

Futures Under Siege

Examining Canada's Sustainability Policy
Through the Lens of Gender Equity, Indigenous
Sovereignty, and Climate Justice



July 2025

Futures Under Siege

Examining Canada's Sustainability Policy
Through the Lens of Gender Equity,
Indigenous Sovereignty, and Climate Justice

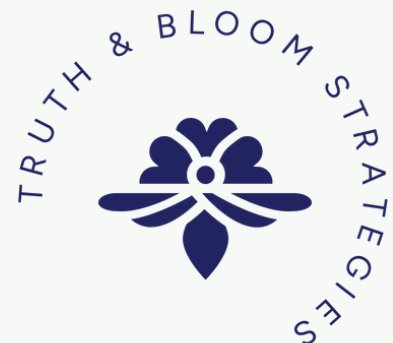
Prepared by

Truth & Bloom Strategies

July 2025

Recommended citation: Lennon, Aleyah-Erin and Gwenith Kikkawa.
Futures Under Siege: Examining Canada's Sustainability Policy Through
the Lens of Gender Equity, Indigenous Sovereignty, and Climate Justice.
Truth & Bloom Strategies. July 2025.

©2025 Truth & Bloom Strategies: This is an open source document, and
permission to quote, reproduce, and disseminate is granted, free of
charge. Attribution to Truth & Bloom Strategies is requested if
referencing this work.



TRUTH & BLOOM STRATEGIES

Research. Policy. Education. Engagement.

Truth & Bloom Strategies is a purpose-driven consultancy specializing in equity-focused research, decolonial policy analysis, and strategic communications. Founded and led by Aleyah-Erin Lennon, M.A. in Sustainability Studies, the firm operates through a diverse ecology of expertise, working in collaboration and long-term partnership with Elders, Knowledge Holders, industry leaders, and consultants whose intersectional identities and lived experiences inform every stage of our work. With two decades of experience in education, public policy, organizational leadership, and community engagement, we provide end-to-end knowledge strategy solutions and comprehensive advisory services for public institutions, academic and community organizations, not-for-profits, small businesses, and individuals. We support our clients to navigate complexity, decolonize systems, and collaborate across difference through relational, data-driven solutions and trauma-informed, culturally grounded practices. We center Indigenous sovereignty, systemic equity, ecological responsibility, and relational accountability to build innovative, inclusive communities of practice that foster engaged action and lasting change *for both people and planet*.

Pollinating Big Ideas. Cultivating Change.

LOCATING OURSELVES IN THE LAND

Truth & Bloom Strategies is rooted in Nogojiwanong, the territory of the Michi Saagiig Anishnaabeg who have lived here as sovereign nations since time immemorial. We are grateful for the privilege to live, work, and grow in community with and within this beautiful place, and understand that it is upon us to know, respect, and embody the responsibilities of our treaty relationships. We respect the jurisdiction of First Nations, Inuit, and Métis peoples across their homelands, and we are committed to listening deeply, reflecting critically, and engaging in collective action to dismantle systems of oppression and contribute to healing our relationships in the places we call home. Together, may we create a world in which we all belong. *Nobody's Free Until Everybody's Free.*¹

¹ Hamer, Fannie Lou. "Nobody's Free Until Everybody's Free." Speech delivered at the founding of the National Women's Political Caucus, Washington, D.C., July 10, 1971.

ABOUT THIS REPORT

CCWESTT

The Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) is a national coalition of organizations and individuals working to advance gender equity, diversity, and inclusion (EDI) across Canada's science, engineering, trades, and technology sectors (SETT). Since 1992, CCWESTT has fostered strategic partnerships, advanced systemic change, and developed resources to help realize its vision of a Canadian society where people of all genders are equitably represented and supported across all levels of training and employment in SETT. CCWESTT received funding from Women and Gender Equality Canada (WAGE) to undertake *Changing the Narrative: An Advocacy Pathway for Systemic Change in SETT*, a multi-year initiative designed to improve women's economic security and shift workplace culture through evidence-based advocacy. Through this initiative, CCWESTT is scaling knowledge gained from its Systemic Change Events, Resource Hub, and Gap Analysis Report to influence public discourse, inform policy development, and advance equity across both SETT and adjacent sectors.

A National Report Card on Gender Equality in SETT

To this end, CCWESTT commissioned Truth & Bloom Strategies to conduct a jurisdictional scan and comparative analysis of sustainability legislation across Canada. The purpose of the study was to examine how existing sustainability policies might shape gender equity within SETT working environments. It analyzes how these policies influence access to employment, workplace conditions, and career advancement across gender groups in the SETT sectors. Drawing on government legislation, international frameworks, and academic literature, the study assesses the extent to which current policies advance gender equity and where systemic barriers remain. By grounding the analysis in intersectional and decolonial frameworks, the findings offer a deeper understanding of structural barriers that persist within SETT workplaces. The study foregrounds inherent Indigenous and treaty rights, gender diversity in its full spectrum, and the interconnectedness of environmental and economic justice as foundational to sustainability and climate crisis mitigation. This work aims to support systemic legislative and organizational change that moves away from extractive colonial capitalism and towards an equitable, livable future for all. These insights will inform the development of CCWESTT's National Gender Equality Report Card.

TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
CURRENT CONTEXT	3
UNDERSTANDING THE CLIMATE CRISIS	3
CANADA'S SUSTAINABILITY LANDSCAPE	4
THREATS FROM REGRESSIVE LEGISLATIVE TRENDS	6
OPPORTUNITIES FOR A JUST AND EQUITABLE TRANSITION	7
STUDY DESIGN	9
<i>ADVANCING GENDER EQUITY BEYOND THE BINARY</i>	9
<i>THE CENTRALITY OF INDIGENOUS SOVEREIGNTY AND JURISDICTION</i>	10
<i>CLIMATE JUSTICE AS IMPERATIVE TO ECONOMIC DEVELOPMENT</i>	10
FINDINGS OF COMPARATIVE ANALYSIS	12
FEDERAL SUSTAINABILITY POLICY LANDSCAPE	12
PROVINCIAL AND TERRITORIAL SUSTAINABILITY POLICY LANDSCAPE	14
KEY THEMES & RECOMMENDATIONS	18
1. STRENGTHENING THE LEGAL ARCHITECTURE OF CANADA'S CLIMATE ACCOUNTABILITY	18
2. EMBEDDING GENDER EQUITY IN CLIMATE AND SUSTAINABILITY GOVERNANCE	19
3. UPHOLDING INDIGENOUS JURISDICTION AS A FOUNDATION OF CLIMATE POLICY	20
4. ADVANCING A JUST TRANSITION THROUGH INCLUSIVE GREEN ECONOMIC DEVELOPMENT	22
CONCLUSION	24
CLIMATE INJUSTICE IS ECONOMIC RISK	24
GENDER EQUITY DRIVES INNOVATION AND GDP	24
INDIGENOUS GOVERNANCE IS A LEGAL AND ECONOMIC NECESSITY	25
ADAPT OR COLLAPSE	25
CONSULTED WORKS	29
APPENDIX A: FEDERAL FINDINGS EXTENDED ANALYSIS	I
APPENDIX B: PROVINCIAL / TERRITORIAL EXTENDED ANALYSIS	XV

EXECUTIVE SUMMARY

This report presents a preliminary jurisdictional scan and comparative analysis of sustainability-related legislation, policy frameworks, and action plans across Canadian federal, provincial, and territorial jurisdictions. The study examines the potential impact these policies have on gender-diverse professionals in the Science, Engineering, Trades, and Technology (SETT) sectors, with a particular focus on current gaps, opportunities, and promising practices that could support inclusive, sustainable economic development and job creation.

Using an intersectional and decolonial lens to understand how structural inequities shape who has access to opportunities, resources, and leadership and who remains excluded, we explore how sustainability policy frameworks often continue to marginalize those most affected by climate change, particularly women, gender-diverse, and Two-Spirit individuals. The exclusion of gender-diverse leadership is mirrored by broader systemic failures to recognize Indigenous sovereignty and jurisdiction as a prerequisite for effective climate governance. Women, gender-diverse people, and Indigenous nations possess critical knowledge systems and governance models that must shape Canada's response to the climate crisis. For sustainability policy to be credible, durable, and inclusive, it must be co-designed and led by those most impacted.

