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Canada



2024 to 2025 Departmental Sustainable Development Strategy Report

ROYAL CANADIAN MOUNTED POLICE

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Introduction to the 2024 to 2025 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 *Federal Sustainable Development Act*, to make decision-making related to sustainable development more transparent and accountable to Parliament, the RCMP supports the goals laid out in the FSDS through the activities described in the RCMP's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This report outlines progress related to the RCMP's DSDS in the fiscal year 2024 to 2025.

The *Federal Sustainable Development Act* also sets out [seven 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 RCMP's DSDS and 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, the RCMP's departmental strategy reports on Canada's progress towards implementing the 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and [Canadian Indicator Framework](#) (CIF) targets and indicators. The report also now captures progress on SDG initiatives that fall outside the scope of the FSDS.



Commitments for the Royal Canadian Mounted Police





GOAL 5: CHAMPION GENDER EQUALITY

FSDS Context:

The FSDS identifies Gender-based Analysis Plus (GBA Plus) and the [Gender Results Framework](#) as key tools for the Government of Canada to advance gender equality. The RCMP uses GBA Plus across the organization to help improve policies, programs, services and operations by identifying, preventing and addressing barriers to equality, as well as potential risks and negative impacts on employees and communities served by the RCMP. The RCMP’s GBA Plus Centre of Expertise provides centralized advice and support for implementing GBA Plus within the RCMP and leads the RCMP GBA Plus Network to support the awareness and application of GBA Plus.

Applying GBA Plus across our work helps assess how gender and other identity factors affect individual experiences, enabling us to better meet community needs, foster a more inclusive workplace, and support workplace culture efforts. For example, the RCMP is promoting the application of inclusive design principles to make its facilities more accessible. Key facilities at the RCMP Training Academy (Depot), including washrooms, locker rooms and dorms, have been reviewed through a GBA Plus lens to ensure they are inclusive. The RCMP has also applied GBA Plus on a range of key decisions including those relating to equipment procurement, border and irregular migration, sex and gender information policy and practices, cadet training, and inclusive language.

The FSDS also identifies that the government is committed to ending gender and race-based violence against all women and gender-diverse people. It sets 2026 as the target for Canada to reduce self-reported rates of intimate partner violence by up to 5%.

The RCMP has a mandate to develop and deliver education and prevention initiatives that focus on intimate partner violence, to support victims/survivors, and collaborate with regional and municipal police agencies, social workers, nurses and other professionals to ensure that victims/survivors are referred to appropriate service agencies. In addition, the RCMP is 1 of 6 federal departments and entities that contribute to addressing and preventing gender-based violence in Canada through the [National Action Plan to End Gender-Based Violence](#).

Gender-based and intimate partner violence played a significant role in the lead-up to and unfolding of the April 2020 mass casualty in Nova Scotia. The [Mass Casualty Commission's \(MCC\) March 2023 Final Report](#) pointed to the urgent need to address the root causes of gender-based violence deeply ingrained in our society. In [Taking Action: The RCMP's strategy for implementing the MCC Final Report recommendations](#) (March 2024), the RCMP committed to improving its policies, training, and engagement with its partners regarding gender-based and intimate partner violence. In support of these commitments, and to increase transparency and accountability for all work related to MCC recommendations, the RCMP launched the [MCC progress hub](#) on its website in 2024. The Hub provides a single platform for quarterly updates on MCC related work and reports and contains a progress tracker to allow the public to follow the RCMP's advancement on recommendations. The RCMP has made progress in a number of areas, including the creation of an intimate partner violence coordinator network to improve the sharing of information and best practices for the prevention of gender-based and intimate partner violence, exploring new technologies to assist front-line members, and conducting environmental scans to discern gaps in policies and programs across every RCMP Division.

The RCMP has updated its policies to better reflect Clare's Law, which the RCMP applies in provinces that have enacted the law. This will allow individuals to seek, and police to release, information about their intimate partners' past abusive behaviour. In addition, the RCMP's Intimate Partner Violence policy is regularly updated to ensure members have access to current information and resources, and continuously apply a trauma-informed, victim-centered approach to these types of investigations while considering other elements such as coercive control. Updates to mandatory training for officers and increased availability of training resources will ensure changes in policy are supported through education. The RCMP has engaged with experts to examine the use of supportive reporting centres within the communities we serve, so that those faced with gender-based and intimate partner violence can safely report instances of abuse in a victim-focused environment.



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

FSDS Context:

Advancing reconciliation with First Nations, Inuit, and the Métis communities

The FSDS describes Canada’s commitment to implementing the [United Nations Declaration on the Rights of Indigenous Peoples](#). On June 21, 2021, the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) (UN Declaration Act) received Royal Assent and immediately came into force, in keeping with the [Truth and Reconciliation Commission of Canada: Calls to Action](#) and the National Inquiry into [Missing and Murdered Indigenous Women and Girls \(MMIWG\) Inquiry's Calls for Justice](#).

The [2023-2028 UN Declaration Act Action Plan](#) provides a roadmap of actions that Canada needs to take in partnership with Indigenous Peoples. It includes 181 specific measures to ensure the full implementation of the inherent rights of Indigenous Peoples, break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous Peoples. There are 2 Action Plan measures that uniquely identify the RCMP:

1. In order to ensure that RCMP employees have access to culturally-appropriate and relevant learning products, the RCMP is engaging with Indigenous representatives in the ongoing development of new or revised learning products for the RCMP's Intercultural Learning Strategy.
2. Through the National Office of Investigative Standards and Practices (NOISP) within the RCMP, continue to provide investigative quality, standards and best practices by providing support, training, and oversight related to major case investigations across the RCMP, including those where the

victims are Indigenous women, girls, and 2SLGBTQIA+ people. The NOISP is available to all RCMP divisions for review or consultation on all investigations, including those involving Missing and Murdered Indigenous Women and Girls, to promote successful outcomes.

The Department of Justice tables [annual progress reports on implementing the UN Declaration Act](#) to report on action plan measures that are underway.

Beyond these specific action plan measures, as part of the [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People](#), the RCMP is actively engaging in the continuous process of reconciliation. By working together and building new partnerships with First Nations, Inuit, and Métis communities, advocates, and employees to develop strategies that put words into action, the RCMP is taking steps to increase transparency and accountability. These reconciliation efforts aim to build trusting relationships, improve community safety and wellbeing, enhance investigative standards, and provide trauma-informed and culturally responsive policing services.

