



Canadian  
Heritage

Patrimoine  
canadien

Canada 



# 2023 to 2027 Departmental Sustainable Development Strategy

Department of Canadian Heritage

**Cat. No.: CH1-25E-PDF**  
**ISSN: 1929-3399**

Unless otherwise specified, you may not reproduce materials in this publication, in whole or in part, for the purposes of commercial redistribution without prior written permission from the Department of Canadian Heritage's copyright administrator. To obtain permission to reproduce Government of Canada materials for commercial purposes, apply for Crown Copyright Clearance by contacting:

**Mailing address:**

Canadian Heritage  
15 Eddy Street  
Gatineau, QC J8X 4B3  
Canada

**Telephone:** 819-997-0055

**Toll-free:** 1-866-811-0055

Call toll-free from all regions, Monday to Friday, 8:30 a.m. to 5:00 p.m.  
(Eastern time)

**TTY:** 1-888-997-3123 (for people who are deaf, hard of hearing or speech impaired)

**Email:** [info@pch.gc.ca](mailto:info@pch.gc.ca)

**Website:** <https://www.canada.ca/en/canadian-heritage.html>

Cover photo: © Environment and Climate Change Canada

© His Majesty the King in Right of Canada, as represented by the Minister of Canadian Heritage, 2023

Aussi disponible en français

# Table of Contents

- SECTION 1 ..... 4
  - Introduction to the Departmental Sustainable Development Strategy ..... 4
- SECTION 2 ..... 5
  - Canadian Heritage’s Sustainable Development Vision ..... 5
    - Supporting Canada’s 2030 Agenda National Strategy ..... 6
- SECTION 3 ..... 8
  - Listening to Canadians ..... 8
    - What We Heard ..... 8
    - What We Did..... 8
- SECTION 4 ..... 10
  - Canadian Heritage’s Commitments to Sustainable Development..... 10
    - GOAL 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality..... 11
    - GOAL 12: Reduce Waste and Transition to Zero-Emission Vehicles..... 15
    - GOAL 13: Take Action on Climate Change and Its Impacts..... 20
  - Canadian Heritage initiatives advancing the United Nations 2030 Agenda for Sustainable Development..... 27
- SECTION 5 ..... 34
  - Integrating Sustainable Development..... 34
    - Strategic Environmental Assessments..... 34
    - Additional activities that support the Greening Government Strategy, FSDS goals and targets, and Canada’s implementation and advancement of the United Nations 2030 Agenda for Sustainable Development ..... 35

## SECTION 1

# Introduction to the Departmental Sustainable Development Strategy



The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada’s sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This act also sets out [7 principles](#) that must be considered in the development of the FSDS as well as in Departmental Sustainable Development Strategies. These basic principles have been considered and incorporated in Canadian Heritage’s Departmental Sustainable Development Strategy (DSDS).

The 2022 to 2026 FSDS is the first to be framed using the 17 [Sustainable Development Goals](#) (SDGs) of the [United Nations 2030 Agenda for Sustainable Development](#) and provides a balanced view of the environmental, social and economic dimensions of sustainable development. Canadian Heritage supports the goals laid out in the FSDS through the activities described in its DSDS.

To further support this coordinated action on sustainable development across the Government of Canada, Canadian Heritage’s DSDS also integrates Canadian Heritage’s efforts to advance the implementation of [Canada’s 2030 Agenda National Strategy](#). Launched in 2021, Canada’s 2030 Agenda National Strategy sets out Canada’s approach to advancing the United Nations 2030 Agenda for Sustainable Development in Canada and internationally. Canada reports progress in advancing the SDGs through the United Nations [Global Indicator Framework](#) (GIF) and the [Canadian Indicator Framework](#) (CIF) posted on Statistics Canada’s [Sustainable Development Goals Data Hub](#).

# Canadian Heritage's Sustainable Development Vision

The Department of Canadian Heritage takes into account sustainability in the arts, culture, heritage and in sport by influencing a wide range of partners from the private sector, public institutions, and non-profit organizations that serve Canadians. Canadian Heritage's sustainability efforts also include a commitment to fighting racism, antisemitism, Islamophobia and hate, and to promote the development of all people, including Indigenous persons, Black and racialized persons, and members of religious minorities to ensure that no one is left behind.

All federal organizations bound by the *Federal Sustainable Development Act* are responsible for implementation strategies related to the [United Nations Declaration on the Rights of Indigenous People Act](#) (Goal 10 of the FSDS) as well as green procurement (Goal 12 of the FSDS) and [Greening Government Strategy](#) commitments (Goal 13 of the FSDS). Through departmental sustainable development strategies, each federal organization is responsible for identifying their contributions to relevant implementation strategies in line with their mandates.

This DSDS provides detailed information on the departmental actions that Canadian Heritage will implement to support its obligations under the FSDS. More specifically, Canadian Heritage has developed departmental actions to support the following:

- Implementation of the *United Nations Declaration on the Rights of Indigenous Peoples Act* (Goal 10)
- Strengthening of green procurement criteria (Goal 12)
- Implementation of the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations (Goal 13)

## Supporting Canada's 2030 Agenda National Strategy

The 2030 Agenda National Strategy sets out Canada's approach to advancing the United Nations 2030 Agenda for Sustainable Development in Canada and internationally. The Department, along with all federal departments and agencies, is responsible for integrating Canada's 2030 Agenda National Strategy into its work. The roles and responsibilities of each federal department and agency are outlined in Canada's [Federal Implementation Plan for the 2030 Agenda](#). As Canadian Heritage continues to play a vital role in the cultural, civic, and economic life of Canadians, the Department is uniquely positioned to advance Canada's 2030 Agenda National Strategy and the SDGs.