A total of 10 federal and 42 distinct legislative or policy instruments across all 13 provincial/territorial jurisdictions were selected for review. Each was assessed for its scope and enforceability, gender equity integration, recognition of Indigenous jurisdiction, and alignment with just transition principles, such as low-carbon economic development, inclusive workforce planning, and community-led governance. The analysis revealed significant systemic shortcomings, regional disparities, and notable jurisdictional variation. Findings demonstrate that most frameworks lack enforceable climate commitments, gender-responsive policy tools, or mechanisms to uphold Indigenous sovereignty. All jurisdictions fall short of fully implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and fail to uphold the principle of free, prior, and informed consent (FPIC).

More alarmingly, recent regressive legislation such as federal Bill C-5 and Ontario's Bill 5, which seek to fast track development primarily in heavy carbon producing industries, threaten to render current environmental protections and public accountability processes inert. These bills have been sharply condemned for being anti-democratic, unconstitutional and in violation of the inherent rights and jurisdictions of Indigenous Peoples. Such omissions and reckless executive overreach compromise the practical legitimacy and long-term effectiveness of climate policy across Canada, while jeopardizing its ability to build an inclusive and sustainable, low-carbon future.

Key Themes and Recommendations

Climate commitments are largely symbolic and lack adequate enforcement.

- Legislate binding climate targets with standardized evaluation metrics and independent oversight across all jurisdictions.
- Repeal regressive legislation such as Bill C-5 and Ontario's Bill 5 and strengthen environmental review mechanisms to align with Canada's net-zero commitments.

Gender diverse people and equity-deserving groups remain structurally excluded.

- Mandate intersectional gender equity across all climate instruments, including implementation plans and funding frameworks.
- Legislate transparency and accountability for equity outcomes in sustainability policy initiatives, including public reporting on progress and disaggregated data collection.


Indigenous jurisdiction is systematically undermined in Canadian sustainability and economic development policy.

- Legally recognize and uphold Indigenous jurisdiction and free, prior, and informed consent (FPIC) in all areas of climate governance.
- Expand and secure long-term investments in Indigenous-led climate solutions.

Just transition frameworks remain underdeveloped and fragmented across Canada.

- Mandate a coordinated federal transition framework for SECT sectors that prioritizes inclusion, retraining, and economic security for equity-deserving groups.
- Integrate disaggregated data, continuous monitoring, and intersectional evaluation into all climate and labour market initiatives.

The report concludes by reinforcing the fact that climate change is now the most significant threat to economic stability. As global markets shift toward low-carbon and rights-based investment, jurisdictions that fail to innovate and uphold principles of climate justice face growing economic, legal, and existential risk. Canada's current sustainability frameworks, shaped by extractive and colonial policy models, are structurally unequipped to deliver the transition that is needed. Gender equity, Indigenous sovereignty, and climate justice are not discrete policy objectives but deeply interconnected imperatives. This report calls for a radical redefinition of sustainability and economic development. Canada must urgently move beyond models that measure success through GDP growth and resource extraction, to an economic paradigm rooted in relational accountability, consent, and justice for land, communities, and future generations.



**“The survival of many societies,
and of the biological support
systems of the planet, is at risk.”**

United Nations General Assembly, Transforming our world: the 2030 Agenda for Sustainable Development, A/RES/70/1 (21 October 2015), para. 14.

CURRENT CONTEXT

Understanding the Climate Crisis

The climate emergency is no longer a distant threat. It is a present and escalating global crisis. Scientific consensus confirms that Earth's ecological stability has been severely compromised. According to the Stockholm Resilience Centre's 2024 update to the Planetary Boundaries framework - a science-based model that defines nine essential Earth system processes required to maintain a safe and habitable planet - six of the nine life-supporting systems on Earth have already been critically destabilized, putting the planet's capacity to sustain human life at grave risk.² In a recent 2025 interview, scientist and environmental advocate David Suzuki warned that a seventh boundary has now been crossed this year, placing humanity in what he described as "the extreme danger zone."³ Surpassing these planetary boundaries exponentially increases the risk of abrupt and irreversible environmental change.

This reality highlights the urgent need for coordinated, systemic action to transform how societies work together, manage resources, protect ecosystems, and reduce emissions. The climate crisis constitutes an existential threat to human survival. It is driven by the interlocking systems of settler colonialism, industrialized extractive capitalism, and unsustainable economic growth. And while hope lies in rapid, transformative systems change, the window for such action is rapidly closing. Although Canada has acknowledged the "urgent global need to address climate change and move towards a low-carbon economy,"⁴ its current emissions trajectory and continued reliance on fossil fuel exports are incompatible with global 1.5°C targets.

Intersectional and Gendered Dimensions of Climate Impacts

Climate change is not a gender-neutral phenomenon. It disproportionately harms women, girls, and gender-diverse people, especially those in northern and Indigenous communities, where historical and ongoing inequities in infrastructure, healthcare, and land access make them more vulnerable to its impacts.⁵ Existing colonial crises, such as biodiversity loss,

² Johan Rockström, et. al., "Planetary Boundaries Guide Humanity's Future on Earth," *Nature Reviews Earth & Environment* 5 (2024): 773–788.

³ Charlie Pinkerton, "It's Too Late: David Suzuki Says the Fight Against Climate Change Is Lost." *iPolitics*, July 2, 2025.

⁴ Government of Canada, *Clean Electricity Regulations: SOR/2024-263*, Canada Gazette, Part II, vol.158, no.26, December 18, 2024.

⁵ UN Women. *Data-Driven Insights*, 2023; UN Women, *From Commodity to Common Good: A Feminist Agenda to Tackle the World's Water Crisis*, July 2023; Indigenous Climate Action, *Decolonizing Climate Policy in Canada: Report from Phase One*, 2021.

extractivism, and land theft, are worsened by climate impacts on water, housing, health, and food access in Indigenous communities. Such environmental violence is a direct contributor to gender-based violence and displacement.⁶

These disproportionate vulnerabilities are experienced by marginalized communities in distinct and compounding ways that undermine their sense of identity, belonging, safety, and well-being.⁷ The intersecting forces of colonial capitalism, patriarchy, and gender-based inequities leave Indigenous women among the most disproportionately affected by climate change, while simultaneously excluding them from climate strategy and decision-making processes.⁸ This is despite the fact that climate change adaptation and mitigation efforts are deeply connected to Indigenous knowledge systems and relational worldviews. Thus, gender diverse people must be actively supported to lead efforts in shaping and addressing the climate crisis.⁹

“Indigenous knowledge, often passed down through matriarchal leadership, remains crucial in protecting lands, waters, and biodiversity. Many Indigenous women continue to lead climate justice initiatives, blending traditional ecological knowledge with legal advocacy to challenge extractive industries.”¹⁰

Canada’s Sustainability Landscape

Canada’s sustainability and economic development landscape is shaped by a complex interplay between federal, provincial, territorial, and Indigenous jurisdictions. While the federal government sets national climate targets, allocates funding, and enacts overarching legislation, provinces and territories hold significant authority over land use, natural resource management, education, labour, and infrastructure, domains that are central to green economy development. Canada is signatory to the Paris Agreement, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the 2030 Agenda for Sustainable Development, each of which reflects international commitments to climate action, equity, and Indigenous rights.

⁶ National Inquiry into Missing and Murdered Indigenous Women and Girls. *Reclaiming Power and Place: The Final Report*. Government of Canada, 2019.

⁷ Amanda Bowie-Edwards et al., *Indigenous Rights and Sovereignty in National Climate Policies: A Systematic Analysis*, Indigenous Climate Action, 2023.

⁸ Indigenous Climate Action, *Decolonizing Climate Policy in Canada: Report from Phase One*, 2021.

⁹ UN Women, *Data-Driven Insights: The Effects of Climate Change on Gender and Development – Droughts & Floods*, 2023.

¹⁰ Native Women’s Association of Canada, *Indigenous Treaty Rights, Resource Extraction, and Climate Justice*, March 2025, 6.

Gender Equity in Global and National Climate Frameworks

The Sustainable Development Goals (SDGs) and Gender Equality Accelerators are interconnected frameworks designed to achieve a more equitable and sustainable future globally. In particular, Goals 5 (Gender Equality) and Goal 13 (Climate Action) underscore the imperative to embed equity and intersectionality into sustainability policy by placing specific emphasis on addressing the unique challenges faced by women, girls, and marginalized communities, including Indigenous Peoples.¹¹ The Gender Equality Accelerators aim to fast-track progress for women and girls by addressing persistent inequalities, including through gender-responsive climate action and promoting female leadership in the green and blue economies.¹²

Although Canada reports progress on its SDGs and Paris Agreement targets, provincial and territorial policies directly influence emissions trajectories and sustainability outcomes. Crucially, this jurisdictional authority also determines who stands to benefit from climate investments, and who remains excluded. Provinces failing to align with national equity and climate goals threaten Canada's global credibility and its ability to fulfill its international obligations.