The RCMP is committed to providing policing services that reflect and respect the unique cultures, traditions, and priorities of First Nations, Inuit, and Métis Peoples across Canada. We continue efforts in modernizing and sensitizing internal RCMP human resources policies, processes, and programs to better support the advancement of reconciliation as well as ensuring all RCMP employees work from a place of cultural awareness and humility. In addition, support and coordination of outreach activities and events with Indigenous communities across Canada continue to take place.

Recognizing the importance and aiming to better understand the challenges and successes of appropriate and meaningful engagement with community Elders, traditional knowledge keepers, youth and other leaders, the RCMP has developed an outreach and engagement data collection tool in the 2024-25 fiscal year that has been launched nationally for data collection



starting in 2025-26. This tool will further assist with the implementation of the National Reconciliation Pathway. It will allow the RCMP to coordinate and support outreach activities, events, and reconciliation actions, and will streamline the collection of meaningful data for national reporting on Indigenous community and outreach work across the country, reflecting interactions with Indigenous Peoples and communities unrelated to police occurrences.

To read more about what the RCMP is doing to advance reconciliation, see our webpage: [Reconciliation | Royal Canadian Mounted Police \(rcmp-grc.gc.ca\)](https://www.rcmp-grc.gc.ca)

Taking action on inequality

The well being and reduction of workplace and service delivery barriers for Indigenous, Black and other racialized groups along with women, persons with disabilities, and members of 2SLGBTQIA+ communities continues to be a priority for the RCMP.

The RCMP is building on the 2020-23 Equity, Diversity and Inclusion (EDI) Strategy. We are committed to taking intentional steps and facilitating meaningful discussions to nurture an inclusive culture aligned with the RCMP's core values. Our realigned EDI strategy will be built upon 4 main pillars consisting of culture, stewardship, people and work environment. We will actively engage our employees who belong to equity seeking groups and incorporate their concerns into the strategy. Key performance measures will be developed to track progress in the realigned EDI strategy.

The RCMP is committed to fostering diversity, inclusion, and accessibility in the federal public service. One way we are doing this is by recruiting and retaining a diverse and skilled workforce that represents the communities we serve. This is a key priority for the RCMP, as outlined in our 2024-27 Strategic Plan. In 2024-25, we began developing a National Recruitment Strategy to attract, hire, deploy, and support capable candidates across the country with the skills and diverse life experiences needed to be successful as police officers. The Strategy was shared with governance committees and continues to be refined. The National Recruitment Strategy includes actions to advance the RCMP First Nations, Inuit, and Metis Recruitment Strategy, developed in 2023 and guided by Indigenous perspectives.

To support the recruitment, retention, and advancement of a more diverse and representative workforce, the RCMP:

- Supported Indigenous Peoples in regular member positions through the Indigenous Pre-Cadet Training Program. The program is designed to give First Nations, Inuit, and Métis applicants a first-hand look at a career in policing, while also preparing them to become competitive in the

application process and enhancing the cadet training experience. The program features a 3-week training session at the RCMP Training Academy (Depot). Revitalization and expansion of the Indigenous Pre-Cadet Training Program has begun and is planned to be integrated within the police officer recruitment and application process.

- Launched the Diverse and Inclusive Pre-Cadet Experience (DICE) in 2023, a new 3-week program at the RCMP Training Academy (Depot), which focuses on removing systemic barriers that impact racialized and underrepresented persons aspiring to join the RCMP. Since its inception there have been 5 DICE troops. This last year, 3 troops completed DICE training.
- Continued to deliver the Diversity Retention and Employee Advancement Model (DREAM), a workshop designed to aid in the retention and advancement of diverse and racialized employees belonging to equity seeking communities within the RCMP, regardless of their employment category. These workshops have featured participation from Commanding Officers, keynote speakers, leadership panels, and presentations addressing staffing, mental wellness, as well as anti-racism and equity, diversity and inclusion. In 2024-25, 2 DREAM workshops were delivered, with an average of 25 participants and 4 to 5 mentors.
- Supported Indigenous Peoples in public service employee roles through the Indigenous Career Navigators Program in response to the [Many Voices, One Mind: A Pathway to Reconciliation Action Plan](#). It is designed to provide managers with tools and Indigenous perspectives for the recruitment and hiring process, assist Indigenous peoples with resume and cover letter writing, pre-screening writing, exam and interview preparation, provide information about HR programs and services, and support the development of knowledge to navigate career paths in the public service.

As required by the [Accessible Canada Act](#), the RCMP produces an Accessibility Plan every 3 years and an annual progress report until 2040. As such, the RCMP tabled its first-ever [RCMP Accessibility Plan 2023-2025](#) in January 2023. This plan was developed in consultation with persons with disabilities, and identifies, removes, and prevents barriers to accessibility in the RCMP workplace. It is a multi-year, results-based plan that outlines priority areas for action, desired results, and targeted activities to achieve them. In December 2024, we published the second report: [RCMP Accessibility Plan 2023-2025: Progress Report 2024](#), to measure and report on progress of the Accessibility Plan. This year's progress report highlights the RCMP's continued efforts to remove barriers and foster inclusion for persons with disabilities. Key achievements include the rollout of the Government of Canada Workplace Accessibility Passport, the launch of the Communication Matters pilot course, and progress across seven accessibility pillars such as employment, the built environment, and information technologies through consultation, training, and policy updates.

The RCMP is continuing work to create an inclusive workplace that embraces individual differences. This includes efforts to promote the inclusion of 2SLGBTQIA+ communities, both as part of the RCMP workforce and through efforts to ensure positive relationships with the public. The RCMP has also committed to the [Federal 2SLGBTQIA+ Action Plan](#), launched on August 28, 2022 which includes formalizing supports for 2SLGBTQIA+ internal

employee networks, promoting alliances with networks across the public service, and continuing to implement remaining initiatives from the LGBT Purge Class Action Settlement Agreement. Some remaining initiatives being implemented include formulating a Positive Space Initiative, incorporating 2SLGBTQIA+ perspectives and histories into training, retrofitting washrooms to ensure that they are universally accessible, and modifying systems and employee processes so that they are reflective of gender and sexual diversity. The RCMP's internal 2SLGBTQIA+ employee network, called the RCMP Pride Network was also established in January 2023 following the Federal 2SLGBTQIA+ Action Plan. The RCMP Pride Network is working on ways to mobilize and provide a gathering point for 2SLGBTQIA+ employees across the RCMP, provide input on culture change initiatives and policies, and seeks to identify and tackle barriers faced by 2SLGBTQIA+ and intersectional communities. The RCMP is currently working on formulating operational supports to help the RCMP Pride Network achieve their mandate.