Canadian Heritage supports Women and Gender Equality Canada in integrating the crosscutting objective of leaving no one behind into the Government of Canada's work on advancing the 2030 Agenda. Those considered left behind in Canada include women, Indigenous peoples, newcomers, people with disabilities, seniors, members of 2SLGBTQI+ communities and youth.

As a key contributing department for Canada's 2030 Agenda National Strategy, Canadian Heritage contributes to advancing the goals of Good health and well-being (SDG 3), Quality education (SDG 4), Decent work and economic growth (SDG 8), Industry, innovation and infrastructure (SDG 9), Reduced inequalities (SDG 10), Sustainable cities and communities (SDG 11), and Partnerships for the goals (SDG 17).

For instance, the Department aims to ensure that all Canadians have access to quality aligned sport programs in a safe and welcome environment regardless of race, gender, or physical disability (SDG 3). During the renewal process of the Canadian Sport Policy, all Federal-Provincial-Territorial Ministers agreed to six values as key to the policy. One of these values was "healthy sport": everyone who participates in sport can pursue their goals under positive conditions that promote physical, emotional and mental wellbeing. Healthy sport is informed by current research and practical evidence that is continually updated and refined.

In addition, the Department works with First Nations, Inuit, and Métis peoples in order to develop culturally appropriate tools and methods for Indigenous languages learning (SDG 4). The Department fosters creativity, innovation, growth, and employment opportunities in Canada's cultural sector, and in the

creative economy (SDGs 8 and 9). By supporting infrastructure projects that improve the physical conditions for arts, heritage, culture, and creative innovation in Canadian communities, the Department contributes to inclusive and sustainable communities (SDG 11).

Canadian Heritage also contributes to advancing the goal of Reduced inequalities (SDG 10) by working to build an integrated, socially inclusive society. The Department supports communities by confronting racism, engaging on multiculturalism, and incorporating equity, diversity and inclusion. Through strengthened research, data and evidence, Canadian Heritage works to better understand disparities and challenges faced by Indigenous peoples, racialized and religious minority communities.

Finally, the Department is committed to working with international government partners, civil society organizations, and others to advance SDGs at the international and domestic levels. Activities include mitigating the risks posed by online algorithms and artificial intelligence to social and cultural cohesion, and the inclusion and support of the domestic implementation of international human rights treaties, as well as constitutional and quasi-constitutional rights in Canada (SDG 17).

In addition to the above contributions to SDGs for which the Department is responsible under the 2030 Agenda, Canadian Heritage also advances the goals of Gender equality (SDG 5) and Peace, justice, and strong institutions (SDG 16). The Department promotes access to safe and welcoming sport experiences for all, including members of Indigenous communities, women, girls, and members of the two-spirit, lesbian, gay, bisexual, transgender, queer, intersex and others (2SLGBTQI+) communities. Canadian Heritage strengthens and maintains one of the core values relating to Canadian identity—respect for human rights—by addressing barriers to active participation that arise from a lack of awareness, understanding and access to rights.

## Listening to Canadians

As required by the *Federal Sustainable Development Act*, Canadian Heritage has considered comments on the draft 2022-2026 FSDS made during the public consultation carried out by Environment and Climate Change Canada, held from March 11 to July 9, 2022.

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

### What We Heard

Across the submissions received, Canadian Heritage identified sustainable development priorities and issues that affect the Department.

In the consultations on the FSDS, Canadians identified that departments should consider the broader economic and social aspects of sustainable development, in addition to the environmental lens. Canadian Heritage's mandate as set out in the [Department of Canadian Heritage Act](#) centres on fostering and promoting "Canadian identity and values, cultural development, and heritage." Given the mandate and responsibilities of the Department, Canadian Heritage will continue to play a key role in promoting and celebrating an inclusive society that strengthens and sustains the Canadian social contract and promotes innovation and economic prosperity.

### What We Did

Canadian Heritage took the above-mentioned key priorities and issues into consideration in this DSFS.

Applying a distinction-based approach when addressing the priorities and challenges of Indigenous communities was noted during consultations on the FSDS. The Reconciliation, Treaties and Engagement Branch supports the



entire Department to ensure that considerations concerning Indigenous peoples and modern treaty obligations have been assessed in all program and policy proposals (e.g., Memorandum to Cabinet, Treasury Board submissions) sent to Cabinet. The Branch contributes to oversight and awareness of commitments and initiatives to help Canadian Heritage officials better participate in the reconciliation process and meet departmental obligations.

Climate action was also identified as a priority for Canadians during the consultations on the FSDS. Canadian Heritage contributes by taking action to combat climate change and its impacts. For example, the Canadian Conservation Institute is planning a partnership with the Conservation Directorate of the Parks Canada Agency to complete new laboratories. The new Canada Cultural Heritage Science facility is anticipated by 2030. Through renewed science laboratories, the Department demonstrates leadership in low-carbon, resilient, and green operations, with new facilities designed to meet federal standards for environmental sustainability. In addition, the Sport Support program and the Hosting Program under Sport Canada encourage federally funded sport organizations to reduce the environmental impact of their travel, conferences, and events through the purchase of eligible carbon offsets, thereby creating awareness and incentivizing lower-carbon options.

