



2023 to 2027 Departmental Sustainable Development Strategy (Updated April 2026)

Public Service Commission of Canada

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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 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 Public Service Commission of Canada supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS).

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 Public Service Commission of Canada's DSDS.

To promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda



National Strategy, supported by the Global Indicator Framework and Canadian Indicator Framework targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of the Canada's Annual Report on the 2030 Agenda and the SDGs.

SECTION 2

The Public Service Commission of Canada's Sustainable Development Vision

The Public Service Commission of Canada's 2023 to 2027 Departmental Sustainable Development Strategy supports the principles for the 2022 to 2026 Federal Sustainable Development Strategy and Canada's vision of advancing the continuous improvement of our economic, social and environmental health. It responds to today's challenges while focusing on activities that will improve quality of life for future generations.

Through our core responsibility for public service hiring and non-partisanship, we contribute to Canada's efforts to address the United Nations' 2030 Agenda for Sustainable Development and its sustainable development goals. Our initiatives to mitigate barriers for Canadians and help Indigenous Peoples access public service jobs will ensure that federal public service hiring reflects Canada's diversity while contributing to intergenerational equity.

We will demonstrate leadership on sustainable development by striving to:

- integrate economic, social and environmental considerations into departmental policies, services, operations, and audits and evaluations
- adopt operational practices that reduce our environmental footprint and reflect sustainable development principles in our operations
- leverage technology strategically to modernize services and operations to reduce the environmental impact while supporting economic development
- foster a workforce and organizational culture committed to sustainable development

Listening to Canadians

During the public consultation on the draft 2022 to 2026 Federal Sustainable Development Strategy held from March 11 to July 9, 2022, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses and individual Canadians in different age groups and of various backgrounds. The draft federal strategy 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. As required by the [*Federal Sustainable Development Act*](#), we have taken the comments into account in developing this Departmental Sustainable Development Strategy.

What We Heard

Across the submissions received, the Public Service Commission of Canada identified sustainable development priorities and issues that affect us. Under the Federal Environmental Perspective on SDG 10 (Reduced inequalities), reconciliation and respect for Indigenous rights were strong themes, including the importance of consultation with Indigenous peoples. Under SDG 12 (Responsible consumption and production), Canadians also wanted to see procurement policies. For example, urging Canada to work with all domestic jurisdictions and stakeholders to establish national standards for minimum recycled content in products or producer reporting requirements consistent with Extended Producer Responsibility. This includes strengthening content on green procurement, including through a green procurement target.

What We Did¹

To advance reconciliation with Indigenous peoples and reduce inequality, we supported Government of Canada priorities through inclusive recruitment and staffing practices. This included supporting Indigenous hiring commitments as part of broader recruitment modernization efforts.

We continued to promote inclusive recruitment by modernizing student recruitment programs and improving user experience to better support early-career entry into the public service. We provided managers and human resource professionals with guidance and tools to help them identify and mitigate or eliminate biases and barriers disadvantaging equity-seeking groups.

To help ensure a public service that reflects Canada's diversity, we worked with departments and agencies to address biases and barriers that disadvantage equity-seeking groups in staffing and assessment processes, and strengthened our oversight and accountability in this regard. We also remain committed to supporting Indigenous communities through compliance with the Procurement Strategy for Indigenous Business. We implemented measures to ensure that at least 5% of contracts are awarded annually to Indigenous businesses, in alignment with Government of Canada objectives.

In addition to our advances in reconciliation with Indigenous Peoples, we also made progress on environmental objectives. We continued to promote reduced paper usage by encouraging green printing practices and integrated environmental considerations into purchasing decisions to support responsible consumption and production and transition to a low-carbon economy. In support of Goal 13 (climate action), we took action to reduce climate-related risks to our assets, services and operations by adopting more modern and energy-efficient products as outlined in our Departmental Sustainable Development Strategy reports. We supported green procurement by following established guidance, tools and training for public service employees, and we will continue to ensure that 100% of procurement specialists are trained in green procurement.