"There are enormous disparities of opportunity, wealth and power. Gender inequality remains a key challenge."¹³

At the national level, Canadian federal climate initiatives have incrementally begun to recognize the gendered dimensions of climate risk. The Gender-Based Analysis Plus (GBA+) framework is a federal tool to assess the equity impacts of policy initiatives; however, mainstream GBA+ has failed to adequately address the social, political, and cultural realities of the most marginalized genders, including Indigenous women. To address this gap, the Native Women's Association of Canada (NWAC) has created a culturally relevant GBA+ framework that can account for these cultural distinctions and the value of Indigenous knowledge.¹⁴

¹¹ United Nations Entity for Gender Equality and the Empowerment of Women, *Women and Sustainable Development Goals*, UN Women, 2016.

¹² UN Women. *Gender Equality Accelerators*. July 2024.

¹³ United Nations General Assembly, *Transforming our world: the 2030 Agenda for Sustainable Development, A/RES/70/1*, October 2015, para. 14.

¹⁴ Native Women's Association of Canada, *A Culturally Relevant Gender-Based Analysis (CRGBA) Starter Kit*, June 2020.

“Bill C-5, like Ontario’s Bill 5, reflects a broader trend among governments across Canada of invoking economic urgency to justify curtailing environmental protections, consultation with Indigenous Peoples, and human rights – something seen in countries experiencing democratic regression and decreasing civic space.”

Amnesty International Canada, [Bill C-5 Sidelines Indigenous Rights](#), June 5, 2025.

Threats from Regressive Legislative Trends

Projects in the ‘National Interest’

Despite the urgency of the climate crisis, recent legislative developments at both the federal and provincial levels are dismantling key sustainability safeguards, undermining Indigenous rights, and eroding democratic accountability in land resource governance. Canada’s Bill C-5, *One Canadian Economy: An Act to enact the Free Trade and Labour Mobility in Canada Act and the Building Canada Act*, seek to expedite infrastructure and energy projects that are in the “national interest.” This legislation has faced strong opposition from Indigenous leaders, environmental experts, and human rights advocates, who argue that it violates constitutional protections and curtails transparent, consultative processes. The Assembly of First Nations has declared Bill C-5 fails to uphold the principle of free, prior, and informed consent (FPIC), and conflicts with Canada’s legal obligations under the *United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)*.¹⁵

Similarly, Ontario’s Bill 5, *Protect Ontario by Unleashing our Economy Act, 2025*, has been widely criticized. The Chiefs of Ontario warn that the bill “significantly weakens environmental protections, reduces oversight of mining and development projects, and limits opportunities for First Nations consultation and consent [...] threatening sovereignty, land stewardship, and ongoing reconciliation efforts.”¹⁶ And the Anishinabek Nation states, “Bill 5 undermines the principles of lawful consultation, environmental due process, Inherent Rights, Aboriginal Title, and Aboriginal Treaty (protected) Rights.”¹⁷

Collectively, these laws can effectively render much of Canada’s sustainability framework inert. They signify a systemic regression that weakens Canada’s stated climate goals and sustainability commitments by legislating impunity for unchecked development, environmental degradation, and breaches of jurisdictional authority. Indigenous leadership has stated unequivocally and repeatedly that their Nations are not opposed to development. However, they cannot and will not accept legislation that bypasses their rights while putting their environment and cultural heritage at risk.¹⁸

Gendered Violence as a Tool of Political Control

Concurrent with environmental deregulation, is a significant rise in gender-based violence, transphobia, and attacks on gender diversity. These are not isolated incidents but rather part of a broader, coordinated political strategy used to consolidate power, particularly among far-right populist movements in Canada and abroad. Legislation and rhetoric that

¹⁵ Assembly of First Nations, *National Virtual Forum on Bill C-5: The Building Canada Act*, June 17, 2025.

¹⁶ Chiefs of Ontario, *Protecting Our Lands: A First Nations Response to Bill 5*, June 2025.

¹⁷ Anishinabek Nation, *Anishinabek Nation Demands Immediate Withdrawal of Bill 5*, June 4, 2025.

¹⁸ Chiefs of Ontario, *First Nations Leadership responds to the passing of Bill 5 with warning of legal and grassroots action*, June 5th, 2025

target queer and trans people, restrict reproductive rights, or defund equity programs are often justified under ‘freedom’ or ‘parental rights.’ But these discourses mask deeper authoritarian aims, while attempting to reinforce patriarchal, white supremacist social hierarchies.

This global wave of anti-equity sentiment is undergirded by a systemic form of oppression known as *genderism*, which is defined as the social, institutional, and ideological enforcement of the idea that there are only two binary and opposing genders of male and female, determined strictly by assigned sex at birth or physical characteristics.¹⁹ This rigid gender binary is a relatively recent Western construct, historically imposed through European colonization, Christian missionary efforts, and Enlightenment-era pseudo-science.²⁰ As biologist and gender studies scholar Anne Fausto-Sterling argues, gender is not the product of biological determinism but rather emerges through complex and ongoing interactions among bodies, environments, and social institutions.²¹

The dismantling of equity programs and gender-affirming policies are not merely social or rhetorical. They materially shape governance. Within the context of sustainability, the increasingly hostile political climate parallels the escalating ecological crisis and undermines inclusive workforce development needed for climate resilience. When sustainability policies fail to protect against these regressive trends, they allow colonial gender norms to remain unchallenged. This has tangible consequences for workforce participation as it narrows who is seen as legitimate, competent, or safe in SETT sectors while undermining efforts to build inclusive, climate-centered economies. Such effective erasure signals that gender equity is expendable under economic or political pressure, or incompatible with so-called neutral governance. This not only deters the full participation of gender diverse individuals and cisgender women in SETT, it also erodes the conditions required for ethical, effective climate action.

Opportunities for a Just and Equitable Transition

Sustainability frameworks must treat gender equity and Indigenous sovereignty as core principles of policy design, accountability, and collective survival. A just and equitable transition to a green economy requires structural transformation that actively includes historically marginalized communities in both the design and distribution of climate-aligned economic opportunities. Canada's transition strategies must prioritize inclusive economic development to ensure sustainability policies do not reinforce existing systemic inequities but instead create safe, secure, and meaningful employment aligned with climate goals.

¹⁹ Genny Beemyn and Abbie E. Goldberg, eds., *The SAGE Encyclopedia of Trans Studies*, SAGE Publications, 2021.

²⁰ See: Oyěwùmí, Oyèrónkẹ́, *The Invention of Women: Making an African Sense of Western Gender Discourses*, University of Minnesota Press, 1997; Serena Nanda, *Gender Diversity: Crosscultural Variations*, 2nd ed., Waveland Press, 2014; and María Lugones, "The Coloniality of Gender," *Worlds & Knowledges Otherwise* 2, Spring 2010.

²¹ Anne Fausto-Sterling, *Sexing the Body: Gender Politics and the Construction of Sexuality*, Basic Books, 2000.

Evidence from the Future Skills Centre (FSC), a Canadian federally funded organization that researches, tests, and supports innovative approaches to skills development and training for the evolving labour market, confirms a rising demand for green skills across a broad range of sectors: “green-related skills and knowledge are growing in significance and are becoming widespread across many sectors and occupations, requiring more workers to upskill.”²² There is an urgent need for governments, employers, and training institutions to recognize and invest in the skills, aspirations, leadership, and labour market participation of gender diverse individuals. Without intentional, gender-responsive policy design, green economic development risks replicating entrenched gender inequities and excluding those most impacted by the unfolding climate crisis.²³

²² Steven Tobin, Laura McDonough, and Alex Stephens. *Sustainable Jobs for Economic Growth*, Future Skills Center, September 2024.

²³ Bipasha Baruah, *How to Promote Gender Equity in the Green Economy*, Research Outreach, August 30, 2023.

STUDY DESIGN

Theoretical Framework

Analysis is grounded in an intersectional and human rights approach that challenges dominant assumptions embedded in Canadian sustainability and economic policy. Intersectional policy analysis examines how overlapping systems of power, such as colonialism, patriarchy, racism, ableism, and classism, shape policy outcomes. Such an intersectional lens enables a clearer understanding of “the compounded effects of inequity on those living at multiple margins.”²⁴ This report proceeds from the following fundamental truths: First, sustainability without equity is not sustainable. Second, climate policy that ignores or violates Indigenous inherent rights and jurisdiction is unlawful, unconstitutional, and designed to fail. And third, gender diversity is essential to building inclusive, innovative, and resilient systems.

