



# Canadian Human Rights Commission

## 2017-2020 Sustainable Development Strategy



Contributing to an Equitable and Sustainable Future

October 2017

Canada

## **Section 1: Context for the Sustainable Development Strategy**

The [Federal Sustainable Development Act](#) defines sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

What does that mean to the Canadian Human Rights Commission (the Commission)? It means taking steps to contribute to the conservation of our environment for future generations. The Commission supports Canada’s vision, “Canada is one of the greenest countries in the world and our quality of life continues to improve”, by selecting green products and services and promoting sustainable practices in its operations.

The [Policy on Green Procurement](#) supports the Government of Canada’s effort to promote environmental stewardship. In keeping with the objectives of the policy, the Commission supports sustainable development by integrating environmental performance considerations into the procurement decision-making process through the activities in this DSDS.

Although the Commission is not bound by the [Federal Sustainable Development Act](#) and is not required to develop a departmental sustainable development strategy, it adheres to the principles of the FSDS by implementing the Policy on Green Procurement.

## **Section 2: Sustainable Development in the Canadian Human Rights Commission**

The Canadian Human Rights Commission is akin to an Agent of Parliament. It operates independently from government. As Canada’s human rights watchdog, the Commission is responsible for representing the public interest and holding the Government of Canada to account on matters related to human rights.

The connection between human rights and sustainable development has been described as foundational by the United Nations. In that, the protection, of human rights is a precondition for sustainable development. Unless we promote and protect human rights of all Canadians, sustainable development is not possible. Therefore, Canada is committed to supporting the implementation of the 2030 Agenda for Sustainable Development, both domestically and internationally.



By the nature of its work, the Commission contributes to various sustainable development goals related to international human rights instruments such as no poverty, good health and well-being, quality education, gender equality, decent work and economic growth, and reduced inequality.



The Commission is a small organization of about 180 people. Most of our employees are located at our headquarters in Ottawa. Regional offices include Vancouver, Edmonton, Winnipeg, Toronto and Montreal. Some employees work full-time from home in Vancouver, Halifax and Montreal, further reducing the Commission's footprint.

The focus of the Commission's Sustainable Development Strategy is to take small but effective steps to contribute to the greening of government. Although the strategies are primarily focused on greening our workplace, our hope is that they will instill a culture in our organization to "think green".



### Section 3: Commitments for the Canadian Human Rights Commission

#### Low-Carbon Government: The Government of Canada leads by example by making its operations low-carbon

Responsible Minister: All ministers

Low-Carbon Government FSDS target(s)	FSDS Contributing Action(s)	Action(s)	Contribution to the FSDS goal and target	Performance indicators	Core Responsibilities
Reduce GHG emissions from federal government buildings and fleets by 40% below 2005 levels by 2030, with an aspiration to achieve this reduction by 2025	Support the transition to a low-carbon economy through green procurement	Ensure key officials include contribution to and support for the Government of Canada Policy on Green Procurement objectives in their performance evaluations	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to green their goods, services and supply chain.	Number and percentage of managers and functional heads of procurement and materiel whose performance evaluation includes support and contribution towards green procurement in the current fiscal year	Engagement and Advocacy  Human Rights Complaints  Employment Equity Audits
		Ensure decisions makers have the necessary training and awareness to support green procurement		Percentage of specialists in procurement and materiel management who have completed training on green procurement	
		Integrate environmental considerations into procurement management processes and controls		<ul style="list-style-type: none"> <li>Volume of toner cartridges recycled relative to the total volume of all toner cartridges purchased in the year in question.</li> <li>Ratio copy paper that contains a minimum of 30% recycled content relative to the total dollar value or volume of all copy paper, commercial printing and/or envelope purchases in the year in question.</li> <li>Percentage of IT purchases that include criteria or clauses which reduce</li> </ul>	



Low-Carbon Government FSDS target(s)	FSDS Contributing Action(s)	Action(s)	Contribution to the FSDS goal and target	Performance indicators	Core Responsibilities
				the environmental impact of the product or service being purchased.	



## Section 4. Integrating Sustainable Development

Although the environmental footprint of the Commission is very small, we endeavour to contribute to a sustainable environment by promoting eco-friendly practices.

### Support the transition to a low-carbon economy through green procurement

Support clean technologies and green products and services by taking environmental considerations into account in our purchasing decisions. Our approach is to continue leveraging instruments established by Public Services and Procurement Canada (PSPC) designed to meet federal government green procurement standards.



Remodeling of the employee kitchen / lunch areas included new energy efficient fridges

### Promote sustainable travel practices

Promote sustainable practices for employee travel—including business travel and commuting to work—such as teleconferencing, telecommuting, carpooling, and use of hybrid and electric vehicles, and public transportation. Where feasible, encourage the selection of offsetting options to reduce the impact of government travel use of video conferencing equipment as an alternative to travel allows the Commission to reduce its carbon footprint.



Given our location, many employees cycle to work – Encourage others to cycle at least once a week by promoting “cycle to work days”.

### Reduce our office space and Workplace 2.0

Collaborate with Public Service and Procurement Canada (PSPC) to reduce office space, as mandated by Blueprint 2020. Hence, whenever an office requires a lease renewal, it will undergo a Workplace 2.0 Fit-up. The latter entails a much smaller area with a more open and bright workspace by constructing less walls and by locating offices and meeting rooms along the core – away from perimeter windows. As a result, the space gains better natural light and air circulation for all occupants. In turn, this reduces the workload on the buildings’ heating/ventilation/air conditioning (HVAC) system.



Less walls, smaller workstations and enclosed offices, a lower usage of HVAC, and a reduced overall footprint bring benefits both, the environment and long term costs.



City	Original Area (m <sup>2</sup> )	Fit-up Area (m <sup>2</sup> )	Project Status
Montreal	168.1	119.8	Completed
Winnipeg	129.9	60.0	Ongoing
Edmonton	195.4	135.2	Ongoing

### Reduce, reuse and recycle

The Commission has sets its multi-function devices' to double-sided and black and white printing as the default standard. Purchased paper and toners contain recycled materials. Empty toner cartridges are also re-cycled. The Commission is considering creating an inventory of surplus items for re-use internally. Currently, old computers are sent to [Computers for Schools](#) while other surplus items are sent to [GC Surplus](#).



Control printing with card access has been added to most multi-function devices at Headquarter, thus enabling the monitoring of printing activities and the reporting of paper utilization and color printing.

### Promote responsible disposal

The Commission continues to ensure that surplus electronic and electrical waste (e.g., batteries, networking equipment, and electrical wiring) are handled in an environmentally appropriate manner.

### Going Paperless

The Commission is using technology to encourage a paperless environment: smart boards and tablets, Bring your own devices (BYOD) connected to WiFi. Finance and Procurement plan to eliminate the use of paper files and accept electric signatures.



Employment Equity Compliance reports will be sent electronically and all audits conducted using electronic tools such as WebEx and [GCCollab](#).

