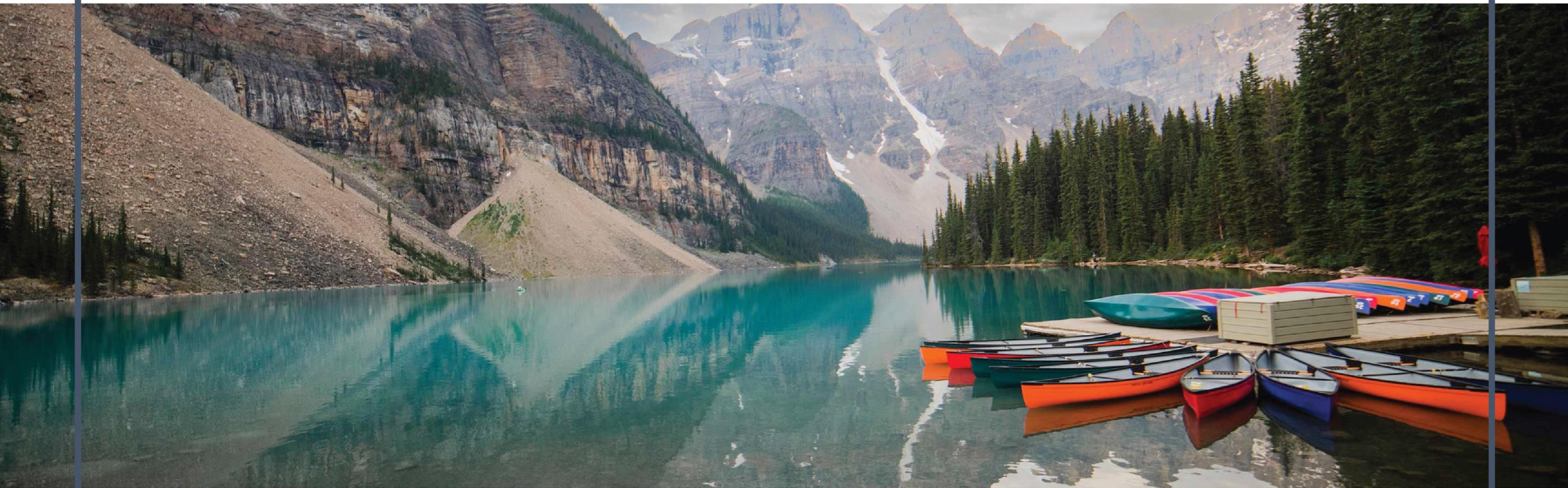




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Canada



2024-25 Departmental Sustainable Development Strategy Report

Parole Board of Canada

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Introduction to the 2024-25 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 Parole Board of Canada (PBC) supports the goals laid out in the FSDS through the activities described in PBC's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to PBC's DSDS in the fiscal year 2024-25.

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 PBC's DSDS and 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, PBC'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 Parole Board of Canada





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

FSDS Context:

The PBC will contribute to this goal and the *UN Declaration Act* target and implementation strategy by ensuring that it is responsive to the needs of Indigenous peoples during the conditional release process. Following the release of the 2023 to 2028 Action Plan as a result of the *UN Declaration Act*, the PBC is committed to deliver on the measures entrusted to it under the Action Plan in the spirit of advancing reconciliation.

In addition to providing training to Board members and employees to support cultural competency, including the Indigenous Cultural Responsiveness Training (ICRT) which is part of Board members’ mandatory core training, the PBC will introduce additional training opportunities to deepen the knowledge and awareness of employees that relate to the implementation of the *UN Declaration Act*, directly supporting the target theme for this FSDS goal.

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> (UNDRIP)	Provide Indigenous cultural competency training to all Board members and employees. Program: Internal Services	Performance indicators: Percentage of Board members that have completed the Indigenous Cultural Responsiveness Training (ICRT) within one year of their active mandate. Starting point: As of March 31, 2023, all Board members who have been active in their mandate for a minimum of 12 months have completed the ICRT. Target: 100% of Board members who have been active in their mandate for a minimum of 12 months have completed the ICRT.	Reinforcing training to all employees will enhance their cultural competency skills and awareness of the history and issues related to First Nations, Inuit and Métis in Canada, and understand the purpose of the United Nations (UN) Declaration. This action contributes to pillar 2, cultural competency in the <i>Many Voices One Mind</i> (MVOM) scorecard summary report, the Clerk’s Call to Action, provides education to understand and implement the UN Declaration and its action plan, which directly contributes to the development of this FSDS goal, target and implementation strategy. Relevant targets or ambitions: <i>CIF Ambition/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: As of March 31, 2025, 98% of Board members who have been active in their mandate for a minimum of 12 months have completed the ICRT training. Notes: As well, all Board members are required to complete <i>IRA 101 Reflecting on Cultural Bias: Indigenous Perspectives</i>, a two-hour Canada School of Public Service self-paced course, as part of the Board Member Learning Roadmap.