Advancing Gender Equity Beyond the Binary

In our analysis, we examine how equality is framed and constrained within current legislative and strategic frameworks, despite federal guidance such as Gender-Based Analysis Plus (GBA+)²⁵ that recognizes equity as the pathway through which meaningful equality is achieved. While many policy frameworks invoke *gender equality*, they often do so within a binary framework that centers primarily cisgender women and girls. Such structural exclusion of gender-diverse people, non-binary, transgender, and Two-Spirit individuals reinforces settler colonial gender norms and systemic disadvantage.²⁶

Equality assumes that all genders benefit from the same support, premised on the idea that individuals operate within a level playing field. However, when systemic barriers are left unaddressed, equal treatment leads to unequal outcomes. *Equity*, by contrast, directly confronts these systemic inequalities by recognizing how power and oppression shape one’s access to resources and opportunities. *Gender equity* is a more inclusive and responsive concept as it can more effectively address systemic gender inequities and explore tailored supports to counteract them. Gender equality can only be realized through *equity* is only possible when the structural barriers to gender diversity and inclusion are dismantled, allowing everyone, of *all gender identities*, to participate fully. Accordingly, the term *gender equity* is used throughout this report to signal a commitment to justice-based, systemic approaches that move beyond equality and explicitly confront the power structures that shape access, representation, and outcomes.

²⁴ Canadian Research Institute for the Advancement of Women (CRIAOW), *Feminist Intersectional Policy Analysis: Resource Development and Extraction Framework*, 2014.

²⁵ Government of Canada, “Gender-Based Analysis Plus (GBA+),” *Women and Gender Equality Canada*, May 2024.

²⁶ See Native Women’s Association of Canada, *A Culturally Relevant Gender-Based Analysis (CRGBA) Starter Kit: Introduction, Incorporation, and Illustrations of Use*, June 2020; Carla Kraft and Seemin Qayum, *Policy Brief: A Gender-Responsive Just Transition for People and Planet*.

The Centrality of Indigenous Sovereignty and Jurisdiction

All Canadian climate legislation and sustainability policy are enacted in Indigenous lands, yet these frameworks overwhelmingly treat Indigenous participation as a matter of consultation rather than a legal obligation grounded in inherent rights, title, and jurisdiction. This persistent marginalization is a direct contradiction to Canada's commitments under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which the federal government has pledged to uphold through the United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA).²⁷ This report affirms the fact of Indigenous sovereignty and jurisdiction, not as an optional or symbolic recognition, but as foundational to legal, ethical, and sustainable policy design.²⁸

The analysis and recommendations seek to amplify the voices of Indigenous Peoples and align with their longstanding demands to be recognized not as stakeholders but as rights holders and as sovereign nations whose governing authority over their Land, Water, and climate futures is an inherent right predating any settler colonial law.²⁹ As the Anishinabek Nation asserts, "autonomous Indigenous law-making authority was a pre-condition to instruments such as the Royal Proclamation of 1763, Treaty of Niagara, and any other pre-and-post confederation Treaty agreements."³⁰ These governance systems also often include matriarchal leadership and culturally specific understandings of gender that resist colonial binaries. Affirming Indigenous jurisdiction naturally upholds a commitment to gender diverse participation and relational models of leadership rooted in community-defined values.

Climate Justice as Imperative to Economic Development

The concept of sustainable development was first articulated in the 1987 Brundtland Report as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs."³¹ The concept of climate justice reframes sustainability by centering equity, emphasizing that those least responsible for the climate crisis continue to experience its most severe consequences. Climate justice is both a policy imperative and a rights-based framework. Alongside its demands for a reduction of greenhouse gas emissions, it calls for systemic change to address the interlocking systems of oppression that drive environmental devastation and collapse. It requires the redistribution of power, resources, land, wealth, and decision-making authority to those most historically excluded from environmental governance, particularly Indigenous Peoples, and gender diverse individuals.³² The climate crisis is "the result of a small

²⁷ Government of Canada, [United Nations Declaration on the Rights of Indigenous Peoples Act](#), S.C. 2021, c. 14.

²⁸ Indigenous Climate Action, [Land Back Is Climate Policy: Part 2 of Phase 2 of ICA's Decolonizing Climate Policy Project](#), 2025.

²⁹ Indigenous Climate Action, [Decolonizing Climate Policy in Canada: Report from Phase One](#), March 2021.

³⁰ Anishinabek Nation, "[Anishinabek Nation Demands Immediate Withdrawal of Bill 5](#)," Anishinabek News, June 4, 2025.

³¹ World Commission on Environment and Development, [Our Common Future](#), Oxford University Press, 1987.

³² Government of Canada, "[Environmental Justice and Environmental Racism](#)," *Environment and Climate Change Canada*, 2025.

group of powerful people taking actions that inflict harm on another group of people: the rest of us.”³³ This report centers climate justice by calling for the reparation of ecological and social harms through equitable policy design and inclusive frameworks that recognize the lived realities and unique contributions and gifts of gender diverse people.

These principles shaped the jurisdictional scan, legislative analysis, and recommendations that follow, grounding this report in a vision of sustainability that centers equity and justice, respects Indigenous jurisdiction over their Lands and Waters, and supports greater gender equity in SETT fields that are so critical to the green economy.

Guiding Research Questions

- What sustainability legislation, policies, and plans currently exist across federal and provincial/territorial jurisdictions in Canada?
- What are the gaps within these frameworks that may impede progress toward climate crisis mitigation and a just transition to the green economy?
- How might these frameworks impact gender diversity and equitable access across SETT sectors?
- What changes to Canada’s sustainability landscape are needed to better support gender equity, Indigenous sovereignty, and climate justice?

Approach and Methods

- **Environmental Scan and Document Review:** Over 50 federal, provincial, and territorial acts, policy frameworks, action plans, and programs were identified through government sources, industry bodies, academic literature, and advocacy organizations.
- **Jurisdictional Comparative Analysis:** Each policy instrument was assessed across several dimensions, including its legal enforceability, integration of gender equity measures, recognition of Indigenous rights and jurisdiction, and alignment with just transition objectives within SETT sectors. The analysis identified various strengths and weakness as well as potential barriers and facilitators to improving gender equity and just transition planning.
- **Actionable Insights and Policy Recommendations:** Findings were synthesized into thematic insights with corresponding policy recommendations to guide more effective climate action across Canada. These recommendations are intended to inform CCWESTT’s Gender Equality Report Card and support their advocacy efforts for greater equity across SETT sectors.

³³ Amnesty International Canada, “[Climate Justice](#),” 2024.

FINDINGS OF COMPARATIVE ANALYSIS

Federal Sustainability Policy Landscape

In total, 10 core federal sustainability instruments, including legislative acts, strategic frameworks, and regulatory plans, were selected for analysis, with supplementary reference to more than a dozen related programs and fiscal tools. Together, these instruments constitute the core federal architecture for Canada’s climate and sustainability agenda. The federal policy landscape reveals some progress toward codifying emissions accountability, advancing sustainability planning, and introducing limited provisions to support a just transition. Key legislative milestones such as the *Canadian Net-Zero Emissions Accountability Act*, *United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)*, and *Sustainable Jobs Act* have begun to formalize commitments to climate governance, Indigenous rights, and labour transition planning. However, non-binding strategies like the *2030 Emissions Reduction Plan*, *National Adaptation Strategy*, and *Federal Sustainable Development Strategy* offer implementation guidance without the legal enforceability or accountability mechanisms necessary to ensure compliance, equity, or sustained impact.

Table 1 provides a comparative summary of selected federal legislation and policy instruments. Each is evaluated based on its enforceability, integration of equity measures, recognition of Indigenous rights and jurisdiction, and the extent to which it addresses just transition planning relevant to the SETT sectors. For a detailed extended analysis of each selected federal policy instrument, please see [Appendix A](#).