The RCMP launched the organization's Anti-Racism Strategy in March 2025, to identify and address systemic barriers in organizational policies, programs, and procedures that disproportionately impact Indigenous, Black and other racialized employees. This strategy is guided by the "nothing about us, without us" principle, which centres the voices and experiences of Indigenous, Black and other racialized employees at the RCMP and applies an intersectional approach. The strategy is focused on the following priorities for action: representation targets, applying an anti-racism lens, racism and mental health, and consequential accountability. Its 4 pillars and goals are to increase and sustain representation, enhance cultural competence, address the impact of racism on mental health, and to hold leadership accountable for building a culture of zero tolerance.

Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities

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

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	Create an Intercultural Learning Strategy that utilizes consultation with both internal and community stakeholders to inform the review, procurement, promotion, design and delivery of learning products to promote intercultural competence in all aspects of learning. Program: Internal Services	Performance indicator: Number of learning products revised or generated for Indigenous cultural appropriateness Starting point: 1 new course developed and 2 courses revised (2022-23) Target: 5 learning products by 2027	RCMP employees are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada. Relevant targets or ambitions: <i>CIF Ambition:</i> 10.2 Canadians live free of discrimination and inequalities are reduced <i>GIF Target:</i> 10.2 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	Indicator result: 2 courses were designed or revised through a consultative process in the 2024-25 fiscal year, bringing the total reported for DSDS to 4. Notes: 1) Cultivating Equitable and Unbiased Policing This online course provides the knowledge and skills to positively impact and build trust within the communities we serve, especially those comprising equity-seeking populations. This includes women, seniors, Indigenous Peoples, Black and other racialized communities, persons with disabilities, 2SLGBTQIA+ individuals, and others protected by legislation and policy. The course addresses equitable and unbiased policing, covering historical and social contexts, unconscious bias, the science of bias, procedural fairness, police legitimacy, and bias reduction strategies. This approach provides practical tools for fostering fairness, developing an awareness of bias, minimizing biases, and cultivating a more inclusive and equitable approach to law enforcement. In 2024, this training was piloted in RCMP’s E Division (British Columbia) and will be made available nationally to all RCMP members in 2025. 2) Training on Hate Crimes and Incidents for Frontline Police Officers in 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
				New training was developed by the RCMP on behalf of the Canadian Race Relations Foundation and the National Hate Crime Task Force. This training is designed for frontline police officers across Canada (in all police services) and will enhance the way they respond to victims of hate crimes/incidents and their broader communities. The training is available to all Police of Jurisdiction in Canada through the Canadian Police Knowledge Network and is available via the RCMP Learning Management System for RCMP members.
Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>	Provide investigative quality, standards and best practices by providing support, training, and oversight related to major case investigations across the RCMP, including those where the victims are Indigenous women, girls, and 2SLGBTQIA+ people. Program: Contract and Indigenous Policing Operations Support	Performance Indicator: Number of major investigations involving Indigenous victims that the National Office of Investigative Standards and Practices (NOISP) within the RCMP supported. Starting Point: Supported 14 major investigations involving Indigenous victims in 2022-2023. Target: Support 15 major investigations involving Indigenous victims each year.	The National Office of Investigative Standards and Practices work leads to increased investigative quality and accountability across the organization; supporting equality in service delivery. The work by the National Office of Investigative Standards and Practices contributes to reconciliation and an improved relationship between the RCMP and Indigenous communities by improving investigative services for all victims and families, including Indigenous victims and families who are overrepresented as victims of crime in RCMP jurisdictions. Dedicated resources are employed in contract divisions whose primary function is to review and advance major investigations involving Missing and Murdered Indigenous Women and Girls. Relevant targets or ambitions: <i>CIF Ambition:</i> 10.2 Canadians live free of discrimination and inequalities are reduced. <i>GIF Target:</i> 10.2 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.	Indicator result: NOISP supported 9 major investigations involving Indigenous victims in the 2024-25 fiscal year. Notes: During the 2024-25 reporting period, NOISP members and historical homicide investigators in Saskatchewan and Alberta who are directly funded through NOISP provided critical support to criminal investigations involving Indigenous victims across Canada. Their efforts spanned multiple jurisdictions, including Saskatchewan, Alberta, Nunavut, and Newfoundland and Labrador. The unit’s contributions included leading or assisting with active investigations, conducting historical file reviews, and facilitating strategic advisory groups. While the number of investigations undertaken was lower than the initial target, this was due to the complex and resource-intensive nature of the cases, which required a more focused and in-depth approach.

Target theme: Taking action on inequality

Target: Each year, the federal public service meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority (President of the Treasury Board)

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
Foster diversity, inclusion and accessibility in the federal public service	Increase diversity in recruitment of regular members to ensure the RCMP reflects the communities it serves. Program: Internal Services	Performance indicator: Percentage representation of women, Indigenous Peoples and members of visible minority in regular member positions Starting point: 21.8% of regular members identify as women, 7% as Indigenous Peoples, and 12.3% as a visible minority (2020-21) Target: By 2027, the RCMP aims to have 30% women, 24% members of visible minority and 10% Indigenous Peoples.	By integrating anti-racism, equity and diversity and inclusion principles into its recruitment and promotion practices, with more than 30,000 police officers and civilian employees, the RCMP can contribute significantly to fostering diversity, inclusion and accessibility in the federal public service Prioritizing Indigenous regular member candidates in the recruitment process at the RCMP will contribute to reconciliation with Indigenous Peoples and workforce availability. Successful candidates can choose to stay at home or close by their home communities. Relevant targets or ambitions: <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced <i>GIF Target: 10.2</i> 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. <i>GIF Target: 10.3</i> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Indicator result: 21.14% of regular members identify as women, 6.5% as Indigenous Peoples, and 14.46% as a visible minority in the 2024-25 fiscal year. Notes: The results highlight the diversity of regular members, not the diversity of applicants recruited to Depot. The total number of regular members changed from 19,165 in the 2020-21 fiscal year to 19,130 in 2024-25. All statistics are reliant on regular members self-identifying in an employment equity group.