More information on the FSDS public consultations and their results are available in the [FSDS Consultation Report](#).

SECTION 4

# Canadian Heritage's Commitments to Sustainable Development





# GOAL 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality

## Canadian Heritage's perspective on SDG 10: Reduced Inequalities

### FSDS Context:

The *United Nations Declaration on the Rights of Indigenous Peoples Act (UN Declaration Act)* received royal assent in June 2021. The Federal *UN Declaration Act* Action Plan, led by the Department of Justice, was developed through engagement with Indigenous partners and outlines how the Government will achieve the objectives of the *UN Declaration Act*. To support this initiative, Canadian Heritage has developed Action Plan measures covering multiple ministerial mandate areas and corresponding to various Indigenous partner proposals. The Department will advance these measures by working with Indigenous peoples and their communities, Indigenous organizations, and portfolio organizations, on priorities and strategies for the implementation of these measures over the next five years.

Canadian Heritage is committed to increasing the use of Indigenous languages by Indigenous peoples in support of reconciliation. The Department will continue to work with Indigenous groups on the implementation of the [Indigenous Languages Act](#), through the implementation of new funding models that meet the unique needs of First Nations, Inuit, and Métis. Since Budget 2019, historic investments of \$840.1 million and \$117.7 million in ongoing funding have been made to support Indigenous peoples in their efforts to reclaim, revitalize, maintain, and strengthen their languages. Finalized in 2022-23, new distinction-based funding models will be implemented in 2023-24 to respond to the unique needs of First Nations, Inuit, and Métis. The funding models will seek to support long-term and increased Indigenous autonomy over funding for Indigenous communities and organizations to implement a wide range of activities.

[Building a Foundation for Change: Canada's Anti-Racism Strategy 2019-2022](#) is guided by a vision of Canada where all Canadians benefit from equitable access to and participation in the economic, cultural, social, and political

spheres. To achieve this vision, the Government of Canada is supporting communities with lived experience of and expertise in addressing various forms of racism and discrimination.

In 2023-24, the Multiculturalism and Anti-Racism Branch will launch the renewal of Canada’s Anti-Racism Strategy, and Canada’s Action Plan on Combatting Hate. This work will support community projects that ensure that Indigenous peoples, Black and racialized Canadians, and religious minorities have access to resources that support their full participation in Canadian society, while also raising awareness of issues related to racism and hate in Canada.

**Target theme:** Advancing Reconciliation with First Nations, Inuit, and Métis Communities

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

**Implementation strategy supporting the target:** Implement the *United Nations Declaration on the Rights of Indigenous Peoples Act*

Departmental Action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
<p>1.1 Increase the representation of Indigenous peoples within the audiovisual sector and advance Indigenous narrative sovereignty within the Canadian audiovisual sector.</p> <p>Core responsibility: Creativity, Arts and Culture</p> <p>Program:</p>	<p>Performance indicator: Number of Indigenous audiovisual stories in production supported per year by the Indigenous Screen Office.</p> <p>Starting point: new program - the program’s first full year of funding is 2022-23.</p>	<p>This departmental action will report the number of Indigenous audiovisual projects by Indigenous storytellers supported by the Indigenous Screen Office in production in Canada. It provides insight as to whether Indigenous creators in Canada are given opportunities to produce stories for audiovisual platforms.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">10.1</a> Canadians live free of</li> </ul>

Departmental Action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
Cultural Industries Support and Development - Indigenous Screen Office	Target: 10 per each year of the DSDS.	<p>discrimination and inequalities are reduced.</p> <ul style="list-style-type: none"> <li>• GIF target: <a href="#">10.2</a> By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</li> </ul>
<p>1.2 Canada Arts Training Fund will address historic inequities in funding levels for Indigenous and racialized arts training organizations, to support a more inclusive arts training sector.</p> <p>Core responsibility: Creativity, Arts and Culture</p> <p>Program: Cultural Industries Support and Development - Canada Arts Training Fund</p>	<p>Performance indicator: Percentage of new arts training organizations funded by Canada Arts Training Fund from equity-deserving* communities.</p> <p>The indicator will report on the percentage of new arts training organizations from equity-deserving communities supported by the program.</p> <p>*Equity-deserving communities in this context refers to Indigenous communities, racialized people, the Deaf community and persons with disabilities.</p> <p>Starting point: This is a new indicator for the program, so no data to determine a baseline</p>	<p>This departmental action addresses impacts specific to Indigenous communities. Information will be collected through the results of a special project. In collaboration with Indigenous training schools, this project examines student recruitment and retention currently supported by the Canada Arts Training Fund.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.</li> <li>• GIF target: <a href="#">10.2</a> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic, or other status.</li> </ul>

Departmental Action	Performance indicator Starting point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada's 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	<p>has been collected. The program has until March 31, 2025, to attain the 75% target.</p> <p>Target: 75% by the end of the DSDS.</p>	

**Note:** Canadian Heritage's contributions to support the Federal *UN Declaration Act* Action Plan were still in development while finalizing this DSDS. Therefore, only indicators from programs with well-established Indigenous components were included in this DSDS.