Table 1. Comparative Analysis of Select Federal Sustainability Instruments

POLICY INSTRUMENT	LEGALLY BINDING FRAMEWORK	GENDER EQUITY MEASURES	UPHOLDS INDIGENOUS SOVEREIGNTY / UNDRIP	JUST TRANSITION PROVISIONS IN SETT	KEY LIMITATION
UNDRIP Act (UNDA)	Yes: Mandates legislative alignment and action plan.	Yes: Via MMIWG2S+ Calls for Justice and disaggregated data.	Yes: Affirms FPIC and Indigenous participation (UNDRIP) across sectors.	Yes: Requires Indigenous participation in transition planning.	Lacks clear enforcement or compliance mechanisms; implementation varies by department.
Bill C-226: Environmental Racism Act	Limited: Requires a strategy only, but no mandates.	Limited, Intersectional language present but no mandates.	Inadequate: Aligns with UNDRIP in principle but lacks governance mechanisms.	Emerging: Identifies issues but lacks enforceability.	No timelines, funding, or compliance measures; strategy effectiveness depends on future uptake.
National Adaptation Strategy (NAS)	No: Non-binding framework.	Limited: Equity lens noted but not mandated but not enforced; GBA+ lens applied unevenly.	Inadequate: Recognition present but no enforcement.	Limited: Focusses on general resilience, not sector-specific.	Non-binding; no accountability or implementation mechanisms.

POLICY INSTRUMENT	LEGALLY BINDING FRAMEWORK	GENDER EQUITY MEASURES	UPHOLDS INDIGENOUS SOVEREIGNTY / UNDRIP	JUST TRANSITION PROVISIONS IN SETT	KEY LIMITATION
Impact Assessment Act	Yes: Binding assessment process for major projects.	Yes: GBA+ required in assessments.	Moderate: Supports FPIC and Indigenous-led cumulative effects assessments but lacks mandatory co-governance.	Limited: Enables upstream input; no direct SETT planning.	Sectors may be exempt; no direct SETT transition funding; FPIC inconsistently applied.
Bill C-50: Sustainable Jobs Act	Yes Binding, with required action plans and oversight council.	Yes Council and plans require equity group representation.	Yes Defines Indigenous Peoples and embeds knowledge inclusion.	Strong Directly targets SETT transition and labour supports.	New legislation; effectiveness depends on action plan quality, coordination, and funding.
Federal Sustainable Development Act (FSDA)	Yes Governs for FSDS + DSDS.	Limited Diverse advisory council but no gender mandates.	Inadequate Mentions Indigenous inclusion via council, but not UNDRIP.	Limited Enables other frameworks to act on SETT.	Procedural. Equity outcomes depend on departmental implementation.
Federal Sustainable Development Strategy (FSDS)	Limited Guides departments.	Moderate Aligns with SDG 5 and Gender Results Framework.	Limited Distinctions-based engagement.	Limited Supports inclusive transition conditions; lacks SETT-specific targets.	Equity provisions are aspirational; relies on downstream departmental strategies.
Net-Zero Emissions Accountability Act	Yes Legally binding targets and reporting.	None No GBA+ or gender requirements included.	Inadequate Requires engagement and Indigenous knowledge inclusion; lacks UNDRIP enforcement.	Limited Framework sets stage for just transition.	No equity enforcement; workforce inclusion depends on other frameworks.
2030 Emissions Reduction Plan (ERP)	No Policy roadmap only.	None No gender equity or 2SLGBTQIA+ content or measures.	Inadequate Cites Indigenous leadership but lacks co-governance or UNDRIP compliance.	Limited Workforce investments exist but lack binding SETT equity mechanisms.	No enforceable targets for inclusion, gender equity, or Indigenous rights.
Clean Electricity Regulations	Yes Applies under CEPA with enforceable emissions caps and compliance measures.	Limited GBA+ conducted during development, but no targeted gender equity provisions.	Inadequate Includes Indigenous engagement but lacks FPIC or co-governance mechanisms.	Limited Supports net-zero energy shift but lacks labour transition or equity-specific provisions.	No gender or Indigenous rights guarantees; requires alignment with stronger frameworks.

Provincial and Territorial Sustainability Policy Landscape

A total of 42 policy instruments and legal frameworks were reviewed across all 13 provinces and territories in Canada. Findings reveal a highly fragmented climate policy landscape, with significant variability in scope, enforceability, and ambition. Most jurisdictions rely on non-binding strategies or frameworks with limited integration of gender equity measures, few mechanisms for upholding Indigenous governance and rights, and inconsistent approaches to just transition planning.

Table 2 includes hyperlinks for each selected policy instrument, as well as for each province and territory’s main climate policy webpage. Table 3 summarizes the findings of our policy analysis based on enforceability, equity integration, Indigenous inclusion, and just transition planning. For a detailed extended analysis of each of the selected provincial/territorial policy instruments, please see [Appendix B](#).

Table 2. List of Select Provincial and Territorial Sustainability Instruments

PROVINCE / TERRITORY	POLICY INSTRUMENTS
British Columbia	CleanBC Strategy & Roadmap to 2030 Powering Our Future: Clean Energy Strategy Climate Change Accountability Act
Alberta	Environmental Protection and Enhancement Act Emissions Management and Climate Resilience Act Technology Innovation and Emissions Reduction Regulation
Saskatchewan	Environmental Management and Protection Act (EMPA) Saskatchewan Environmental Code Management and Reduction of Greenhouse Gases Act
Manitoba	The Climate and Green Plan Implementation Act, CCSM Manitoba Climate and Green Plan The Resource Efficiency and Sustainability Act
Ontario	Environmental Protection Act Greenhouse Gas Emissions and Performance Standards (EPS) Made-in-Ontario Environment Plan
Quebec	2030 Plan for a Green Economy Sustainable Development Act Effective Governance Act The Climate Change Advisory Committee Strategic Plan 2025-2028
New Brunswick	Climate Change Act Climate Change Action Plan (2022-2027) Electricity from Renewable Resources Act
Prince Edward Island	Net Zero Carbon Act


PROVINCE / TERRITORY	POLICY INSTRUMENTS
	2040 Net Zero Framework Climate Adaptation Plan Climate Leadership Act
Nova Scotia	Environment Act Environmental Goals and Climate Change Reduction Act Climate Change Plan for Clean Growth University Accountability and Sustainability Act
Newfoundland and Labrador	Climate Change Mitigation Action Plan 2025–2030 Management of Greenhouse Gas Act Environmental Protection Act
Yukon	Environment Act Clean Energy Act Our Clean Future: Yukon's climate, energy & green economy strategy
Northwest Territories	Environmental Rights Act Northwest Territories Our Land for the Future Agreement NWT Climate Change Strategic Framework
Nunavut	Nunavut Environmental Protection Act Ikummatit Energy Strategy Sustainable Energy Support Policy

Table 3. Comparative Analysis of Select Provincial/Territorial Sustainability Instruments

POLICY INSTRUMENT	LEGALLY BINDING	GENDER EQUITY MEASURES	UPHOLDS INDIGENOUS SOVEREIGNTY / UNDRIP	JUST TRANSITION PROVISIONS IN SETT	KEY LIMITATION
BRITISH COLUMBIA	Yes CCAA mandates GHG targets and reporting; CleanBC provides planning framework.	Moderate Some GBA+ and inclusion language, but no enforceable metrics or funding.	Inadequate References Indigenous partnerships but lacks UNDRIP-based co-governance.	Limited Green jobs and training present, but no binding just transition or labour equity framework.	Leads in binding emissions law and planning transparency but lacks enforceable equity frameworks.
ALBERTA	Weak All are binding; enforcement prioritizes flexibility and industry self-regulation.	None No GBA+ or targeted equity provisions.	Inadequate No reference to UNDRIP or FPIC. Focus on investment, not sovereignty.	Weak No transition planning or equity measures in SETT sectors.	Prioritizes industry competitiveness and technological fixes over structural transformation or equity.
SASKATCHEWAN	Limited Binding coverage of emissions and waste,	None No equity or inclusion frameworks.	Inadequate Mentions Section 35 but not UNDRIP; procedural engagement only.	Weak No defined just transition planning.	Prioritizes deregulation and economic flexibility over sustainability or justice.

