peoples,⁴ thus

¹ Prepared for imagineNATIVE, 2019: https://creativebc.com/wp-content/uploads/2022/02/imagineNATIVE_on_screen_protocols_and_pathways_5_15_2019.pdf

² For example, the Aabiziingwashi (Wide Awake) tour, a series of over 1000 screenings of works by Indigenous filmmakers, as well as the community-screenings initiative that resulted from it.

³ https://www.nfb.ca/indigenous-cinema/?&film_lang=en&sort=year:desc,title&year_min=1939&year_max=2023

⁴ For example, the [Indigenous Cinema educational playlists](#) offer teachers a variety of films on these subjects, organized according to their students’ ages.

helping to advance understanding of Indigenous realities in Canadian schools. The NFB's latest project in this regard is the *Indigenous Voices* learning program, which explores the history and culture of Canada's Indigenous Peoples from an Indigenous perspective. Lastly, the NFB works to preserve the accessibility of an impressive archive of film and audiovisual works that reflect Indigenous lives and experiences from the early 1940s to the present day.

In addition, in 2017, the NFB launched its 2017–2020 Indigenous Action Plan for redefining its relationships with Indigenous creators, partners and audiences, and responding to systemic inequities and barriers to access that the Indigenous community has long identified in the current audiovisual production ecosystem. Developed in collaboration with an Indigenous Advisory Group, this plan includes additional commitments that respond to the work and recommendations of the Truth and Reconciliation Commission of Canada and address Indigenous creators' concerns, particularly in the areas of production, distribution, industry leadership and transformation of the organizational culture. For example, in its Indigenous Action Plan, the NFB has committed to allocate 15% of its production spending to projects by Indigenous artists. This plan was a starting point for a major initiative and a long-term institutional commitment. In 2024–2025, the NFB undertook wide-ranging consultations with the industry and with its main partners across Canada as part of the process of developing its 2025–2028 Strategic Plan. In accordance with the priorities set out in the new Strategic Plan, which makes clear commitments to Indigenous narrative sovereignty, the principles of reconciliation and the United Nations Declaration on the Rights of Indigenous Peoples, the NFB has begun developing an Indigenous strategy that will help it to make progress in meeting these commitments. Internally, in 2021–2022 the NFB created the position of Director, Indigenous Relations and Community Engagement, whose role is to help develop closer relationships with Canada's Indigenous communities and advise the NFB on the production and distribution of its works. NFB staff have also taken customized training sessions on Indigenous cultural competency.

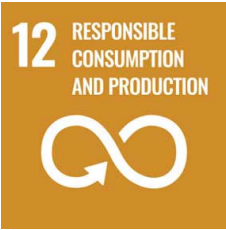
Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities

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

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	Design and deliver to permanent employees (via Microsoft Teams) in-depth training sessions on Indigenous cultural competency, specifically and distinctively presenting the perspectives of Inuit and Métis communities. Although these Peoples are Indigenous, each community has its own history, culture and lived experience, and the NFB will make them known to all of its employees. This training, which will deal with such subjects as history, intercultural competency, human rights, conflict resolution and antiracist education, will be developed in collaboration with Métis and Inuit consultation services, respectively. Program: Internal Services (Director, Indigenous Relations and Community Engagement)	Performance indicator: Percentage of permanent employees who have taken the in-depth training sessions on Indigenous (Inuit and Métis) cultural competency. Starting point: No permanent employees (0%) will have taken these training sessions as of November 2, 2023. Consecutive targets: As of March 31, 2024: 99% of all permanent employees will have taken Indigenous (Inuit) professional learning sessions, presented in French and in English, in collaboration with an Inuit facilitator. As of March 31, 2025⁵: By September 30, 2025, 100% of management has	In the public sector, lack of Indigenous cultural competency can reinforce racist attitudes and feed public distrust toward members of Indigenous communities. The NFB recognizes the need to act so as to create the conditions conducive to a genuine, sustained transformation of its organizational culture, by giving its employees the opportunity to develop a better understanding of this subject. Members of the Public Service are in a unique position to facilitate respectful relationships with Indigenous Peoples in Canada. The proposed action encourages employees of the Public Service to increase their cultural competency and their sensitivity to issues related to the First Nations, Métis and Inuit in Canada. This action will contribute to the development of the cultural competencies	Indicator result: 100% of senior management has successfully completed advanced training in Indigenous cultural competency.

⁵ This target was updated in January 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
		successfully completed advanced training in indigenous cultural competency. As of March 31, 2026: 99% of all permanent employees will have taken Indigenous (Métis) professional learning sessions, presented in French and in English, in collaboration with a Métis facilitator.	and knowledge needed to implement the <i>United Nations Declaration on the Rights of Indigenous Peoples</i> . 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.	



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

FSDS Context:

The NFB fully supports the goal of reducing waste. Although the NFB does not own any vehicles or buildings, it still takes initiatives to make its operations more environmentally friendly. For example, before moving its headquarters to the LEED®-NC-Gold-certified Îlot Balmoral building in Montreal in 2019, the NFB undertook an extensive project to digitize its operations and archives in order to reduce its use of paper. In 2023, the number of photocopies that the NFB made was down 47% from 2019, which represented 20,000 fewer pages photocopied every month throughout the organization. In this context, it should also be noted that the NFB ensures that its office computers have an average service life of at least four years; that 95% of its purchases of paper for photocopying, commercial printing and envelopes have at least 30% recycled content; and that 90% of its empty toner cartridges are returned to the supplier or recycled through programs provided by building management.