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “Advance reconciliation with Indigenous Peoples and take action on inequality” but not a specific FSDS target

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Implement the Federal 2SLGBTQI+ Action Plan	Publish explicit goals for 2SLGBTQIA+ inclusion within the EDI strategy or within a dedicated strategy document, accompanied by clear progress monitoring and evaluation metrics. Program: Internal Services	Performance indicator: Goals, actions and measures are published and communicated internally and externally, either in a standalone action plan or as part of the departmental EDI Strategy. Starting point: New program 2025-26 Target: Publish goals, actions and measures by 2027	Establishing clear goals will allow for next steps to be identified and progress to be tracked to build and maintain a 2SLGBTQIA+ inclusion in the workplace. Relevant targets or ambitions: <i>CIF Ambition: 10.1</i> Canadians live free of discrimination and inequalities are reduced <i>GIF Target: 10.2</i> 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	Indicator result: Results available in 2026. Notes: The realigned Equity, Diversity, and Inclusion Strategy is in development, to be published by 2025 and is planned to include explicit goals for 2SLGBTQIA+ inclusion.



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

FSDS Context:

Fleet

The RCMP is working toward meeting the [Greening Government Strategy](#) commitments to prioritize the greening of high impact procurement categories, including on-road, light-duty¹ conventional vehicles. The RCMP is working toward an administrative fleet that comprises 100% zero-emission vehicles (ZEVs)² by 2030, which excludes RCMP’s national safety and security vehicles that are addressed under Goal 13. When ordering new conventional vehicles, the RCMP gives priority to purchasing ZEVs where suitable options are available and meet operational needs.

The RCMP has medium and heavy-duty vehicles, vessels and aircraft in its fleet and considers green options for these types of vehicles. This includes low-carbon fuels and hybrid technologies where suitable options are available and meet operational needs.

Real Property

The RCMP is working to advance sustainable consumption and production at RCMP real property assets. This year, the RCMP:

- Conducted and began implementation of a Waste and Plastic Reduction Action Plan, which included the establishment of a cross divisional working group. We identified and accounted for previously uncaptured waste streams at our major facilities resulting in a significant increase in our waste diversion rate.

¹ Light-duty vehicles include passenger cars, vans and light trucks.
² Zero-emission vehicles include battery electric, plug-in hybrid and hydrogen fuel cell vehicles.

- Continued to transition the electricity that power our facilities to more sustainable, clean sources. The RCMP is a participating organization in the Public Services and Procurement led [clean electricity initiative](#) that provides renewable electricity to our facilities in Saskatchewan and Alberta, and will soon provide renewable electricity to our facilities in New Brunswick and Nova Scotia.
- Completed 22 Phase I environmental site assessments in 2024-25, reducing uncertainty related to contaminated sites in our real property portfolio.

Procurement

The RCMP is one of the largest organizations in the Government of Canada in terms of investment in assets and acquired services. The RCMP's procurement needs are complex and diverse - from distributing uniforms, firearms, and related equipment items for individual RCMP members and cadets, to surveillance gear, communications and information technology equipment, and laboratory supplies for policing requirements.

In accordance with the Treasury Board of Canada Secretariat (TBS) [Policy on Green Procurement](#), the RCMP procures, operates, and disposes of its assets in a manner that protects the environment, while meeting its operational objectives and security requirements. To prioritize green procurement, performance evaluations include contributing and supporting the policy's objectives for key procurement officials at the RCMP.

On an ongoing basis, the RCMP conducts pre-solicitation³ quality control reviews. As part of that process, environmental criteria are identified for inclusion in contracting documents. With the release of the [Policy Notification \(PN\)-158, Standard language for environmentally preferable packaging](#), and to further the objectives of the Policy on Green Procurement, the RCMP has transitioned to using standard language for environmentally preferable packaging. The RCMP will continue to review and update the tools and guidance provided to procurement officials, focusing on strengthening appropriate environmental criteria for high impact categories of goods and services.

With support from the [Greening Government Fund](#), the RCMP is leading 2 research and development projects to further our efforts on reducing embodied carbon in secure wall assemblies. In the 2024-25 fiscal year, Test 1 was completed with positive results for existing standard and new low-carbon wall assemblies. Key findings were shared with various Government of Canada subject matter experts and in collaboration with Global Affairs Canada, ballistic testing results were presented internationally at the 2024 Forced Entry Forum. Test 2 is scheduled for the 2025-26 fiscal year and will

³ A solicitation document is a formal request for pricing for goods and services. Interested vendors (bidders) respond to the solicitation document with their proposed pricing (their bids). The bids are evaluated and the compliant vendor is recommended for the award of the contract.

continue to refine the wall assemblies by incorporating lessons learned from Test 1. If successful, these projects would have a wide impact on greening the construction of secure wall assemblies in RCMP facilities and other security government organizations.

Also with Greening Government Fund support, the RCMP is undertaking a life cycle analysis project to gain insight on the effect of ammunition types on firing range energy use. This project aims to identify effective strategies to lower the energy consumption of typically energy-intensive firing range ventilation systems.

Two additional research and development projects have received support from the Greening Government Fund to proceed in upcoming fiscal years. The first project seeks to identify and test innovative low embodied carbon and high-sequestered carbon materials for detention cell doors in police and correctional facilities. The goal is to develop materials that meet functional and security requirements while aligning with the Greening Government Strategy. The second project will pilot and test the viability of 2 on-site battery energy storage systems for ZEVs. The goal of the project is to explore solutions for remote locations and temporary installations for events, specialized operations, and emergencies that will enable the RCMP to deploy and provide reliable, sustainable and scalable ZEV charging solutions.

Target theme: Federal leadership on responsible consumption

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (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
Maximize diversion of waste from landfill	Divert from landfill non-hazardous operational waste at RCMP major facilities. Program: Internal Services	Performance indicator: Percentage of total non-hazardous operational waste and plastic waste diverted from landfill by weight. Starting point: 55% of non-hazardous operational waste; 30% of plastic waste Target: 75% non-hazardous operational and 75% plastic waste diverted by 2030	Waste audits provide insight into non-hazardous operational waste streams at major facilities, from which opportunities to improve diversion and reduce waste are being identified. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Indicator result: 93% of non-hazardous operational waste and 34% of plastic waste diverted from landfill in the 2024-25 fiscal year. Notes: Waste streams have now been included from the Musical Ride and all eligible post garages and cafeterias.