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>	Provide Indigenous cultural competency training to all employees and Board members. Program: Internal Services	Performance indicators: Percentage of employees that have completed Indigenous cultural competency training within one year of being hired. Starting point: Provide mandatory Indigenous cultural competency training to employees: New initiative starting in 2023 to 2024. Target: 100% of employees have completed Indigenous cultural competency training within one year of being hired.	Reinforcing training to all employees will enhance their cultural competency skills and awareness of the history and issues related to First Nations, Inuit and Métis in Canada, and understand the purpose of the United Nations (UN) Declaration. This action contributes to pillar 2, cultural competency in the <i>Many Voices One Mind</i> (MVOM) scorecard summary report, the Clerk’s Call to Action, provides education to understand and implement the UN Declaration and its action plan, which directly contributes to the development of this FSDS goal, target and implementation strategy. Relevant targets or ambitions: <i>CIF Ambition/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: As of March 31, 2025, 89% of PBC employees completed the Reflecting on Cultural Bias: Indigenous Perspectives (IRA101). Notes: On February 19, 2024, the PBC launched new Learning Roadmaps which included a new section entitled “À la carte”, where employees must complete a minimum of one (1) course per year to further support continuous learning. Indigenous Learning Products are included among the different Learning Series. As of March 31, 2025, 19% of employees had completed a course from the À la carte Indigenous Learning Series, with 9% of employees having completed more than one (1) course. For 2025-2026, to further enhance Indigenous cultural competency skills and awareness, promotion of the À la carte Indigenous Learning Series will be added in communications to all staff during key Indigenous events throughout the year.



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

FSDS Context:

In 2022, the PBC introduced a Policy on Asset Management, in support of Treasury Board’s [Policy on the Planning and Management of Investments](#), which defines the acquiring, disposing and life-cycle of assets and technologies that are necessary to support program delivery to Canadians. In the spirit of strengthening green procurement practices that are attainable and sustainable, at the next review cycle of each related policy instrument on the management of assets, a green procurement optic will be considered to promote the adoption of clean technology and assets that support responsible consumption. Mandatory green procurement training will be added to identified material management specialists’ learning objectives to bolster and nourish green procurement practices in the public service, which will directly contribute to this implementation strategy, to this FSDS goal and the net-zero procurement target.

To contribute to Canada’s 2030 emissions reduction target, the net-zero emissions agenda, and this FSDS goal and target, the PBC will divest from its current gas-powered fleet vehicles by 2030. Where operational circumstances dictate that fleet vehicles cannot be divested outright, the PBC will prioritize replacing those vehicles with a lower-carbon, preferably zero-emission vehicle, in conformity with the new requirements outlined in Appendix A of the [Directive on the Management of Materiel](#). This action will directly support the implementation strategy of transforming the federal light-duty fleet and contribute to the milestone of purchasing zero-emission vehicles in support of the goal and the net-zero procurement target.

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
Transform the federal light-duty fleet	All new purchases of light-duty fleet vehicles will be at minimum hybrids or preferably zero-emission vehicles (ZEVs), condition to operational feasibility, availability, and the appropriate infrastructure in place across PBC regional offices. Program: Internal Services	Performance indicator: Percentage of PBC’s fleet (overall) that are either hybrid or ZEVs. Starting point: In 2022 to 2023, 41% of PBC fleet vehicles are hybrid. Target: 75% of PBC fleet vehicles are hybrid or ZEVs by 2027.	PBC has replaced nearly half of its light-duty fleet vehicles with a hybrid, but more progress is required to be conducive in meeting Canada’s Agenda for 2030. PBC will undertake an analysis of the current fleet vehicles and develop a plan to progress in the transformation of its light-duty fleet vehicles, where suitable options are available and meet PBC operational feasibility. By transforming the current fleet vehicles to a lower carbon vehicle, such as a hybrid or ZEV, this will reduce greenhouse gas emissions from conventional fleet operations and contribute toward the transition of sustainable consumption and fulfill the 2030 Emission Reduction plan. Relevant targets or ambitions: <i>CIF Ambition/Target:</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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	Indicator result: As of March 31, 2025, 50% of PBC’s fleet vehicles were hybrid. Notes: Following the release of the PBC’s 2023 to 2027 DSDS, the PBC undertook an analysis of fleet usage, with one of the goals being to determine the best way to achieve the target of having 75% of its vehicles as hybrid or ZEV by 2027. The result of this analysis showed that most PBC fleet vehicles were consistently underused. To meet the dual objectives of reducing the greenhouse gas emissions of its fleet and efficiently utilizing financial resources, rather than investing in new vehicles, the PBC decided to prioritize the reduction of its fleet vehicles. As of March 31, 2025, the PBC has reduced its overall fleet size from 17 vehicles to 14.