# GOAL 12: Reduce Waste and Transition to Zero-Emission Vehicles

## Canadian Heritage’s perspective on SDG 12: Responsible Consumption and Production

### FSDS Context:

Canadian Heritage commits to developing criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact and ensure the criteria are included in procurements. These commitments support the strengthening of green procurement criteria.

**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

**Implementation strategy supporting the target:** Strengthen green procurement criteria

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
2.1 Canadian Heritage looks at opportunities for more efficient and greener solutions in its management practices.  Program: Internal Service - Financial Management	Performance indicator: Percentage of financial delegation approval activities completed electronically.  Starting point: 80% of financial delegation approval activities were	This action supports adaptation to climate change as it allows managers to complete their management responsibilities in a paperless environment. The Financial Management Branch currently requires managers to exercise their delegated financial authorities electronically as it pertains to procurement, Grants &

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	<p>done electronically in 2022-23.</p> <p>Target: 100% of financial delegation approval activities are carried out electronically for the duration of the DSDS.</p>	<p>Contributions, and invoice approval. Delegated managers also have a suite of reporting tools available on their desktop. In addition, dashboards will be available at the beginning of 2023-24 to help and empower managers regarding their budget.</p> <p>Actions to support the DSDS:</p> <ul style="list-style-type: none"> <li>• Electronic Approvals</li> <li>• Electronic Signature</li> <li>• Financial Dashboards and Reporting</li> </ul> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>
<p>2.2 Ensure that, where applicable for the commodity being purchased, environmental criteria are used in competitive procurements to ensure that sustainability is a part of the best-value equation in the</p>	<p>Performance indicator: Number of Contracting and Material Management Directorate contracting templates that contain a green procurement provision in the standard terms and conditions. During quality assurance review, green procurement provisions will be part of the standard checklist,</p>	<p>This departmental action ensures that green procurement provisions are included in the terms and conditions of all Canadian Heritage contracts, and that, where applicable, environmental evaluation criteria are considered for use in competitive procurements based on the commodity, and are part of the best-value equation in the selection of the</p>



Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
<p>selection of the winning proposal(s).</p> <p>Program: Internal Service - Financial Management</p>	<p>making their inclusion mandatory for all Canadian Heritage contracts.</p> <p>Starting point: 100% as of 2022-23.</p> <p>Target: 100% of Contracting and Material Management Directorate contracting templates contain a green procurement provision in the standard terms and conditions for the duration of the DSDS.</p>	<p>winning proposal(s). This departmental action also ensures that all Canadian Heritage contracts contain a standard provision relating to green procurement.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>
<p>2.3 Ensure green procurement is included in the performance evaluation of managers and functional specialists of Canadian Heritage’s Contracting and Material Management Directorate.</p> <p>Program: Internal Service -Financial Management</p>	<p>Performance indicator: Percentage of managers and functional specialists of procurement and materiel management whose performance evaluation includes support and contribution towards green procurement in the current fiscal year.</p> <p>Starting point: 100% as of 2021-22. For new employees, managers will include this objective/training within all performance management agreements.</p>	<p>This departmental action commits managers to support the objectives of green procurement.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	Target: 100% of evaluations of managers and functional specialists of the Contracting and Material Management Directorate for the duration of the DSDS.	
<p>2.4 Require procurement and material management specialists to complete the most current Canada School of Public Service Green Procurement course.</p> <p>Program: Internal Service - Financial Management</p>	<p>Performance indicator: Percentage of specialists in procurement and materiel management who have completed training on green procurement.</p> <p>Starting point: 100%. For new employees, training to be completed within six months of hire.</p> <p>Target: 100% of specialists in procurement and materiel management have completed training on green procurement for the duration of the DSDS.</p>	<p>This departmental action ensures the necessary level of subject matter expertise to manage actions that support low carbon departmental procurement of goods and services effectively.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>
<p>2.5 Implement the best practice of requiring acquisition card users to take training in green procurement.</p> <p>Program: Internal Service -Financial Management</p>	<p>Performance indicator: Percentage of acquisition cardholders trained on green procurement.</p> <p>Starting point: 0%. Green Procurement course has not been taken or delivered to the Resource Management Directorates or Regions.</p>	<p>This departmental action allows the Department’s functional experts in procurement to educate and inform users and carry out due diligence of sustainable development practices, while procuring low dollar value goods and services under \$10,000 (purchasing threshold for Resource Management Directorates)</p>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	<p>Target: 100% of acquisition cardholders are trained on green procurement by the end of the DSDS.</p>	<p>using a departmental acquisition card.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>
<p>2.6 Acquire audiovisual equipment and Information Technology (IT) hardware that are subject to the Green Procurement provision, through mandatory Public Services and Procurement Canada (PSPC) and Shared Service Canada acquisition mechanisms.</p> <p>Program: Internal service – Information Technology</p>	<p>Performance indicator: Percentage of audiovisual equipment and IT hardware purchased via mandatory PSPC and Shared Services Canada’s acquisition mechanisms.</p> <p>Starting point: 100% as of 2019-20.</p> <p>Target: 100% of audiovisual equipment, IT hardware, and office furniture purchased via mandatory PSPC and Shared Service Canada’s acquisition mechanisms for the duration of the DSDS.</p>	<p>The environmentally responsible acquisition of goods and services supports the FSDS net-zero emissions target and bolsters efforts to make progress on greening government operations. This departmental action also takes into consideration accessibility requirements as part of the planning process, when acquiring audiovisual equipment, IT hardware and office furniture.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">12.1</a> Canadians consume in a sustainable manner.</li> <li>• GIF target: <a href="#">12.7</a> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</li> </ul>