Target: By 2030, the Government of Canada will divert from landfill at least 90% by weight of all construction and demolition waste (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
Maximize diversion of waste from landfill	Divert construction, renovation and demolition waste from landfill for RCMP major projects. Program: Internal Services	Performance indicator: Percentage of construction, renovation and demolition waste diverted from landfill by weight Starting point: New program in 2022-23 Target: More than 90% diversion, overall, for all projects completed in each fiscal year, striving to achieve 100% by 2030	Tracking waste for major projects will give the RCMP insights into the creation and diversion of construction, renovation and demolition waste. RCMP will use this information to identify and implement opportunities to improve waste reduction and diversion. Relevant targets or ambitions: <i>CIF Ambition:</i> 12.3 Canadians consume in a sustainable manner <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Indicator result: No result available. Notes: No eligible CRD projects have been completed as of March 2025. Results will be reported upon project completion.

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
Disclose embodied carbon in construction	Reduce the embodied carbon footprint for structural materials of major construction projects in alignment with the TBS Standard on Embodied Carbon in Construction. Program: Internal Services	Performance indicator: Percentage reduction of embodied carbon in structural materials relative to the baseline mix Starting point: New program Target: 10% in 2023-24, working toward 30% by 2025-26	Actions that reduce the embodied carbon in construction will help to reduce Scope 3 emissions for the construction of new facilities. Using lower embodied carbon materials addresses emission reductions outside of facility operations and contributes further to the net-zero carbon balance. Relevant targets or ambitions: <i>CIF Ambition: 12.3</i> Canadians consume in a sustainable manner <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: No result available. Notes: All projects completed in the 2024-25 fiscal year began prior to the Greening Government Strategy requirement to track, disclose, and reduce the embodied carbon footprint for structural materials.
Transform the federal light-duty fleet	Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs) or hybrid-electric vehicles (HEVs). Program: Internal Services	Performance indicator: Percentage of total annual light-duty on-road conventional vehicle purchases that are ZEVs or HEVs Starting point: 75% (27/36) in 2022-23 Target: 75%, 100% starting in 2025	The purchase of ZEVs supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: 98% (40/41) of conventional light-duty vehicles purchased were HEVs or ZEVs in the 2024-25 fiscal year. Of those, 7 were ZEVs.

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Transform the federal light-duty fleet	Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs). Program: Internal Services	Performance indicator: Percentage of total light-duty on-road conventional vehicles that are ZEVs Starting point: 13% (48/364 vehicles) in 2022-23 Target: 100% by 2030	The purchase of ZEVs supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: 3% of RCMP’s conventional light-duty fleet were ZEVs in the 2024-25 fiscal year. Notes: The reduction from 2022-23 in ZEVs is due to a recategorization from conventional fleet to national safety and security fleet based on RCMP’s operational requirements. There are 110 HEVs in the RCMP’s conventional fleet, which combine for a total of 35% HEVs or ZEVs.
Transform the federal light-duty fleet	Reduce the greenhouse gas (GHG) emissions from the RCMP light-duty on-road conventional vehicle fleet by purchasing zero-emission vehicles (ZEVs). Program: Internal Services	Performance indicator: Percentage reduction in GHG emissions from light-duty on-road conventional fleet, relative to 2005-06 levels Starting point: 4176 tonnes CO2e in 2005-06 ⁴ Target: 100% below 2005-06 levels by 2035	The purchase of ZEVs supports the transition to net-zero emission procurements by 2050. Actions to order new or replace light-duty on-road conventional vehicles with ZEVs will contribute to reducing the GHG emissions for the federal light-duty, on-road, conventional vehicle fleet. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>CIF Target: 12.1</i> Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040 <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Indicator result: 77% reduction of GHG emissions from light-duty on-road conventional fleet in the fiscal year 2024-25, relative to 2005-06 levels.

⁴ 2022-23 adjusted value

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	Integrate environmental considerations into procurement management processes and controls for goods and services Program: Internal Services	Performance indicator: Percentage of total solicitation documents issued by RCMP that incorporate environmental clauses Starting point: 85% in 2016-17 Target: 85% each year	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. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse <i>GIF target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities <i>GIF target: 12.8</i> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Indicator result: 88% of total solicitation documents issued by RCMP incorporated environmental clauses in the 2024-25 fiscal year.
Strengthen green procurement criteria	Ensure decision makers have the necessary training and awareness to support green procurement Program: Internal Services	Performance indicator: Percentage of total procurement and materiel management specialists that have taken the Canadian School of Public Service Green Procurement training course within 1 year of being identified. Starting point: 99% in 2016-17 Target: 100%	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. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF target: 12.5</i> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse <i>GIF target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities <i>GIF target: 12.8</i> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Indicator result: 100% of procurement and materiel management specialists have taken the Canadian School of Public Service Green Procurement training course within 1 year of being identified.

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “Reduce waste and transition to zero-emission vehicles” but not a specific FS​DS target

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FS​DS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Remediate high-priority contaminated sites	Complete environmental site assessments at unassessed properties to understand associated environmental and human health risks and liability. Program: Internal Services	Performance indicator: Percentage of owned portfolio assessed Starting point: 86% as of June 2023 Target: 100% by 2026-27	The RCMP continues to manage our contaminated sites in accordance with the principles of the Federal Contaminated Sites Action Plan and in alignment with the Directive on the Management of Real Property with emphasis on ensuring the sites are safe for intended use and reducing the risk to human health and the environment from our operations in communities across Canada. Relevant targets or ambitions: <i>GIF Target: 12.4</i> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment	Indicator result: 94% of the owned portfolio has been assessed as of April 2025.
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations	Metering and tracking potable water consumption at major facilities Program: Internal Services	Performance indicator: Percentage of major facilities that track potable water consumption Starting point: 100% in 2022-23 Target: 100%	Measuring water usage at major facilities promotes responsible consumption by raising awareness, identifying wasteful practices, setting targets and enabling future planning. This contributes to sustainable water management. Relevant targets or ambitions: <i>CIF Ambition: 12.1</i> Canadians consume in a sustainable manner <i>GIF Target: 12.2</i> By 2030, achieve the sustainable management and efficient use of natural resources	Indicator result: 100% of major facilities tracked potable water consumption in the 2024-25 fiscal year.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

Fleet

The RCMP has an extensive land, air and marine law enforcement fleet to support its operational requirements.