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 identified procurement and materiel management specialists are trained in green procurement prior to obtaining delegation and within six months of being hired. Program: Internal Services and Finance and Procurement	Performance Indicator: Percentage of procurement and materiel management specialists are trained in green procurement within six months of being hired. Starting point: New initiatives starting in 2023 to 2024. Target: 100% of procurement officers and material management specialists are trained within six months of being hired.	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. Bolstering the education and training amongst our identified specialists will strengthen considerations and integrate environmental considerations into the procurement process that align with the Policy on Green Procurement. Green procurement incorporates environmental considerations into purchasing decisions. PBC will contribute to responsible consumption for internal operations and in turn cultivate awareness amongst decision-makers. 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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	Indicator result: As of March 31, 2025, 100% of the procurement specialists and the manager were trained in green procurement prior to obtaining delegation. Additionally, as of March 31, 2025, 100% of materiel and asset management resources have the necessary training to support the green procurement policy. Notes: N/A

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

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

PLANNED INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
Develop a Green Procurement Framework (GPF) Every year, all senior managers must prepare their planning approach for the subsequent fiscal year by compiling their activities, business and human resources planning for the annual financial allocation process of the PBC, known as the Integrated Operational Planning (IOP) exercise. The PBC would like to develop a GPF to be incorporated into the annual IOP process which will guide senior managers in the development of their individual plan supporting sustainable activity requirements in line with PBC’s corporate priorities. The GPF would provide considerations to senior managers to assess environmental impacts on their financial requests. The GPF will help further strengthen clean technologies and green procurement practices and promote life-cycle assessment principles. This new tool will be deployed by August 2025. This initiative also supports some of the commitments described in the <i>Greening Government Strategy</i>.	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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	During the 2025-26 IOP cycle, additional guidance was introduced to facilitate the identification and the definition of planned procurement activities. Senior managers were asked to classify their different procurement activities (e.g., identifying all planned procurement activities, hospitality requests, procurement activities subject to an environmental assessment, life-cycle procurement activities, etc.). The planning guidance for the identification of procurement activities will evolve over time and will be included as part of the annual IOP process.
Incorporate the GPF into asset management related policy instruments at the PBC At the next review cycle of related policy instruments, the PBC will include the GPF and/or elements that cultivate green procurement practices. This initiative will help contribute to the planning and management of investments, in parallel with the <i>Directive on the Management of Material</i> and the commitments described in the <i>Greening Government Strategy</i>.	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. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	The PBC adheres to applicable Treasury Board Secretariat policies, directives and Public Services and Procurement Canada guidelines regarding green procurement.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

The PBC continues to pursue the modification of the workplace and business operations in order to adapt to the new reality of work, which includes a hybrid model, virtual parole hearings and modernized IT/IM practices. Building on the [Policy on Government Security](#), the objectives laid out in the [Greening Government Strategy](#), the foundation of the [Government of Canada Adaptation Action Plan](#) and the [Federal Adaptation Policy Framework](#) and [Canada’s 2030 Emissions Reduction Plan](#), the PBC will examine current and future risks and identify effective risk management, complexities and vulnerabilities to ensure adaptation measures are in place to respond to climate and environmental changes and uncertainties that could affect PBC’s continued ability to deliver its public safety mandate.

To support this FSDS goal, the PBC will be maturing its Building Emergency and Evacuation Plans across all of its offices to ensure that each office is ready and equipped to respond to adverse risks from climate and environmental effects. Each PBC office will review and work with other building tenants to update their respective plans, and then communicate them to Board members and employees through awareness messages. This initiative will also include a process to develop specific evacuation procedures for persons requiring assistance or individuals at risk. PBC Board members and employees will have opportunities to practice these evacuation plans through organized exercises. This will allow the PBC to evaluate the plan, identify and overcome challenges, and avoid uncertainty during an actual emergency. By strengthening its emergency response capabilities, the PBC will be better equipped to respond to impacts related to environmental or climate events which is conducive to advance adaptation efforts in the transition to net-zero carbon operations by the 2050 target.