Please find more information on the FSDS public consultation and its results in the [FSDS Consultation Report](#).

SECTION 4

The Public Service Commission of Canada's Commitments





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

FSDS Context²: Through policy direction and guidance, the Public Service Commission of Canada supports departments and agencies in the hiring of qualified individuals into and within the public service based on merit and non-partisanship. By doing so, we help shape a workforce that reflects the Canadian population it serves. We deliver staffing programs and assessment services that support the Government of Canada’s strategic recruitment priorities and the renewal of the public service, leveraging modern tools to reduce barriers for Canadians seeking public service employment. We also monitor compliance with the public service staffing framework and conduct oversight activities to ensure the integrity of the public service staffing system.

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*

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET ³	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS
Implement the requirements of the Procurement Strategy for Indigenous Businesses	Implement the mandatory procedures for contracts awarded to Indigenous businesses, as per Appendix E of the Directive on the Management of Procurement Program: Procurement, Internal Services	Performance indicator: Percentage of total value of contracts awarded to Indigenous businesses. Starting point: 1.31% Target: At least 5.0%	We will use available resources to meet this target annually by following the mandatory and voluntary procedures for contracts awarded to Indigenous businesses, as per Appendix E of the Directive on the Management of Procurement. We will do this by⁴: • adhering to the Procurement Strategy for Indigenous Business • respecting the Comprehensive Land Claims Areas’ modern

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			treaty rules, procedures and regulations • engaging in training from Indigenous Services Canada • using the draft guidance on contracts awarded to Indigenous businesses for further guidance to meet this target, as a bare minimum • proactively engaging Indigenous businesses and partners on procurement opportunities • leveraging procurement mechanisms that support Indigenous participation, where feasible • collaborating with internal clients and partners to identify procurement opportunities that consider Indigenous interests • monitoring procurement performance and adjusting strategies to support progress toward targets • strengthening planning, reporting and verification practices related to Indigenous procurement Relevant targets or ambitions: Canadian Indicator Framework Ambition/Target: Canadians live free of discrimination and inequalities are reduced.



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

FSDS Context: The Public Service Commission of Canada complies with the Greening Government Strategy which outlines specific measures to ensure responsible consumption for our operations. Environmental impacts are considered and incorporated into our procurement of goods and services.

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	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
Strengthen green procurement criteria Develop criteria that address greenhouse gas emissions reduction for goods and services that have a high environmental impact; ensure the criteria are included in procurements; and support green procurement, including guidance, tools and training for public service employees. [Ref. Explore our 17 goals]	Procurement Specialists will provide advice and recommendations on procurement strategies including environmental considerations such as GHG emissions reduction, clean technology and elimination of unnecessary single-use plastics. [Ref. 4.3.4.7] Program: Procurement, Internal Services	Performance indicator: Percentage of purchased basic office supplies considered certified to a recognized environmental standard. Starting point: 45% Target: At least 50%	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. FSDS: Goal 12: Reduce waste and transition to zero-emission vehicles. SDGS: 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
	Ensure all procurement specialists are trained in green procurement (such as, the Canada School of Public Service course on green procurement, or equivalent) within one year of being identified.	Performance Indicator: Percentage of procurement specialists trained in green procurement within one year of being identified.	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and

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	Program: Procurement, Internal Services	Starting point: In 2022 to 2023, 100% of procurement specialists trained in green procurement. Target: 100% of procurement specialists receive training within one year of being identified.	services they deliver, and their supply chains. Relevant targets or ambitions: Canadian Indicator Framework Ambition: Canadians consume in a sustainable manner. Canadian Indicator Framework Indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices. Global Indicator Framework Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context: The Public Service Commission of Canada is taking action to reduce climate risks to our assets, services and operations. By consuming more modern and energy efficient products, we are helping to mitigate risks due to changing climate. Increasing technology development and adoption also include actions to advance climate change adaptation and build resilience to climate impacts.