The goal of the departmental action described here is to enhance these various initiatives by familiarizing a large number of employees with the principles of green procurement, including an understanding of the life cycle of purchased goods and services and an awareness of the importance of giving preference to goods and services that have a lesser or reduced impact on the environment. The NFB expects that the proposed training in green procurement will give its staff the tools needed to reduce the amount of waste that the NFB generates; to promote use of renewable resources, reuse and recycling within the NFB; and, ultimately, to reduce the amount of GHGs that the NFB produces.

Target theme: Federal Leadership on Responsible Consumption

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

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 that all NFB employees with procurement authority take the Canada School of Public Service course on green procurement. Program: Internal Services (Director, Finance and Administration)	Performance indicator: Percentage of employees with procurement authority who have taken the training in green procurement. Starting point: As of November 2, 2023, fewer than 1% of all employees with procurement authority will have been trained in green procurement. Consecutive targets As of March 31, 2024: 30% of all employees with procurement authority will have taken the Canada School of Public Service course on green procurement. As of March 31, 2025⁶: 60% of all employees with procurement authority will have taken the Canada School of Public Service course on green procurement. Subsequent years⁷: 99% of all employees with procurement authority will have taken the Canada School of Public Service course on green procurement.	Green procurement practices incorporate environmental considerations into procurement decisions and should motivate suppliers to green their goods, services and supply chains. Also, by favouring green-procurement initiatives inspired by the principles of the circular economy, the NFB will reduce the volume of waste that it produces, thus contributing to the achievement of Goal 12. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 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.	Indicator result: 55% of all NFB employees with procurement authority took the Canada School of Public Service course on green procurement during fiscal year 2024–2025. Note: The NFB did not achieve its target due to the scale of the efficiency and restructuring exercise launched at the beginning of the 2024–2025 fiscal year and the workforce adjustments it involved.

⁶ This target was updated in January 2025.

⁷ Idem.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

Prior to the current 2023–2027 Departmental Sustainable Development Strategy, the NFB had not taken any actions specifically targeting climate change and its impacts, but some of the NFB’s initiatives have likely helped to reduce GHG emissions. One example was the implementation of its 2021–2025 Technology Plan, which was accelerated in connection with the COVID-19 pandemic. Although fighting climate change was not the primary goal of this plan, its deployment reduced the GHG emissions caused by travel by the NFB’s employees and partners. The 2021–2025 Technology Plan is intended to provide staff, production teams and specialists with the best available tools to deal with a constantly changing environment and thereby enable the NFB to reduce its carbon blueprint. Some of these tools are used for remote collaboration, not only by employees who are provided with all of the equipment that they need and can remotely access all of the software and services they need to work remotely, but also by production teams, creators, craftspersons and partners who have remote audiovisual production solutions at their disposal. These technology tools deployed by the NFB reduce local, regional and national travel and the associated GHG emissions. Another example of the NFB’s contribution to the fight against climate change and to the reduction of its environmental footprint was the 2019 move of its headquarters to the LEED®-NC-Gold-certified Îlot Balmoral building in Montreal. The NFB English Program’s Ontario Studio also leases office space in a building that is LEED® EB:O&M Platinum certified.

To contribute to the fight against climate change more directly, the NFB actively participates in the Green Frame coalition, which brings together Canadian crown corporations, federally funded organizations and CRTC-mandated funds that produce and/or fund screen-based content. This collaboration aims to reduce the environmental impact and increase the sustainability of the audiovisual industry, including through the reduction of GHG emissions.

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	Reduce the NFB’s GHG emissions by implementing its Green Plan (under development), which will comprise new practices to reduce the NFB’s GHG emissions in its internal operations and in the production, distribution and conservation of its works. Program: Internal Services (Partnerships and Business Development)	Performance indicator: Complete the steps preliminary to setting a target for reducing GHG emissions, then set a science-based target. Starting point: Form the internal working group and conduct the preliminary audit of the NFB’s GHG emissions to identify the NFB activities that have the greatest impact on these emissions. This preliminary audit, which will be completed in fall 2023, will guide the NFB’s subsequent actions. Consecutive targets: As of March 31, 2025: Have completed an in-depth baseline study on the carbon footprint of an NFB activity sector that has a large impact in terms of GHGs. As of March 31, 2026: Have set a science based GHG reduction target for the NFB activity sector that was the subject of the baseline study the year before.	The development and implementation of the NFB’s Green Plan will enable the organization to take concrete, effective steps to considerably reduce its GHG emissions, which will contribute to the Government of Canada’s transition to net zero emissions and its fight against climate change. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians reduce their 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: The NFB carried out a study on the carbon footprint of the area of activity that has a significant impact in terms of GHG emissions, namely the transportation of employees and subcontractors.

Integrating Sustainable Development

The NFB will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

The NFB did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024-2025. Although the NFB does conduct SEEAs when required, up until now, no NFB initiative has been subjected to a detailed SEEA requiring a public statement. Due to the nature of the NFB's mandate, the proposed policies, plans or programs that the NFB submits to the Minister or Cabinet for approval usually do not have any significant positive or negative environmental effects.

Nevertheless, as stated in the NFB's 2023–2025 Action Plan, taking Environmental, Social and Governance criteria into consideration when developing its strategic directions is a priority for the institution. As part of the goals outlined in its 2025–2028 Strategic Plan, which was published in May 2025, the NFB has also confirmed its commitment to environmental sustainability, reducing its impact on the planet and promoting a culture based on equity, diversity and inclusion. In addition, in 2024–2025 the NFB's Green Committee was strengthened through increased participation by senior management, which enhances its ability to achieve institutional change.

Overall, the NFB takes environmental, economic and social factors into consideration to make decisions designed to support sustainable development. For more details on the statements of principle that guide decision making with regard to parity, equity, inclusion and the NFB's relationships with Indigenous Peoples, consult the [Equity & Representation](#) pages at production.nfbonf.ca and the [Plans and Reports](#) pages at canada.ca.