The RCMP’s national safety and security fleet includes 14,000 land vehicles that support members in the delivery of policing services across Canada. This includes light-duty vehicles (for example, sedans, sport utility vehicles, pickup trucks and vans), medium and heavy-duty vehicles, motorcycles, and numerous off-road vehicles such as snowmobiles and all terrain vehicles that serve a wide range of operational needs including bomb trucks, dog trucks, mobile command posts, front loaders, and armoured vehicle platforms.

When it comes to policing on the water, the RCMP has over 365 vessels of various types including canoes, kayaks, dinghies, aluminum boats, bowriders, rigid hull inflatable boats and catamarans. The RCMP also police the skies with 30 aircraft that are made up of both fixed wing and rotary wing aircraft.



In 2023, RCMP’s West Shore Detachment introduced the first fully electric RCMP vehicle, a Tesla Model Y, fully equipped to meet policing standards

As the federal department with the largest national safety and security fleet of on-road, light duty land vehicles, the RCMP plays a lead role in the transition to net-zero carbon by 2050. The RCMP is working towards modernizing its fleet through the implementation of zero-emission vehicles (ZEVs) that are purpose-built for policing and exploring opportunities to leverage emerging technologies while maintaining the ability to meet operational requirements. The RCMP completed its Operational Fleet Decarbonization Plan in March 2025 and outlines how we will reduce emissions of our national safety and security fleet in line with the overall 2050 net-zero emissions target. The plan takes into consideration market assessments, scientific testing and evaluation of deployed ZEVs, and ensuring that detachments have ZEV charging infrastructure in place for the future growth of RCMP's ZEV fleet.

Real Property

The RCMP real property portfolio stretches from coast to coast to coast and includes 4,421 real property assets, 7,114 hectares of land, and 1.8 million m² of floor area. Thus, the RCMP has a significant role to play in the Government's response to climate change and is working toward net-zero carbon and climate resilient operations by 2050.

To contribute to the net-zero carbon target, the RCMP is constructing new buildings to be net-zero carbon or net-zero-carbon-ready, and has developed a Reusable Net-Zero Carbon Small Standardised Detachment Design for future construction projects. The department is also working to replace or convert existing heating, ventilation, air conditioning and refrigeration (HVAC-R) systems that use high global warming potential refrigerants, ozone depleting refrigerants and hydrofluorocarbons (HFCs) by 2030. Going forward, by refining our Carbon Neutral Portfolio Strategy, RCMP will identify the department's future pathways to decarbonize real property. This includes measures to use space efficiently, manage energy use at buildings, and switch to low carbon sources of energy where feasible.

The RCMP's [Environmental Scan](#) identifies climate change as 1 of 6 critical areas to consider when developing organizational strategies. Through a Portfolio-Wide Climate Change Vulnerability Assessment, the RCMP has identified climate vulnerabilities for critical infrastructure and is currently planning detailed asset level climate risk assessments for moderate to high-risk critical assets. Climate change risks are considered at the outset for new projects, with internal guidance to ensure that Climate Risk and Vulnerability Assessments are completed. The RCMP also continues to increase training and build its own capacity on climate change impacts through internal communications, presentations, and targeted training for departmental environmental specialists.

Target theme: Federal leadership on greenhouse gas emissions reductions and climate resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations	Update inventory of HVAC-R equipment and convert or replace systems in alignment with TBS’ HVAC-R Guidance Program: Internal Services	Performance indicator: Percentage of existing HVAC-R systems using high global warming potential refrigerants, ozone depleting refrigerants, and HFCs that are converted or replaced with climate-friendly alternatives Starting point: New Program in 2023-24 Target: Convert or replace 100% of systems identified as having a high global warming potential by 2030	Eliminating high global warming potential refrigerants in our HVAC-R equipment will protect the atmosphere from accidental emissions of ozone depleting, potent and long-lasting greenhouse gases. Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce their greenhouse gas emissions <i>CIF Target:</i> 13.1 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.	Indicator result: 0% of systems identified as having a high global warming potential have been converted or replaced in the 2024-25 fiscal year. Notes: All systems requiring conversion or replacement have now been identified. The conversion or replacement of these systems will be included as part of upcoming major retrofit projects where possible. Strategic plans are in development to prioritize the conversion or replacement of systems not captured in upcoming retrofit projects.

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
Modernize through net-zero carbon buildings	Construct all new buildings to be net-zero carbon unless a GHG life-cycle cost analysis indicates net-zero-carbon-ready construction. Program: Internal Services	Performance indicator: Percentage of total new building construction projects completed each year that are net-zero carbon or net-zero-carbon-ready construction. Starting point: 15% in 2022-23 (2 of 13)⁵ Target: 100% each year	Actions that rationalize the portfolio, share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations. Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions <i>CIF Target: 13.1</i> 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. <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning	Indicator result: 40% (2 of 5) of total new building construction projects completed were net-zero carbon or net-zero-carbon-ready in the 2024-25 fiscal year. Notes: The net-zero carbon or net-zero-carbon-ready requirement was not applicable to all the projects completed in 2024-25 as design services were awarded or initiated prior to the directive on net-zero carbon construction. However, the RCMP proactively included the requirement in 2 of the new construction builds.
Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits	Incorporate GHG emissions reduction into the departmental decision-making process using GHG life-cycle cost analysis for major building retrofits. Program: Internal Services	Performance indicator: Percentage change in GHG emissions from real property from fiscal year 2005-06 Starting point: 5,529 tonnes CO2e in 2005-06⁶ Target: At least 40% reduction by 2025, continuing reduction to 50% by 2030	Conducting a GHG life-cycle cost analysis for all major retrofits will allow the RCMP to recommend and choose design options with optimal GHG savings. This will contribute to lowering GHG emissions by considering the long-term cost of carbon and other environmental implications of building. Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions <i>CIF Target: 13.1</i> 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. <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning	Indicator result: 37% reduction in GHG emissions from real property in the 2024-25 fiscal year, relative to 2005-06 levels.

