



Government
of Canada

Gouvernement
du Canada

Canada



2023 to 2027 Departmental Sustainable Development Strategy

Copyright Board of Canada

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Aussi disponible en français

Catalogue no.: Iu121-11E-PDF

ISSN: 2817-3511

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 Copyright Board supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS). This DSDS establishes three new departmental actions and performance indicators that each support the achievement of an SDG and a FSDS implementation strategy.

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 Copyright Board's DSDS.



In order 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 (GIF) and Canadian Indicator Framework (CIF) targets and indicators.

SECTION 2

Copyright Board Sustainable Development Vision

The Copyright Board is an independent administrative tribunal and economic regulatory body empowered to approve tariffs for using works protected by copyright when managed by a collective society; grant licenses for the use of content when the rights owners cannot be found; and resolve licensing disputes between collective societies and users, on a case-by-case basis, when a collective society and users cannot agree on royalties.

Although the Board is a micro-organization with a very small carbon footprint, the Board makes it a priority to fully adhere to the principles of the United Nations 2030 Agenda for Sustainable Development, the UN Sustainable Development Goals, and Canada's 2030 Agenda National Strategy. The Board supports Canada's transition to low-carbon, climate resilient and green operations by making efforts to reduce paper usage. For example, over the past years, the Board eliminated personal printers, and requires the use of recycled paper and duplex printing, and promotes the use of tablets for notetaking during meetings. The Board's new e-filing system, which is expected to launch in 2023-24, will also contribute to reducing paper usage for Board employees as well as for the various parties involved in tariff proceedings. Lastly, the Board's [*Rules of Practice and Procedure*](#), which came into effect in March 2023, establish the filing of documents via electronic means as a requirement for participation in Board tariff proceedings, which further reduces paper usage.

The implementation of the Board's long-term workplace strategy and new hybrid work practices resulted in a significant reduction of its office space (27% reduction since 2020). To optimize remaining office space usage, the Board reached an agreement with another federal administrative tribunal, and is pursuing other agreements, to share its specialized hearing room. These agreements will maximize the use of the specialized space and eliminate the need for each organization to have its own space. Furthermore, the Board supports the goals laid out in the FSDS by complying to all reporting requirements, namely this inaugural DSDS. As required by the FSDS, the Board has established three new departmental actions and performance indicators in support of the following implementation strategies and associated FSDS Goals:

| Federal Sustainable Development Strategy Goal | Implementation Strategy |
|--|---|
| Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action to Reduce Inequality | Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> |
| Goal 12: Reduce Waste and Transition to Zero-Emission Vehicles | Strengthen green procurement criteria |
| Goal 13: Take Action on Climate Change and its Impacts | Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations |

Details on the departmental actions and the performance indicators are found in Section 4 below.

SECTION 3

Listening to Canadians

As required by the Federal Sustainable Development Act, the Copyright Board has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022.

During the public consultation, 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 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

As a federal administrative tribunal, the Copyright Board issues tariffs and licences that set royalties to be paid for the use of copyrighted works. Although none of the comments received during the FSDS public consultations pertain directly to the Board's mandate and program activities, the Copyright Board supports and incorporates into its planning many of the comments and suggestions received about sustainable development, in particular:

- Recognizing Indigenous rights and knowledge, as well as the need for consultations and collaboration with Indigenous peoples.
- Strengthening information and requirements on green procurement and implementing net-zero procurement in order to incentivize companies' voluntary engagement in the race to net zero.
- Educating on climate change impacts and providing related adaptation measures to incentivize a transition to more climate friendly practices.

What We Did

The Copyright Board considered the above-mentioned key priorities and suggestions in developing this DSDDS. As a result, training related to Indigenous reconciliation will be required for all Board employees from now on. Green procurement training will also be required for all employees involved in the Board's procurement process. Lastly, training on climate change impacts and climate-resilient operations will be provided to employees responsible for Board staff accommodations. The Board developed departmental actions and performance indicators to advance and report on implementation strategies linked to FSDDS Goals 10, 12 and 13 which are reflected in the key priorities expressed by Canadians in the consultations. Specifically, FSDDS Goal 10 is linked to the priority of recognizing Indigenous rights and knowledge, as well as needing consultations and collaboration with Indigenous peoples. FSDDS Goal 12 is linked to the priority to strengthening green procurement and implementing net-zero procurement. Lastly, FSDDS Goal 13 is linked to the priority of educating on climate change impacts and related adaptation measures to incentivize a transition to more climate friendly practices .