The PBC will also implement the applicable commitments outlined in the [Greening Government Strategy](#) to build a climate-resilient workforce, as aspired to through the FSDS milestone of identifying and incorporating awareness of climate-change related risks into federal planning.

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	Develop and publish building emergency and evacuation plans for each PBC office and develop a process to allow Board members and employees to request individualized emergency plans. Program: Internal Services	Performance Indicators: Percentage of Building Emergency and Evacuation Plans developed. Starting point: Development of Building Emergency and Evacuation Plans starting in 2023 to 2024. Targets: 100% of Building Emergency and Evacuation Plans developed by March 31, 2025.	By taking early action in assessing and mitigating the current and future risks posed by adverse climate and environmental changes (e. g. severe heatwaves, earthquakes, flooding, etc.), the PBC improves resilience in its operations and ensures that the critical services to Canadians can continue to be rendered with minimal disruption. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce their greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Targets:</i> 13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Indicator result: As of June 2025, 86% (i.e., 6 out of 7 offices) of Building Emergency and Evacuation Plans have been developed and published. Notes: The remaining office (National Office) is delayed in its completion of its Building Emergency and Evacuation Plans as the consultation process with the other tenants in the building took significantly longer than expected, including a new tenant that moved into the building in 2024-25. As such, the PBC anticipates meeting the target by the end of 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 Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	Develop and publish Building Emergency and Evacuation Plans for each PBC office and develop a process to allow Board members and employees to request individualized emergency plans. Program: Internal Services	Performance Indicators: Percentage of exercises/drills conducted following the update of the Building Emergency and Evacuation Plans. Starting point: Development of Building Emergency and Evacuation Plans starting in 2023 to 2024. Targets: 100% of exercises/drills conducted by March 31, 2025.	By taking early action in assessing and mitigating the current and future risks posed by adverse climate and environmental changes (e. g. severe heatwaves, earthquakes, flooding, etc.), the PBC improves resilience in its operations and ensures that the critical services to Canadians can continue to be rendered with minimal disruption. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce their greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Targets:</i> 13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Indicator result: 100% of PBC offices conducted an exercise/drill (i.e. building evacuation drill) in 2024-25. Notes: N/A

Integrating Sustainable Development

The PBC 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.

Public statements on the results of the PBC's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced. 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.

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

The PBC's core responsibilities, including Conditional Release Decisions, Conditional Release Openness and Accountability, Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations, and its Internal Services continue to remain PBC's primary objectives in successfully delivering its public safety mandate. Sustainable development considerations have and will continue to be reflected in PBC business operational activities, and initiatives to align with the Greening Government Strategy, the FSDS goals and its targets, and Canada's implementation and advancement of the 2030 Agenda and the SDGs.

The PBC's Corporate Reporting is available to Canadians through the [Proactive Disclosure section](#) on the PBC's website. When warranted, the PBC is adopting environmental considerations in



the development of its policies, plans and programs in support of the [Cabinet Directive on the Environmental Assessment of Policy, Plan and Program Proposals](#).

In the last few years, new technologies were put in place to facilitate virtual observer attendance at parole hearings. The overall increase in victim participation over the last five fiscal years (i.e., an increase of 18%) indicates a sustained interest by victims in attending hearings virtually. Victims are given the option of identifying their preferred method of attendance and have a choice to participate in hearings virtually on an ongoing basis. These new technologies make it possible to reduce the associated travel for hearing participants and observers.

In addition, the PBC continues to enhance Information Technology tools and mobile technology to support Board members and employees in a hybrid model. Ongoing work has been completed to improve the Master Service Agreement with the Correctional Service Canada. The PBC also continues to work on the modernization and renewal of systems under the Record Suspension/Pardon Program to ensure optimal services are provided to applicants (i.e., web portal and new case management system).

In 2023-24, the PBC redesigned its Learning Roadmaps for employees, supervisors, managers, and executives. One of PBC's values is "excellence" which recognizes that the PBC's important public safety mandate can only be achieved through the contributions of qualified individuals working in a continuous learning environment. As part of the redesign, employees, supervisors, managers, and executives now have separate learning roadmaps which ensures up-to-date mandatory training, including an "À la carte" section to encourage continuous learning through different Canada School of Public Service Learning Series. Indigenous Learning Products are included among the different Learning Series.

In 2024-25, the PBC conducted a tabletop exercise for the members of its Crisis Management Team to test the Crisis Management Plan (CMP) that was developed the previous year. The objective of this exercise was to test the activation and communication protocols of the CMP, examine the roles and responsibilities during a crisis, and to identify any gaps in managing the crisis or response procedures. The lessons learned from this exercise will be used to continue strengthening the PBC's organizational resilience.