POLICY INSTRUMENT	LEGALLY BINDING	GENDER EQUITY MEASURES	UPHOLDS INDIGENOUS SOVEREIGNTY / UNDRIP	JUST TRANSITION PROVISIONS IN SETT	KEY LIMITATION
	but carbon pricing opposed.				
MANITOBA	Limited Reporting required, but no legislated targets or enforceable GHG reductions.	None No equity language or GBA+ frameworks.	Inadequate Engagement noted, but UNDRIP and FPIC not recognized.	Weak No statutory framework for equity-based transition.	No legislated emissions targets or carbon pricing. Strategy lacks enforcement mechanisms and equity frameworks.
ONTARIO	Limited EPS is binding; the Plan lacks enforceability or accountability.	None No gender equity or intersectional frameworks.	Inadequate Consultation only; UNDRIP and FPIC absent.	Weak No structured transition or labour equity policy.	Policies rely heavily on voluntary measures and emissions intensity targets. Lack of comprehensive regulatory architecture for equity or Indigenous rights.
QUEBEC	Yes Cap-and-trade system in place; SD Act mandates government-wide sustainability.	None No GBA+ or gender-specific metrics.	Inadequate Consultation occurs but UNDRIP not adopted; no co-decision model.	Limited Supports adaptation and green jobs but lacks labour equity tools.	Equity and Indigenous rights are not substantively embedded; governance remains top-down.
NEW BRUNSWICK	Limited CCA and ERRA are binding but limited in scope.	None No gender, GBA+, or disaggregated data policies.	Inadequate Mentions Indigenous engagement without standards or frameworks.	Limited Limited attention to labour transition or equity in energy or industrial sectors.	Strategic plan lacks enforcement and measurable equity outcomes. Legal mechanisms limited in scope and reach.
PRINCE EDWARD ISLAND	Yes Net-Zero Act legally enshrines the 2040 target.	None GBA+ and equity absent; inclusive language not linked to implementation.	Inadequate UNDRIP not referenced; limited Indigenous inclusion.	Limited Climate Sense provides training, but no formal just transition plan.	Target is binding but lacks accountability and equity integration.
NOVA SCOTIA	Yes EGCCRA mandates	Weak Equity	Inadequate Mentions rights and	Limited Education and workforce training	Progressive targets, but weak implementation of

POLICY INSTRUMENT	LEGALLY BINDING	GENDER EQUITY MEASURES	UPHOLDS INDIGENOUS SOVEREIGNTY / UNDRIP	JUST TRANSITION PROVISIONS IN SETT	KEY LIMITATION
	targets; EA supports enforcement.	acknowledged but not operationalized.	consultation; no UNDRIP or shared authority.	included, but no formal framework.	equity and Indigenous rights.
NEWFOUNDLAND & LABRADOR	Yes MGGA mandates emissions limits; EPA governs compliance.	None Equity language minimal and non-binding.	None Indigenous rights and UNDRIP not recognized.	Limited Plans support clean growth but not equity in SETT.	Fossil fuel expansion undermines sustainability and justice.
YUKON	Yes EA and CEA provide legal authority; <i>Clean Future</i> guides action.	None No equity metrics or GBA+ frameworks.	Inadequate UNDRIP not legislated; Indigenous governments consulted, not co-leads.	Limited Electrification and skills supports exist, but not legally guaranteed.	Lacks binding accountability, GBA+, or Indigenous governance mechanisms.
NORTHWEST TERRITORIES	Limited ERA affirms rights; Our Land funds Indigenous-led work but is not law.	None No equity metrics or GBA+ frameworks.	Inadequate <i>Our Land</i> formalizes Indigenous-led stewardship but does not legislate co-governance or implement UNDRIP.	Limited Community renewables prioritized, but no just transition framework.	NWT leads in Indigenous partnership but lacks binding GHG laws, equity planning, and enforceable just transition commitments. Diesel dependence remains high.
NUNAVUT	No No binding emissions targets or climate legislation.	None No GBA+ or gender-responsive design.	Inadequate Inuit Qaujimajatuqangit (IQ) principles affirmed, but UNDRIP and shared authority not legislated.	Limited Supports local renewables via IPPs but lacks equity or labour policy.	Policy is incentive-based, not regulatory without enforceable emissions targets, formal equity frameworks high emissions and infrastructure gaps remain.



“We have failed to shift the narrative, and we are still caught up in the same legal, economic and political systems.”

David Suzuki, [“It’s too late’: David Suzuki says the fight against climate change is lost,”](#)
iPolitics, July 2, 2025.

KEY THEMES & RECOMMENDATIONS

Key themes emerging from the environmental scan and policy review have informed a set of targeted policy recommendations aimed at strengthening equity-based sustainability reforms and advancing inclusive green economic development. These themes and recommendations are organized according to the dimensions of our comparative analysis matrix, which includes the efficacy and enforceability of Canada's jurisdictional climate commitments, the integration of gender equity measures in sustainability policy frameworks, the recognition of Indigenous sovereignty and jurisdiction, and the advancement of a just, inclusive green economy within SETT Sectors. Overall, while notable progress has been made in select jurisdictions, structural disparities persist. Significant gaps in Canada's sustainability policies remain across all jurisdictions and within all dimensions of analysis. Without urgent and coordinated reform, these policy gaps will continue to undermine Canada's climate goals and equity mandates that it claims to uphold.

1. Strengthening the Legal Architecture of Canada's Climate Accountability

Issue: Climate Commitments are Largely Symbolic and Lack Adequate Enforcement.

Canada's climate policy landscape remains highly fragmented, with federal, provincial, and territorial governments implementing uneven and often non-binding approaches. Although most regions have adopted climate targets or planning frameworks, only British Columbia, Nova Scotia, and Quebec have enacted legislation with binding greenhouse gas reduction requirements independent accountability mechanisms. Federally, instruments such as the *2030 Emissions Reduction Plan* and *Federal Sustainable Development Strategy* set aspirational goals but lack enforceable obligations. Data from the Canadian Climate Policy Partnership illustrates this weakness: 71.5% of the climate policies they identified rely on voluntary measures rather than mandated initiatives, whereas only 20% of reported emissions reduction measures are federally driven, limiting accountability and systemic impact.³⁴ Jurisdictional complexity and variability in political will, energy infrastructure, and institutional capacity across regions exacerbate this incoherence. Jurisdiction-specific assessments of climate impacts and adaptation responses underscore how diverse ecological, economic, and cultural contexts shape each province and territory's priorities.³⁵

RECOMMENDATION 1.1: Legislate Binding Climate Targets with Standardized Metrics and Independent Oversight.

To mitigate the symbolic nature of Canada's jurisdictional climate commitments, federal, provincial, and territorial governments should enact binding legislation that mandates greenhouse gas reduction targets, annual progress reporting,

³⁴ 440 Megatonnes. "The State of the Canadian Climate Policy Landscape," 440 Megatonnes, July 7, 2023. See also the Canadian Climate Policy Partnership (C2P2), [Canadian Climate Policy Inventory](#), School of Public Policy, University of Calgary, 2025.

³⁵ Nicole Luham, Fiona J. Warren, Kristen A. Walsh, and Julia Szwarc, [Canada in a Changing Climate: Synthesis Report](#), 2023.

and independent oversight mechanisms. All climate policy instruments should incorporate standardized evaluation metrics that assess policy stringency, coverage, and interactions to measure the actual effectiveness of emissions reductions rather than aspirational intentions.³⁶ British Columbia's *Climate Change Accountability Act* provides a stronger model, with legislated targets, annual public reporting, and oversight.

RECOMMENDATION 1.2: Repeal Regressive Legislation and Strengthen Environmental Review Mechanisms.

Regressive legislative such as federal Bill C-5 and Ontario's Bill 5, which have significantly weakened Canada's environmental review infrastructure, must be immediately repealed. These bills erode the integrity of climate governance by eliminating critical checks on emissions-intensive development and by reducing public oversight of major projects. Without robust review processes, Canada's ability to meet its 2030 and 2050 climate targets is severely compromised, and policy implementation becomes vulnerable to unchecked industrial expansion. Reinstating science-based, enforceable environmental assessment frameworks across all jurisdictions is essential to ensure that project approvals align with climate commitments and support a livable future.

2. Embedding Gender Equity in Climate and Sustainability Governance

Issue: Gender Diverse People and Equity-Deserving Groups Remain Structurally Excluded.

Despite Canada's international commitments to gender-responsive climate action, national, provincial, and territorial sustainability policies continue to marginalize equity-deserving groups. While GBA+ is federally mandated, its application remains inconsistent and often symbolic. Few sustainability frameworks link GBA+ findings to budget allocations or implementation outcomes, and most policies lack enforcement mechanisms. There is a growing number of climate and sustainability instruments but their integration with one another, and with equity priorities, is inconsistent. Even in provinces with relatively strong GHG policies, labour equity and gender inclusion remain afterthoughts rather than core planning pillars. As a result of this inconsistency, the needs and leadership of gender diverse, non-binary, trans, and Two Spirit people are not being adequately addressed as they continue to remain largely absent from climate governance frameworks.