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

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

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Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	Reduce energy consuming servers and other devices. Program: Information Technology, Internal Services	Performance indicator: Number of energy-consuming servers decommissioned by 2027. Starting point: 281 Target: Reduce the total number of servers by at least 84. ===== Performance indicator: Number of towers and personal examination computers replaced with low consumption devices such as Zero or Thin by 2027. Starting point: 276	These indicators measure to what extent the Public Service Commission of Canada contributes to achieving the collective efforts outlined in the 2023-27 Federal Sustainable Development Strategy. The objective is to reduce, consolidate and modernize the Public Service Commission of Canada's systems and servers. This will help reduce our energy footprint and contribution to greenhouse gas emissions. Relevant targets or ambitions: Canadian Indicator Framework Ambition/Target: Canadians reduce their greenhouse gas emissions.

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
		Target: Replace 276 existing devices with 66 energy-efficient models. ===== Performance indicator: Number of test room monitors replaced with modern, high efficiency models by 2027. Starting point: 276 Target: Replace 276 existing devices with 66 energy-efficient models.	Canadian Indicator Framework Indicator: 13.1.1 Greenhouse gas emissions. Global Indicator Framework Target: 13.2.2 Total greenhouse gas emissions per year.

The following initiatives demonstrate how the Public Service Commission of Canada's programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS
In alignment with our sustainability objectives, the Public Service Commission of Canada is implementing its Crown Vehicle Decommissioning Initiative . This initiative focuses on achieving a 100% reduction in fleet-related greenhouse gas emissions by responsibly retiring and eliminating the use of the Public Service Commission of Canada's sole Crown vehicle. This effort underscores our commitment to reducing environmental impact and advancing sustainability goals.	Ambition: The key ambition of this initiative is to reduce greenhouse gas emissions related to the Crown vehicle by 2024-25. This will support our broader sustainability strategy by reducing carbon emissions and contributing to the Public Service Commission of Canada's long-term environmental targets. Indicator: Number of Crown vehicles owned by the Public Service Commission of Canada Starting point: Zero-crown vehicles Target: Keep crown vehicles at zero

SECTION 5

Integrating Sustainable Development

The Public Service Commission of Canada will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through the Strategic Environmental Assessment (SEA) process. A SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of the Public Service Commission of Canada's assessments are made public when an initiative that has undergone a detailed SEA (see [here](#)). 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.

¹ This section was updated as part of the 2025 to 2026 Departmental Sustainable Development Strategy update cycle to align with the Public Service Commission of Canada's 2026 to 2027 Performance Measurement Framework and its annual departmental plans. It was also updated to better reflect current operations, priorities and commitments to advancing reconciliation with Indigenous Peoples and addressing inequality in support of Goal 10, including Government of Canada direction to increase the participation of Indigenous businesses in federal procurement.



² This section was updated as part of the 2025 to 2026 Departmental Sustainable Development Strategy update cycle to align with the Public Service Commission of Canada (PSC)'s 2026 to 2027 Performance Management Framework and to reflect the PSC's current operations and priorities as of 2026 to 2027.

³ The indicators below were removed from the Public Service Commission of Canada (PSC)'s Departmental Sustainable Development Strategy (DSDS) following the 2025 to 2026 DSDS update cycle, as they measure actions and results at the broader public service level rather than at the departmental level. As the PSC does not have direct control or influence over these outcomes, they fall outside its mandate. To maintain a focus on areas of direct departmental accountability, the following indicators are no longer included in the DSDS:

- percentage of employees who self-identified as Indigenous people
- percentage of executive appointees who self-identified as Indigenous people
- percentage of applicants who self-declared as Indigenous people

⁴ This indicator description was updated as part of the 2025 to 2026 Departmental Sustainable Development Strategy (DSDS) update cycle to ensure it continues to accurately reflect current departmental practices and the commitments set out in the Public Service Commission of Canada (PSC)'s *2026–27 Departmental Plan*. Since the DSDS was initially developed, the PSC's approach to planning, reporting and oversight of contracts awarded to Indigenous businesses has evolved. The update complements the existing description by incorporating high-level actions that reflect the practices currently in place to continue meeting the minimum required target and, where possible, exceeding it.