⁵ Most projects completed in 2022-23 were designed prior to the 2020 Greening Government Strategy update

⁶ 2022-23 adjusted value

Target: The Government of Canada will transition to net-zero carbon national safety and security fleet operations by 2050 (Ministers with national safety and security fleets)

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
Improve environmental performance of national safety and security fleets	RCMP will complete an Operational Fleet Decarbonization Plan in fiscal year 2024-25 that outlines how the department will reduce emissions from operations in line with the overall 2050 target. Early priority will be placed on purchasing ZEVs for the light duty fleet. Program: Internal Services	Performance indicator: Percentage of the light duty national safety and security fleet that are ZEVs, with required charging infrastructure Starting point: New Program Target: 50% by 2030, 100% by 2035⁷	The RCMP has the largest on-road fleet within the federal government. Implementation of the national safety and security operational fleet decarbonization plan will significantly contribute to overall reduction of federal fleet GHG emissions. Relevant targets or ambitions: <i>CIF Ambition: 13.1</i> Canadians reduce their greenhouse gas emissions <i>CIF Target: 13.1</i> 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. <i>GIF Target: 13.2</i> Integrate climate change measures into national policies, strategies and planning	Indicator result: 7% of RCMP’s national safety and security fleet was made up of HEVs and ZEVs in the 2024-25 fiscal year. Of those, 25 were ZEVs. Notes: The RCMP purchased an additional 312 HEVs and 4 ZEVs for future deployment. Charging infrastructure is available at 8 RCMP facilities. The RCMP completed an Operational Fleet Decarbonization Plan in March 2025 and is actively evaluating strategies to navigate the complex operational and external factors involved in transitioning its front-line national safety and security fleet, where feasible.

⁷ As per the Greening Government Strategy, where necessary, the Treasury Board of Canada Secretariat with RCMP may extend timelines for the purchase of vehicle groups or locations where there are no suitable zero-emission vehicle options available to meet operational requirements or electrification is unfeasible.

Target: The Government of Canada will transition to climate resilient operations 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
Reduce risks posed by climate change to federal assets, services and operations	Following a portfolio-level CCVA, conduct Climate Risk and Vulnerability Assessments (CRiVA) for mission critical real property assets identified as high or moderate risk Program: Internal Services	Performance indicator: Percentage of mission critical assets at moderate to high risk of climate change impacts that have had a facility-specific CRiVA conducted Starting point: New program Target: 40% by 2027	Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians. Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change <i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Indicator result: 1% of mission critical assets at moderate to high risk of climate change impacts have had a facility-specific CRiVA conducted. Notes: Moderate to high-risk mission critical assets were identified in the 2023-24 CCVA. Strategic plans are being developed to assess these assets by the target date.
Reduce risks posed by climate change to federal assets, services and operations	Conduct CRiVAs for new construction and major retrofit projects Program: Internal Services	Performance indicator: Percentage of new construction projects and major retrofits that have had a CRiVA conducted Starting point: New program Target: 100% each year	Assessing the risks of climate change impacts at mission critical assets, and developing plans to reduce the risks, reduces the risk of disruption of critical service delivery to Canadians. Relevant targets or ambitions: <i>CIF Ambition: 13.3</i> Canadians are well-equipped and resilient to face the effects of climate change <i>GIF Target: 13.1</i> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Indicator result: No result available. Notes: CRiVAs are on-going for all eligible new builds and major retrofits



GOAL 16: PROMOTE A FAIR AND ACCESSIBLE JUSTICE SYSTEM, ENFORCE ENVIRONMENTAL LAWS, AND MANAGE IMPACTS

FSDS Context:

The FSDS recognizes that the RCMP is committed to modernizing and improving its policies, practices, and culture to ensure policing excellence from coast to coast to coast. The organization is continuously finding ways to take better care of our employees, treat all those we serve with dignity and respect, and carry out our police work in ways that build trust and confidence. Keeping people safe is our primary mandate, and the RCMP will continue to deliver programs and services that advance crime prevention and support public safety.

[Our Next Chapter: The RCMP 2024-27 Strategic Plan](#) was released in 2024 at the conclusion of the former strategic plan, Vision 150 and Beyond. The renewed strategic plan restates our commitment to advancing reconciliation with First Nations, Inuit, and Métis Peoples, and focuses on 3 priorities:

1. The RCMP is prioritizing recruiting and retaining a diverse and skilled workforce. This year, the RCMP continued to implement a dedicated First Nations, Inuit, and Metis Recruitment Strategy, and is modernizing the police officer recruitment program to focus on attracting and retaining applicants of diverse backgrounds, to ensure that Canada’s national police service is representative of the communities we serve.
2. The RCMP is fostering a healthy and inclusive workplace culture that inspires employees’ trust in the organization. Strong leadership and relevant training are the cornerstones of improving accountability and expectations for behaviour. The RCMP has put into place key initiatives to address and prevent workplace harassment and discrimination and is focused on developing a culture strategy that advances efforts to be more inclusive of employees of all backgrounds.



3. The RCMP is prioritizing operational excellence. The evolving policing environment requires innovation and a focus on new digital technologies. We are training our employees for improved crisis intervention and de-escalation to reduce the frequency of occasions where force is used and are actively equipping our officers with new technologies such as body-worn cameras and remotely piloted aircraft systems.

As highlighted in previous chapters of the report, the renewed strategic plan additionally supports Goals 5 and 10, by advancing diversity, creating an inclusive workplace and advancing reconciliation with Indigenous Peoples.

The RCMP understands that trust in the police and justice system depends on transparency and engagement with the communities it serves. Key initiatives of the strategic plan that promote fairness in law enforcement and the justice system include:

- **Collecting disaggregated race-based data on police interactions with racialized and Indigenous Peoples**

The Race-Based Data Collection Initiative is an important part of the RCMP's larger efforts to address systemic racism and improve our services for the communities we serve. The initiative aims for greater effectiveness, efficiency and equity in our impact. Meaningful engagement helps the RCMP understand local community context and employee perspectives. The Race-Based Data Collection Initiative pilots began in January 2024 in Whitehorse, Yukon, Wood Buffalo (Fort McMurray), Alberta and Thompson, Manitoba, and in April 2024 in Burnaby, British Columbia. The RCMP will analyze the data to assess whether disproportionate outcomes and disparities exist for racialized individuals and examine ways to address systemic racism in policing and the broader justice system. Racial disparities and disproportionate outcomes that exist in policing data may be linked to both internal factors (e.g., systemic issues, officer biases) and/or external factors (e.g., socio-economic factors, individual behaviours).