RECOMMENDATION 2.1: Mandate Intersectional Gender Equity Across All Climate Instruments.

Federal climate initiatives must incorporate an intersectional gender lens from inception to address impacts on women, trans, and non-binary people.³⁷ All federal and provincial/territorial legislation, policies, and strategies should be revised to include mandated disaggregated data collection, meaningful GBA+ application, binding gender equity targets, and

³⁶ 440 Megatonnes. "The State of the Canadian Climate Policy Landscape," 440 Megatonnes, July 7, 2023.

³⁷ Canadian Women's Foundation. *What's at Stake: A Scan of Federal Government Action on Gender Equality in Canada 2015–2025*, April 2025.

enforceability mechanisms. Sustainability policy and programs must include Two-Spirit, trans, non-binary, racialized women, and other gender diverse people in climate leadership and funding streams. These reforms should align with intersectional best practices as outlined by NWAC, IISD, and UN Women.³⁸

RECOMMENDATION 2.2: Legislate Transparency and Accountability for Equity Outcomes.

Legislation is needed to ensure that equity goals in climate policy are supported by clear accountability mechanisms. This should include regular public reporting on gender equity progress across climate portfolios, including funding distribution, employment outcomes, and leadership representation. Integrate GBA+ audit requirements into all climate-related procurement, grants, and policy evaluations. GBA+ audit requirements should be embedded in all climate-related procurement, grants, and policy evaluations, with monitoring conducted by independent, community-based, or Indigenous-led equity processes. Without systemic inclusion and data-driven accountability, equity goals remain performative.

3. Upholding Indigenous Jurisdiction as a Foundation of Climate Policy

Issue: Indigenous Jurisdiction is Systematically Undermined in Sustainability and Economic Development Policy.

Despite federal commitments to renew nation-to-nation, Inuit-to-Crown, and government-to-government relationships based on rights recognition, respect, cooperation, partnership, and support of Indigenous-led initiatives,³⁹ Indigenous jurisdiction continues to be systematically undermined in Canada's climate legislation and policy landscape. Settler-led climate policies continue to marginalize Indigenous Peoples, treating them as stakeholders rather than rights-holders, and ignoring their inherent jurisdiction over Lands and Waters in their territories. As Indigenous Climate Action (ICA) states, "Canadian policies have regularly violated Aboriginal and treaty rights, and climate policy is no exception."⁴⁰

While federal documents increasingly reference Indigenous Peoples and knowledges, these acknowledgements rarely translate into substantive inclusion or power redistribution. Despite the rhetoric found in these instruments, implementation of the UN Declaration on the Rights of Indigenous Peoples Act (UNDA) remains weak and inconsistent across jurisdictions. Canada's climate policies continue to perpetuate colonial harms, rendering climate mitigation strategies largely ineffective and leaving Indigenous Peoples disproportionately vulnerable to climate change impacts. Though some provinces reference Indigenous consultation, few incorporate UNDRIP and all fail to adequately recognize Indigenous sovereignty and jurisdiction in their climate governance frameworks.

³⁸ See: Native Women's Association of Canada. *A Culturally Relevant Gender-Based Analysis (CRGBA)*, 2020; International Institute for Sustainable Development *Mainstreaming Gender Equality and Social Inclusion in Nature-Based Solutions for Climate Change Adaptation*, 2024; UN Women. *Gender Equality Accelerators*, 2024.

³⁹ See as an example: Environment and Climate Change Canada. *A Healthy Environment and a Healthy Economy*, 2020.

⁴⁰ Indigenous Climate Action, *Decolonizing Climate Policy in Canada*, Phase 2, Part 1, 2023.

“Current settler-led climate policy is upholding colonial capitalism and excluding our people and knowledge from the policy making tables.”⁴¹

RECOMMENDATION 3.1: Legally Recognize and Uphold Indigenous Jurisdiction and FPIC in Climate Governance.

All levels of government must fully implement and operationalize the *UN Declaration on the Rights of Indigenous Peoples Act* (UNDA) through binding frameworks that codify Free, Prior, and Informed Consent (FPIC), shared decision-making authority, and Indigenous jurisdiction in all climate and resource governance. *UNDA* compliance should be enforced through clear timelines, monitored by independent oversight bodies, and evaluated through accountability measures co-developed with Indigenous Nations. To ensure consistency, all federal, provincial, and territorial legislation must be reviewed and revised to uphold Indigenous laws, governance structures, and land rights, rather than contradicting or overriding them. Indigenous Nations must be recognized and treated as sovereign governments and rights-holders - not stakeholders - in all climate governance structures. This foundational legal and ethical imperative can be supported by implementing the many policy recommendations put forth in publications from Indigenous Climate Action's *Decolonizing Canada's Climate Policy* documents. Additional supports include:

1. **Fully Implement UNDRIP and FPIC:** Policies must consistently and substantively uphold UNDRIP, particularly Article 3 (Self-determination) and Article 19 (FPIC) for any legislative or administrative measures that may affect them.⁴²
2. **Recognize Indigenous legal systems and Natural Law:** Embed Indigenous laws, protocols, and knowledge frameworks in all climate-related legislation and regulatory processes, rather than solely relying on Western legal structures.⁴³
3. **Prioritize Land Back:** Recognize that full access to and restoration of Indigenous jurisdiction over lands, waters, and territories are fundamental for Indigenous-led climate solutions and transforming governance.⁴⁴

RECOMMENDATION 3.2: Expand and Secure Long-Term Investments in Indigenous-Led Climate Solutions.

⁴¹ Indigenous Climate Action, [Land Back Is Climate Policy: Part 2 of Phase 2 of ICA's Decolonizing Climate Policy Project](#), 2025, 83.

⁴² National Inquiry into Missing and Murdered Indigenous Women and Girls. [Reclaiming Power and Place: The Final Report](#), Volume 1b, 2019.

⁴³ ICA, Phase 2, Part 1.

⁴⁴ ICA, Phase 2, Part 2.

Ensure long-term, stable, and needs-based funding directly to Indigenous governments and organizations for self-determined climate action, service delivery (e.g., health, child and family services), and economic development. Climate funding must be redirected to support Indigenous self-determination and autonomy in climate adaptation, food sovereignty, clean energy, and water protection without being tied to external priorities or agendas.

As affirmed in ICA's *Land Back Is Climate Policy*, "Indigenous peoples already have the alternatives and solutions to address the climate crisis. We need to allow the space, time and funding to support the solutions and framework shifts we are calling for."⁴⁵ To be effective and equitable, all investments must be guided by the lived experiences, knowledge systems, and leadership of Indigenous women, Two-Spirit, and gender-diverse people, who have historically stewarded land-based practices and continue to bear disproportionate burdens of climate impacts and colonial violence.

4. Advancing a Just Transition Through Inclusive Green Economic Development

Issue: Just Transition Frameworks Remain Underdeveloped and Fragmented Across Canada.

Canada's pathway to a green economy is closely tied to its broader approach to economic development, which necessitates comprehensive strategies that ensure all Canadians, particularly Indigenous Peoples and gender diverse people, can participate in and benefit from the net-zero transition. This includes targeted investments, skills development, and policy frameworks that address historical inequities and promote inclusive opportunities across various sectors, including those related to science, engineering, trades, and technology (SETT). For instance, the *Departmental Sustainable Development Strategy* (DSDS) has set a target for at least 37% of the environmental and clean technology sector to be women by 2026. And the *Sustainable Jobs Plan* (SJP) aims to advance reconciliation, gender equity, and workforce diversity by supporting Indigenous-led solutions and addressing socio-economic barriers faced by underrepresented groups.⁴⁶

Canada, however, lacks a cohesive national strategy to guide a just transition across SETT sectors and just transition planning for a green economy is underdeveloped across jurisdictions. Beyond the 2023 *Sustainable Jobs Act*, which offers limited but binding federal provisions for labour market planning, efforts remain inconsistent and often siloed within workforce development initiatives that fail to address deeper structural inequities. Most provinces lack formal transition frameworks, and there is little alignment across federal labour, innovation, and climate strategies. Programs also lack standardized accountability for equity outcomes, fail to collect intersectional data, and do not provide long-term investment in inclusive leadership pathways.

⁴⁵ Ibid, 9.

⁴⁶ Minister of Natural Resources. *Sustainable Jobs Plan*, 2023.