# GOAL 13: Take Action on Climate Change and Its Impacts

## Canadian Heritage's perspective on SDG 13: Climate Action

### FSDS Context:

The Greening Government Strategy has enabled the option of purchasing carbon offsets as an eligible expense for grants and contribution program recipients. Therefore, in the summer of 2022, Sport Canada revised the terms and conditions for the Sport Support Program and the Hosting Program to include the purchase of carbon offset credits as an eligible expense. Sport Canada provides support for travel, conferences, and events through both the Sport Support Program and the Hosting Program. The Sport Support Program supports travel for North American Indigenous Games, Arctic Winter Games and games and events held abroad. The Hosting Program supports Canadian hosted games travel, including the Canada Games.

Starting in 2023-24, Canadian Heritage will be tracking the Department's paper usage, by monitoring how much paper is being printed in the Department's buildings. Reinforcing the Information Management (IM) Strategy and leveraging the depersonalization exercise to promote IM best practices (e.g., using collaborative tools and saving and storing information electronically) will help to reduce paper usage in buildings. The Chief Information Officer Branch will track paper usage on Canadian Heritage network printers only.

**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

**Implementation strategy supporting the target:** Implement the [Greening Government Strategy](#) through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations.

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
<p>3.1 Institute a mandatory Departmental policy of one primary source of operational technology per employee.</p> <p>Program: Internal service –Information Technology</p>	<p>Performance indicator: Percentage of employees using one primary source of technology for day-to-day operations.</p> <p>Starting point: 100% as of 2019-20.</p> <p>Target: 100% of employees use one primary source of operational technology for the duration of the DSDS.</p>	<p>This departmental action supports the aspirational objectives of the United Nations SDGs and FSDS targets. By being asked to use one source of technology, employees become actively engaged in advancing efforts to green government operations. It encourages public service employees’ understanding of climate change while providing a tangible way for them to contribute. It also reduces the demand for energy and leads to a reduction in greenhouse gas emissions. The reduction in multiple operational technologies also leads to a reduction in waste. This action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambition: <a href="#">13.1</a> Canadians reduce their greenhouse gas emissions.</li> <li>• CIF target: <a href="#">13.1</a> By 2030, reduce Canada’s total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</li> </ul>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
		<ul style="list-style-type: none"> <li>GIF targets: <a href="#">12.5</a> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and <a href="#">13.2</a> Integrate climate change measures into national policies, strategies and planning.</li> </ul>
<p>3.2 Move to digital funding applications by onboarding Canadian Heritage program components to an online service delivery channel, in alignment with objectives of the Government of Canada’s Digital Operations Strategic Plan.</p> <p>Program: Internal service – Information Technology</p>	<p>Performance indicator: Percentage of yearly funding applications received digitally.</p> <p>Starting point: 15% as of 2021-22.</p> <p>Target: 80% of yearly funding applications received digitally by the end of the DSDS.</p>	<p>Canadian Heritage currently requires applications for funding to be sent by mail or by email as PDF files. These files are often printed and managed. The implementation of an online service delivery channel will reduce energy and material use by streamlining and simplifying the funding application process, in turn reducing greenhouse gas emissions.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>CIF ambition: <a href="#">13.1</a> Canadians reduce their greenhouse gas emissions.</li> <li>CIF target: <a href="#">13.1</a> By 2030, reduce Canada’s total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero</li> </ul>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
		<p>greenhouse gas emissions.</p> <ul style="list-style-type: none"> <li>GIF targets: <a href="#">12.5</a> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and <a href="#">13.2</a> Integrate climate change measures into national policies, strategies and planning.</li> </ul>
<p>3.3 Canadian Heritage is tracking the Department’s paper usage, in terms of how much paper is being printed on network printers.</p> <p>Program: Internal services – Information Technology</p>	<p>Performance indicator: Reduction of paper usage at Canadian Heritage buildings (tracked on network printers only).</p> <p>Starting point: Average number of pages printed in 2019: Monthly: 641,307 Year: 7,695,684</p> <p>Target: Target cannot be set at the time of the DSDS as data is not available since a new system to track paper usage was implemented starting in 2019. A reduction target for 2023-24 will consist of the difference in percentage of usage data from 2019 to 2023, then year-to-year for the duration of the DSDS.</p>	<p>This departmental action will be reinforced by the current Canadian Heritage IM Strategy; leveraging the depersonalization exercise and to promote IM best practices (e.g., using collaborative tools and saving and storing information electronically) will help to reduce paper usage in Canadian Heritage buildings. Concrete action in reducing paper waste reduces the demand for energy and leads to a reduction in greenhouse gas emissions. This departmental action will also support the transition to a circular economy.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>CIF ambition: <a href="#">13.1</a> Canadians reduce their greenhouse gas emissions.</li> </ul>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	<p>Note: Data for years 2020, 2021 and 2022 would not accurately capture departmental activities due to work from home orders during the COVID-19 pandemic.</p>	<ul style="list-style-type: none"> <li>• CIF target: <a href="#">13.1</a> By 2030, reduce Canada’s total greenhouse gas emissions by 40 to 45%, relative to 2005 emission levels. By 2050, achieve economy-wide net-zero greenhouse gas emissions.</li> <li>• GIF targets: <a href="#">12.5</a> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and <a href="#">13.2</a> Integrate climate change measures into national policies, strategies and planning.</li> </ul>
<p>3.4 Implementation of a three-year program update to incorporate and/or strengthen the consideration of climate change-related risks relative to Business Continuity and Emergency Management policy instruments, plans and procedures.</p> <p>Program: Internal services - Corporate Security</p>	<p>Performance Indicator: Percentage of updates completed for the Business Continuity and Emergency Management program.</p> <p>Starting point: 0 % (new program).</p> <p>Target: 100 % of completed activities for each year of the Business Continuity and Emergency Management program updates.</p> <ul style="list-style-type: none"> <li>• Fiscal year 1 (2023-24): Critical service evaluation, Business</li> </ul>	<p>This Departmental action builds resilience and ensures that the Department is better prepared to respond to emergencies/crisis to ensure employees’ health and safety, the availability of assets and the continuity of operations and critical services. It also ensures that employees are informed of the risks of climate change in relation to emergency management and provide guidance for them to better prepare.</p> <p>Relevant targets or ambitions:</p>



Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
	<p>Continuity Management Policy update, and review of emergency management communications and procedures.</p> <ul style="list-style-type: none"> <li>Fiscal year 2 (2024-25): Provide training to those responsible in developing continuity strategies ensuring that the impacts of climate change are considered and incorporated in the guidance and templates.</li> <li>Fiscal year 3 (2025-26): Update the business continuity strategies. (Planning for recovery beyond geographical boundaries or shifting workloads between regional offices will be considered as well as remote working capabilities. This will ensure that strategies are flexible and can adapt to the scale and scope of the event.)</li> </ul>	<ul style="list-style-type: none"> <li>CIF ambition: <a href="#">13.2</a> Canadians are well-equipped and resilient to face the effects of climate change.</li> <li>GIF target: <a href="#">13.3</a> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</li> </ul>
<p>3.5 Canadian Heritage is the custodian of one leased asset, the Canadian Conservation Institute. On an ongoing basis, Canadian Heritage will</p>	<p>Performance indicator: Canadian Heritage will review NRCan’s RETScreen software as a tool for monitoring the percentage of energy consumption and quantifying the impact of</p>	<p>The Canadian Conservation Institute’s goal is the creation of green workplaces, through employee mobilization and action, where deemed possible, given that the Canadian Conservation Institute is in a</p>

Departmental Action	Performance Indicator Starting Point Target	How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development
<p>seek opportunities to minimize the impact of the Canadian Conservation Institute’s operations and maximize climate change resilience.</p> <p>Program: Internal services - Real property management</p>	<p>energy conservation measures.</p> <p>Starting point: 0% (new program). Past Canadian Conservation Institute utilities data will be used as a performance analysis test case.</p> <p>Target: 10% of cost savings in both energy and gas usage per year of the DSDS. This will help reduce the environmental impact of the building operations at Canadian Conservation Institute.</p>	<p>leased facility for a fixed period.</p> <p>This action contributes to the Green Government strategy by supporting the incorporation of all facilities in the RETScreen Clean Energy Management Software by 2025.</p> <p>In the short term, Canadian Heritage will strive to meet the commitments within the Greening Government Strategy, focusing on low-carbon operations, water conservation, waste diversion and climate resiliency.</p> <p>Relevant targets or ambitions:</p> <ul style="list-style-type: none"> <li>• CIF ambitions: <a href="#">13.1</a> Canadians reduce their greenhouse gas emissions, and <a href="#">13.2</a> Canadians are well-equipped and resilient to face the effects of climate change.</li> <li>• GIF targets: <a href="#">12.5</a> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, and <a href="#">13.3</a> Improve education, awareness-raising and human and institutional capacity on climate</li> </ul>

<b>Departmental Action</b>	<b>Performance Indicator Starting Point Target</b>	<b>How the departmental action contributes to the FSDS Goal and Target, to Canada’s 2030 Agenda National Strategy and the United Nations 2030 Agenda for Sustainable Development</b>
		change mitigation, adaptation, impact reduction and early warning.

### Canadian Heritage initiatives advancing the United Nations 2030 Agenda for Sustainable Development



The following initiatives demonstrate how Canadian Heritage contributes to advancing the United Nations 2030 Agenda for Sustainable Development domestically and globally, supplementing the information outlined above.

<b>Sustainable Development Goals (SDGs)</b>	<b>Planned initiatives</b>	<b>Associated domestic targets or ambitions and/or global targets</b>
SDG 3 – Good health and well-being	<p><a href="#">Sport Support Program</a></p> <p>The Sport Support Program contributes funding to support sport participation, specifically to Provincial and Territorial governments, via bilateral agreements and to Canadian organizations focused on increasing youth participation in sport.</p> <p>Strong evidence shows that physical inactivity increases</p>	<p>CIF ambitions: <a href="#">3.1</a> Canadians adopt healthy behaviours and <a href="#">3.5</a> Canadians have healthy and satisfying lives.</p> <p>GIF target: <a href="#">3.4</a> By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p>

Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
	<p>the risk of many adverse health conditions, including the world’s major non-communicable diseases. This funding supports programs and initiatives that encourage and enable increased participation in sport and physical activity, particularly for Canadian youth.</p>	
<p>SDG 4 – Quality education</p>	<p><a href="#">Indigenous Languages and Cultures Program</a></p> <p>The Indigenous Languages and Cultures Program’s Indigenous Languages Component supports the reclamation, revitalization, maintenance, and strengthening of Indigenous languages through community-driven activities, including language instruction and the development of language resources.</p> <p>Funding is intended to be flexible and responsive to a broad range of Canada’s Indigenous communities’ needs, goals and priorities including lifelong learning.</p>	<p>CIF ambition: <a href="#">4.1</a> Canadians have access to inclusive and quality education throughout their lives.</p> <p>GIF target: <a href="#">4.5</a> By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations.</p>
<p>SDG 8 – Decent work and economic growth</p>	<p><a href="#">Creative Export Strategy</a></p> <p>Canada’s creative industries are key drivers of economic growth and employment for the middle class, and they</p>	<p>GIF targets: <a href="#">8.1</a> Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product</p>

Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
	<p>make an important contribution to Canada’s gross domestic product. Through funding for export-ready projects and creating trade opportunities, the Government’s Creative Export Strategy aims to maximize the export potential of Canada’s creative industries.</p>	<p>growth per annum in the least developed countries, and <a href="#">8.3</a> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>
<p>SDG 9 – Industry, innovation and infrastructure</p>	<p><a href="#">Canada Cultural Spaces Fund</a></p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts and heritage related creation, collaboration, presentation, preservation and exhibition.</p> <p>To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and manage creative hubs and equivalent Indigenous peoples’ organizations.</p>	<p>GIF target: <a href="#">9.1</a> Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p>

Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
SDG 10 – Reduced inequalities	<p><a href="#">Canada’s Anti-Racism Strategy</a></p> <p>The goal of Canada’s Anti-Racism Strategy is to foster and promote an inclusive society where everyone is able to fully participate in the economic, cultural, social and political spheres.</p>	<p>CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: <a href="#">10.2</a> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>
SDG 10 – Reduced inequalities	<p><a href="#">Indigenous Languages and Cultures Program</a></p> <p>The <a href="#">International Decade of Indigenous Languages (2022-2032)</a> aims to draw attention to the critical loss of Indigenous languages and the urgent need to preserve, revitalize and promote Indigenous languages and to take urgent steps to this end at the national and international level.</p> <p>The National Action Plan for the Decade, developed in collaboration with Indigenous Peoples includes a pillar focused on supporting Indigenous peoples in defining, leading, and advancing their vision for the Decade.</p> <p>The Decade’s focus on Indigenous languages will raise the awareness of these languages as being valued and living languages in</p>	<p>CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.</p>

Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
	Canada. It will also support reconciliation.	
SDG 10 – Reduced inequalities	<p><a href="#">Action Plan for Official Languages</a></p> <p>The Action Plan for Official Languages contributes to reducing inequalities by promoting Canada’s two official languages, which are at the heart of Canadian identity and an essential platform for the inclusion of all Canadians.</p> <p>The Department has modernized the <i>Official Languages Act</i>, which includes the development of regulatory measures aimed at substantive equality for Canadians from both French and English communities.</p>	<p>CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: <a href="#">10.2</a> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, and <a href="#">10.3</a> 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>
SDG 10 – Reduced inequalities	<p><a href="#">Sport Support Program - Sport for Social Development in Indigenous Communities</a></p> <p>The Sport Support Program - Sport for Social Development in Indigenous Communities is a response to the Truth and Reconciliation Commission of Canada’s Calls to Action, which identified four key social development needs of Indigenous communities. This initiative supports the use of sport for the purpose of achieving targeted social outcomes under these four</p>	<p>CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.</p> <p>GIF target: <a href="#">10.2</a> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>

Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
	key needs, namely improved health, education, and employability; and the reduction of at-risk behaviour.	
SDG 10 – Reduced inequalities	<p><a href="#">Court Challenges Program</a></p> <p>The objective of the Court Challenges Program is to provide financial support to Canadians and people in Canada to bring before the courts test cases of national significance that aim to clarify and assert certain constitutional and quasi-constitutional official language rights and human rights. The Program contributes to access to justice, and in doing this, it contributes to creating a more equitable society for Canadians.</p>	CIF ambition: <a href="#">10.1</a> Canadians live free of discrimination and inequalities are reduced.
SDG 11 – Sustainable cities and communities	<p><a href="#">Canada Cultural Spaces Fund</a></p> <p>The Canada Cultural Spaces Fund seeks to improve the physical conditions for arts- and heritage-related creation, collaboration, presentation, preservation, and exhibition.</p> <p>To achieve this objective, the Canada Cultural Spaces Fund provides financial assistance in the form of grants and contributions for infrastructure projects for</p>	GIF target: <a href="#">11.4</a> Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.