You can find more information on the FSDDS public consultation and its results in the [FSDDS Consultation Report](#)

SECTION 4

Copyright Board's Commitments





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

FSDS Context:

The Copyright Board recognizes the importance of advancing reconciliation with the Indigenous Peoples of Canada. The Board has met its commitments with respect to dedicating some of its limited contracting budget to Indigenous businesses, and will ensure that all of its employees complete training on advancing reconciliation with First Nations, Inuit and Metis Peoples. By learning more about the realities of Indigenous Peoples, Board employees will be better equipped to support reconciliation in a respectful, inclusive, meaningful and culturally sensitive manner. Training will also enable employees to identify new opportunities for the Board to advance reconciliation.

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 |
|--|--|---|--|
| <p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p> | <p>Ensure that all Copyright Board employees complete training on advancing reconciliation with First Nations, Inuit, and Métis Peoples</p> <p>Program: Copyright Tariff Setting and Issuance of Licences</p> | <p>Performance indicator: Percentage of Copyright Board employees that have completed training related to reconciliation with Indigenous Peoples (excluding new employees for the first year of employment).</p> <p>Starting point: 0% on April 1, 2022</p> <p>Target: 90% by March 31, 2024</p> | <p>Public servants play an important role in advancing reconciliation by helping to build stronger relationships at the working level between First Nations, Inuit, and Métis Peoples and the Government of Canada. This action will allow Copyright Board employees to learn more about Indigenous realities and become better equipped to support departmental obligations towards reconciliation in a respectful, inclusive, meaningful and culturally sensitive manner. This action contributes to the development of necessary cultural competency knowledge and skills to implement the UN Declaration.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> |



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

FSDS Context:

The Copyright Board is a micro-organization that frequently relies on agreements with other departments for its internal operations. Despite the limited amount of goods and services procured, the Board continuously strives to take into account Canada's climate change commitments. Accordingly, the Board commits to ensuring its employees responsible for procurement undertake training to know and keep up to date with the federal government's Policy on Green Procurement, strategies for applying green procurement principles, and identifying what defines a green good or service. This training will enable employees responsible for procurement to incorporate green procurement into the procurement decision making.

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 |
|---------------------------------------|---|--|--|
| Strengthen green procurement criteria | <p>Ensure that all Copyright Board employees involved in the procurement of goods and services complete training on green procurement.</p> <p>Program: Copyright Tariff Setting and Issuance of Licences</p> | <p>Performance indicator: Percentage of employees involved in the procurement of goods and services that completed green procurement training (excluding new employees for the first year of employment).</p> <p>Starting point: 0% on April 1, 2022</p> <p>Target: 90% by March 31, 2024</p> | <p>In response to Canada's commitment to climate change, environmental performance is an important consideration when making procurement decisions. This action will ensure that the Copyright Board incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets or ambitions: <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p> |



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

The Copyright Board is a micro-organization of approximately 20 FTEs. The Board does not own any real property nor a fleet of vehicles, and uses service agreements with other larger departments to support several of its operating activities, particularly internal services. To meet its FSDS obligations, the Board will continue to monitor these service agreements to ensure they meet its needs and remain aligned with Government of Canada policies, regulations, directives and best practices, including climate change impacts, risks, and adaptation actions. The Board will also ensure employees involved in staff accommodations receive training on climate-resilient operations. This training will help the Board to better take into account climate resiliency in its operations.

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 |
|--|--|--|---|
| <p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations</p> | <p>Ensure that all Copyright Board employees involved in staff accommodations are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions</p> <p>Program: Copyright Tariff Setting and Issuance of Licences</p> | <p>Performance indicator: Percentage of Copyright Board employees involved in staff accommodations that complete training on climate-resilient operations (excluding new employees for the first year of employment).</p> <p>Starting point: 0% on April 1, 2022</p> <p>Target: 90% by March 31, 2024</p> | <p>To combat climate change, the Government of Canada has committed to net-zero carbon emissions by 2050. In order to achieve this ambitious objective, the federal government must adopt climate-resilient operations. This action will ensure that employees responsible for staff accommodations are trained to identify risk to critical program delivery, and develop responses to increase the resilience of operations to impacts of climate change.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> |

SECTION 5

Integrating Sustainable Development

The Copyright Board has never undertaken a strategic environmental assessment (SEA). The Board's core activity (or program) is *Copyright Tariff Setting and Issuance of Licences*. As a result, the Board rarely develops and proposes new policies and programs that would impact the environment and the achievement of FSDS goals and targets. That said, the Board will continue to ensure that its decision-making processes include considerations of environmental impacts as well as FSDS goals and targets through its SEA processes in the future, should they be required.