- **Increasing the use of restorative justice programs**

The RCMP is committed to centering community-led approaches to justice such as advancing the use of restorative justice as an alternative response to the criminal justice system. Efforts are underway to increase employee awareness of early diversion opportunities where appropriate, increase the number of referrals across jurisdictions, and improve the consistency of referral tracking and data collection. We are working towards a minimum 5% increase in referrals to restorative justice programs that seek to repair harm by providing an opportunity for victims, offenders, and affected communities to actively participate in the justice process in meaningful and purposeful ways in the aftermath of a crime.

In 2024, the RCMP’s revised Restorative Justice Policy was published. The updated policy was reviewed by key stakeholders, subject matter experts, and Indigenous partners from across Canada. The goal of the policy is to increase employee awareness, education, and engagement on restorative justice, as well as to increase the frequency of restorative justice referrals in RCMP jurisdictions.

A pilot project between the RCMP and the Department of Justice began in spring 2022 with a goal of bringing together local RCMP detachments and Indigenous justice programs to increase restorative justice referrals and strengthen their working relationships. Currently, there are a total of 13 pilot sites in 8 different provinces and territories.

- **Equipping RCMP officers with body-worn cameras**

All RCMP officers who have operational interactions with the public will be equipped with a body-worn camera while on duty as a national standard. National deployment of body-worn cameras and a new digital evidence management system (DEMS) began in November 2024. At the end of the 2024-25 fiscal year, more than 52% of the RCMP’s frontline members were wearing a body-worn camera while on duty. All digital evidence captured by the body-worn cameras is stored within DEMS. It is expected that the full deployment of body-worn cameras will lead to improved transparency and accountability, increased lawful and respectful interactions between the police and the public, improved evidence gathering and timely prosecutions, and increased withdrawal or timely resolution of complaints due to video evidence.

- **Facilitating Community Engagement in RCMP Policies and Procedures**

One of the RCMP’s core values is to take responsibility. We are transparent about our decisions and actions and hold ourselves accountable for the results and impacts. As stated in the RCMP Transparency and Trust Strategy, transparency at the RCMP includes empowering the RCMP and Canadian citizens to work more effectively with one another by creating a space for open participation in the interest of public and community safety.

One way the RCMP is increasing transparency and public involvement in Canada’s policing organizations is by giving the communities we serve the opportunity to review non-restricted draft documents for policies and procedures. Conducting public participation activities on foundational documents helps promote a more inclusive justice system by working together with the communities we serve to create these documents.

Two consultations on RCMP procedures and policies were conducted in the 2024-2025 fiscal year. The first consultation on the draft RCMP Transparency Policy running from October 28, 2024 to November 15, 2024 and the second consultation on the Strategic Plan to Establish a RCMP Transparency and Trust Multi-Stakeholder Forum running from January 27, 2025 to February 21, 2025.

An RCMP Public Participation Framework and Guidebook have been published to help guide the RCMP when conducted these engagement activities. These foundational documents provide best practices such as ensuring engagement activities include feedback loops that demonstrate to participants their input was heard and meaningfully considered.

Target theme: A fair and accessible justice system and the rule of law

Target: By 2030, at least 70% of Canadians think the criminal justice system is both fair and accessible to all people (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
Take action to improve fairness in law enforcement and the criminal justice system	Roll out body worn cameras to front line officers. Program: Internal Services	Performance indicator: Percentage of detachments where body worn cameras have been deployed Starting point: New program Target: 90% by 2027	As part of the RCMP's ongoing commitment to increased transparency, the RCMP is deploying body worn cameras. Body worn cameras serve as an independent, unbiased, and objective way to capture interactions between the community and police officers, which can help increase trust between the police and the communities they service. This initiative is also expected to help resolve public complaints more quickly, improve evidence gathering and encourage better police and public behaviour. Relevant targets or ambitions: <i>GIF Target: 16.3</i> Promote the rule of law at the national and international levels and ensure equal access to justice for all <i>GIF Target: 16.6</i> Develop effective, accountable and transparent institutions at all levels <i>CIF Ambition: 16.2</i> Canadians are safe and secure, in person and online <i>CIF Ambition: 16.7</i> Canadians are supported by effective, accountable, and transparent institutions	Indicator result: 52% of detachments nation-wide had body-worn cameras deployed and put into use by members in the 2024-25 fiscal year. Notes: 90% deployment target remains attainable. Transition from project to program began April 2025.

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Take action to improve fairness in law enforcement and the criminal justice system	Implement an online community engagement platform to facilitate community, partner, and stakeholder participation on RCMP policies, procedures, initiatives, projects etc. and publish reports on actions taken to address feedback. Program: Operational IM/IT Services	Performance indicator: Publish reports on the consultations conducted, feedback loops, public feedback, and how it was incorporated into final products Starting point: New program Target: Publish reports for 100% of products having completed public consultation by 2026	As part of the RCMP's ongoing commitment to increased transparency, the RCMP is encouraging public feedback to build trust in the fairness of law enforcement. Public engagement facilitates two-way collaboration which demonstrates how the RCMP is taking action to include Canadian communities in co-creation processes with the goal of improving transparency and fairness in law enforcement. Relevant targets or ambitions: <i>GIF Target:</i> 16.6 Develop effective, accountable and transparent institutions at all levels <i>CIF Ambition:</i> 16.7 Canadians are supported by effective, accountable, and transparent institutions	Indicator result: 100% of reports on conducted consultations were published in the 2024-25 fiscal year. Notes: 2 consultations were conducted with additional consultations in development. Processes are in progress to obtain an enterprise-wide consultation platform to establish a standardized process to conducting consultations.

Integrating Sustainable Development

The RCMP will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A Strategic Environmental and Economic Assessment for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

Public statements on the results of the RCMP's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced. The purpose of the public statement is to demonstrate that the environmental and economic effects, including contributions to the FSDS goals and targets, of an initiative have been considered during proposal development and decision making.

The RCMP did not have any proposals subject to a detailed Strategic Environmental and Economic Assessment that were announced or implemented in 2024-25.