Sustainable Development Goals (SDGs)	Planned initiatives	Associated domestic targets or ambitions and/or global targets
	<p>professional, not-for-profit organizations as well as municipal and provincial/territorial governments and agencies with a mandate for arts and heritage or to create and manage creative hubs and equivalent Indigenous peoples' organizations.</p>	
<p>SDG 17 – Partnerships for the goals</p>	<p><a href="#">Canadian Conservation Institute</a> and <a href="#">Canadian Heritage Information Network</a></p> <p>Canadian Conservation Institute and Canadian Heritage Information Network participate in the <a href="#">Our Collections Matter</a> initiative, led by the International Centre for the Study of the Preservation and Restoration of Cultural Property, which will assist heritage institutions in connecting their collections-based work to sustainable development using the SDGs, thereby demonstrating more effectively their added value to society. With their partners, Canadian Conservation Institute and Canadian Heritage Information Network will explore ways to support heritage institutions in playing their fullest part in sustainable development.</p>	<p>CIF ambition: <a href="#">17.1</a> Canada fosters collaboration and partnerships to advance the SDGs.</p> <p>GIF target: <a href="#">17.16</a> Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the SDGs in all countries, in particular developing countries.</p>

## SECTION 5

# Integrating Sustainable Development

## Strategic Environmental Assessments

Canadian Heritage will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. During routine reviews of SEA guidelines and assessment templates by the Department, a question relating to clean growth and climate change has been added to ensure that Canadian Heritage's environmental assessments are reflective of the Government's current priorities.

Public statements on the results of Canadian Heritage's assessments are published on the [Government of Canada's website](#) when an initiative has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets of the approved policy, plan or program have been considered during proposal development and decision-making. Canadian Heritage rarely produces detailed SEAs given the nature and scope of its mandate.



The Department's SEA process has proven to be an effective analytical tool to assess the environmental impact of policy, plan and program proposals in the arts, culture, heritage, and sport. Consequently, decision-makers remain aware of the potential positive and negative issues regarding sustainable development.

The Department's SEAs are developed to support budget requests, Treasury Board submissions and Memoranda to Cabinet to ensure that the environment is considered when developing policy, plan, and program proposals.

## **Additional activities that support the Greening Government Strategy, FSDS goals and targets, and Canada's implementation and advancement of the United Nations 2030 Agenda for Sustainable Development**

Canadian Heritage is integrating sustainable development into its internal policy and operational processes and will endeavour to find additional ways to do so as new opportunities arise. The following are examples of ongoing efforts.

### **Equity, Diversity, and Inclusion Review**

From September 2021 to February 2023, the Department undertook an Equity, Diversity and Inclusion Review of twelve of its funding programs to:

- Identify key barriers to equitable access;
- Gain understanding of how biases and assumptions impact program design and delivery; and
- Increase cultural competency and develop concrete recommendations for future action, including systemic change in the Department.

In Spring 2023, the Equity, Diversity and Inclusion Review produced a comprehensive final report with Department-wide systems analysis, policy research-driven findings, and foundational recommendations on which to advance equity, diversity, and inclusion efforts. Canadian Heritage will advance these recommendations during the 2023-27 DSDS reporting period, including by having all its remaining programs undertake the Equity, Diversity and Inclusion Review's curriculum and develop strategies to reduce barriers; through the development of a Community of Practice to support working-level

changemakers; and through the establishment of an equity, diversity, inclusion and accessibility policy function within the Department's Strategic Policy team. This action supports SDG 10: Reduced inequalities.

### **Gender-Based Analysis Plus (GBA Plus)**

GBA Plus embeds a rigorous methodology to identify inequalities faced by diverse and intersecting demographic groups in Canada and to frame options to address them. Strategic Policy and International Affairs leads the GBA Plus Responsibility Centre within the Department. Through the Centre, Canadian Heritage will continue to advance the meaningful application of GBA Plus – or other forms of intersectional analysis frameworks, as they become available in the Government of Canada – in the Department's policies and programs. This could include:

- Strengthening the Responsibility Centre's challenge function when reviewing departmental outputs, such as Budget and Cabinet documents, and in the reporting cycle (e.g., Departmental Plans and Departmental Results Reports);
- Increasing departmental capacity and competency regarding GBA Plus and intersectionality through training sessions and the maintenance of a GBA Plus Community of Practice; and
- Supporting the activities of the Department's GBA Plus governance structure, including the activities of Canadian Heritage's GBA Plus Champion.

This work will help ensure that Canadian Heritage policies and programs center the lived experiences of, and outcomes for, equity-deserving groups in Canada in all development, implementation, and monitoring phases, with the goal of ensuring that they are inclusive and effective at reducing inequalities. GBA Plus activities address SDG 10: Reduced inequalities.

### **Disability Inclusion**

The Accessibility Office commits to identifying, preventing, and addressing barriers to disability inclusion that are not only physical, but also systemic, cultural, and societal. This includes enhancing employee knowledge and engagement with disability inclusion to equip employees to design and deliver more accessible government funding programs and services for Canadians

with disabilities. The Accessibility Office also ensures that the Department's employment policies and practices are inclusive of persons with disabilities to improve their opportunities for recruitment, retention, and promotion. Disability inclusion at Canadian Heritage supports SDG 10: Reduced inequalities.

### **Sustainability and Medium-Term Policy**

Department-wide policy development and medium-term policy processes aim to develop innovative, evidence-based, future-oriented policy advice and options to assist with decision-making. In upcoming medium-term policy work, the Department will include dedicated space for thought leadership and consideration of greening and sustainability as they pertain to cultural sectors, and the role of the arts and culture in supporting change. The Department's medium-term policy exercises contribute to the advancement of SDGs 10: Reduced inequalities, SDG 12: Responsible consumption and production and SDG 13: Climate action.