

2023 to 2024 Departmental Sustainable Development Strategy Report

Copyright Board of Canada

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Copyright Board of Canada
Suite 800 – 56 Sparks Street
Ottawa, Ontario, K1A 0C9

Telephone: (613) 952-8621

Email: secretariat@cb-cda.gc.ca

Website(s): <https://cb-cda.gc.ca/e>

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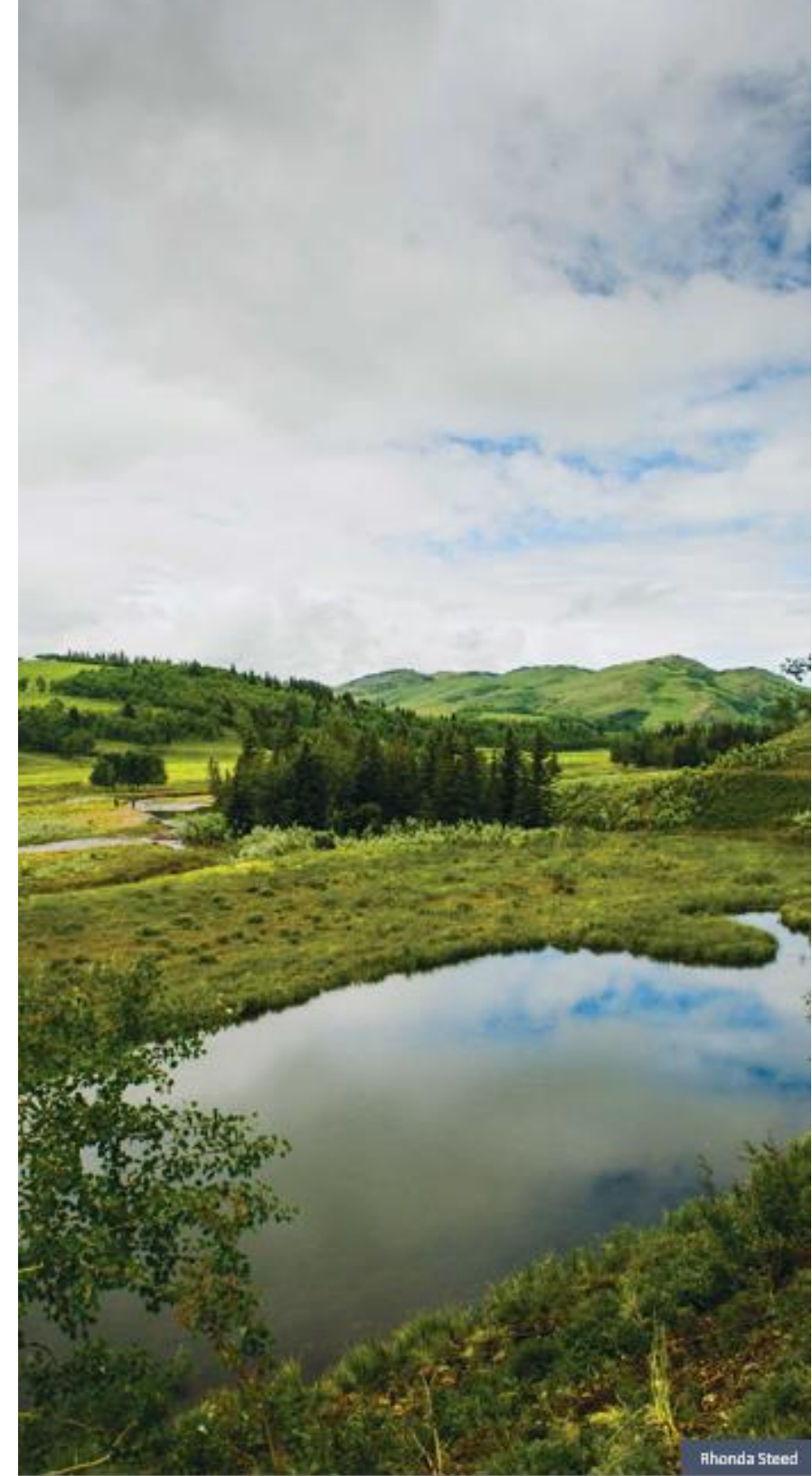
Introduction to the 2023 to 2024 Departmental Sustainable Development Strategy Report

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

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

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 Board's DSDS and 2023 to 2024 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, the Board's departmental strategy reports on Canada's progress towards implementing the 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators.



Commitments for the Copyright Board





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	RESULTS ACHIEVED
<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>	<p>Indicator result: 5% in 2023-24</p> <p>Notes: The Board finalized its inaugural DSDS, including the related performance indicators, in the fall of 2024. Because of the timing, the Board committed to integrate the new mandatory training into the next cycle of its employees' performance agreements at the latest, which it has now done (for the 2024-25 performance agreement cycle). The Board is now in a position to meet or exceed its performance target by March 31, 2025.</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	RESULTS ACHIEVED
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:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Indicator result: 0% in 2023-24</p> <p>Notes: The Board finalized its inaugural DSDS, including the related performance indicators, in the fall of 2024. Because of the timing, the Board committed to integrate the new mandatory training into the next cycle of its employees' performance agreements at the latest, which it has now done (for the 2024-25 performance agreement cycle). The Board is now in a position to meet or exceed its performance target by March 31, 2025.</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	RESULTS ACHIEVED
<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>	<p>Indicator result: 0% in 2023-24</p> <p>Notes: The Board finalized its inaugural DSDS, including the related performance indicators, in the fall of 2024. Because of the timing, the Board committed to integrate the new mandatory training into the next cycle of its employees' performance agreements at the latest, which it has now done (for the 2024-25 performance agreement cycle). The Board is now in a position to meet or exceed its performance target by March 31, 2025.</p>

Integrating Sustainable Development

The Board will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. An 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.

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.