RECOMMENDATION 4.1: Mandate a Cross-Cutting Federal Just Transition Framework for SETT Industries.

A just and equitable transition to a green economy in Canada requires comprehensive policy alignment across social, economic, and environmental domains. Canada should legislate a national just transition plan that integrates labour, climate, and innovation strategies. This plan must prioritize equity-deserving groups, including gender diverse individuals and Two-Spirit people, as well as Indigenous Nations and rights holders, through dedicated supports such as funded retraining programs, income security measures, and inclusive leadership pathways.

The *Green Economy New Brunswick* model supports a compelling economic case that well-structured, provincially supported green economy initiatives can drive emissions reductions, stimulate innovation, protect profitability, and build community resilience. The GENB framework demonstrates that supporting businesses with technical assistance, peer networks, and public recognition enables profitable emissions reductions, access to green finance, and improved market competitiveness.⁴⁷ Integrating similar Hub-style programs across jurisdictions could accelerate Canada's low-carbon transformation, while ensuring Indigenous leadership, gender equity, and just transition remain at the center of policy design.

RECOMMENDATION 4.2: Integrate Disaggregated Data, Monitoring, and Intersectional Evaluation.

As noted by the UN Women's *Gender and Climate Data Works*, "improving the production and use of statistics on the gender-environment nexus is critical. This includes enhanced gender data production and use efforts in the areas of climate change."⁴⁸ Progress on gender equity and the inclusion of gender diverse people in climate-related decision-making must be "assessed and evaluated to ensure they lead to real transformation and inclusivity."⁴⁹ Canada must establish a robust, national data infrastructure to track disaggregated equity indicators across SETT-sectors involved in the green transition. These metrics must be embedded in program evaluation and made central to all monitoring systems. Regular reporting must be aligned across key federal frameworks, including the *Federal Sustainable Development Strategy* (FSDS), *Emissions Reduction Plan* (ERP), *National Adaptation Strategy* (NAS), and *Sustainable Jobs Action Plan*. This would improve transparency, enable course correction, and ensure policy coherence across jurisdictions and sectors.

⁴⁷ Green Economy New Brunswick, [A New Path Forward: 2022/2023 Annual Report](#), 2023.

⁴⁸ UN Women, [Data Driven Insights: The Effects of Climate Change on Gender and Development](#), 28 November 2023.

⁴⁹ UN Women, [From Commodity to Common Good: A Feminist Agenda to Tackle the World's Water Crisis](#), July 2023.

CONCLUSION

Climate Injustice is Economic Risk

This is a profoundly critical moment. Despite decades of sustainability planning and climate legislation, Canada's current policy frameworks remain structurally incapable of addressing the intersecting crises of climate change, systemic inequity, and colonial dispossession. Climate mitigation strategies, legislated under capitalist, settler colonial systems, continue to prioritize economic growth over ecological survival.⁵⁰ Continued reliance on siloed and technocratic policy responses will not produce the systemic change required for a livable future. Delay and denial now constitute moral and existential failures.

As illustrated by Bill C-5 and provincial legislation such as Ontario's Bill 5 or BC's Bill 14, which are designed to fast-track economic development, governments are failing to recognize the compounding economic risks of emissions-driven climate change. Supply chain disruptions, soaring inflation, global pandemics, record-breaking extreme weather, and mounting uncertainty are already destabilizing every industry, government, and community. No one is immune to climate catastrophe. The economic consequences of weak climate policy include delayed infrastructure readiness, increasing climate-related health and housing costs, missed opportunities in clean tech innovation, and escalating legal and political conflict.

Proactive climate action is not only an environmental imperative, but also a sound economic investment. Across jurisdictions, climate-forward policies have proven to strengthen local supply chains, bolster workforce readiness, and enhance long-term competitiveness. The rapid rise of Environmental, Social, and Corporate Governance (ESG) investing reflects this shift. With over \$30 trillion now invested in ESG-aligned portfolios, global markets are increasingly favouring low-carbon, rights-based economies. Jurisdictions that fail to integrate Indigenous co-governance and gender equity risk falling behind.⁵¹ In Canada and beyond, responsible investment is being driven by climate risk awareness and a growing demand for demonstrable ESG impact. These sustainable financial trends show that as investors internalize the economic risks of climate inaction, they are increasingly favouring resilient, climate-safe and justice-centered approaches.⁵²

Gender Equity Drives Innovation and GDP

The economic case for embedding gender equity in climate policy is both urgent and well-supported. Inclusive strategies consistently produce more effective environmental outcomes, drive innovation, and reduce vulnerabilities among the populations most impacted by climate change. Gender equity is a cornerstone of resilient, high-performing economies. Investing in gender equity is foundational for economic prosperity and societal stability.⁵³ Environment and Climate

⁵⁰ Pinkerton, *iPolitical*, 2025.

⁵¹ Global Sustainable Investment Alliance, *Global Sustainable Investment Review*, 2022; Baruah, "How to Promote Gender Equity in the Green Economy," 2023.

⁵² Canadian Climate Institute. *Sink or Swim: Transforming Canada's Economy for a Global Low-Carbon Future*, 2021.

⁵³ Canadian Women's Foundation, *What's at Stake*, 2025.

Canada reports that a shift to a greener economy could generate 24 million new jobs globally by 2030, if the right policies are in place.⁵⁴ Achieving this potential depends on the full economic participation of gender diverse people, especially in higher-paying, male-dominated industries such as those related to SETT sectors. Equity must be integrated not only as a moral imperative but as a pathway to evolution, innovation and collective wellbeing.⁵⁵

Indigenous Governance is a Legal and Economic Necessity

Bill C-5 and Ontario's Bill 5 reflect a blatantly dangerous legislative trend. Fast-tracking development projects by overriding Indigenous jurisdiction and environmental protections is not only unjust, it is economically reckless. While these laws may promise short-term regulatory shortcuts, they risk long-term economic, legal, and reputational damage for all companies involved.⁵⁶ As the Chiefs of Ontario have stated in their response to Bill 5, "consultation with First Nations is not a barrier to development and must not be looked at as so. Ignoring it will only lead to costly delays and legal battles."⁵⁷ Indigenous sovereignty and jurisdiction over Lands and Waters are not optional. They are essential to effective and just sustainable development and climate action. Indigenous Peoples hold inherent rights to self-determination and control over their ancestral territories, including their laws, values, customs, and governance systems.⁵⁸ Recognizing and embedding these rights into climate policy is both a legal obligation and a pragmatic economic strategy. Failing to do so undermines reconciliation efforts as well as the viability of climate mitigation.

*"Colonialism caused climate change. Indigenous rights are the solution."*⁵⁹

Adapt or Collapse

At the heart of this crisis lies a deeper truth: the current model of sustainability policy is failing. Despite decades of climate strategies, growth targets, and green jobs, Canada continues to operate within an extractive, settler-colonial economic system, one that exploits land, labour, and life under the guise of progress. As Indigenous Climate Action points out, federal climate strategies consistently overlook the central role of the fossil fuel industry in driving the climate crisis.

⁵⁴ Environment and Climate Change Canada, *A Healthy Environment and Healthy Economy*.

⁵⁵ UN Women, *Gender Equality Accelerators*.

⁵⁶ Anishinabek Nation, "Anishinabek Nation Demands Immediate Withdrawal of Bill 5," June 2025.

⁵⁷ Chiefs of Ontario, "First Nations Leadership responds to the passing of Bill 5 with warning of legal and grassroots action," June 5, 2025.

⁵⁸ Indigenous Environmental Network, *Indigenous Principles of Just Transition*, October 2017.

⁵⁹ Indigenous Climate Action, *Decolonizing Climate Policy in Canada: Report from Phase One*, 2021, 5.


Dominant economic and governance systems rooted in colonial capitalism are fundamentally incapable of delivering the transformation required, but Indigenous communities are.⁶⁰

“Colonial violence has always been environmental violence.”⁶¹

To move forward, Canada must confront and dismantle the interlocking systems of oppression that shape both our devastating environmental and social realities. Gender equity must extend beyond the binary and meaningfully include gender diverse individuals through intersectional approaches. Sustainability must be rooted in justice, not just measured by environmental outcomes, but by how power is redistributed, and voices are meaningfully included and heeded. Understanding and respecting Indigenous sovereignty is not optional. It is the legal and ethical foundation of any legitimate climate response. Without free, prior, and informed consent, Land Back, and co-governance, sustainability policy will remain incomplete and structurally unsound. This report calls for a fundamental reimagining of development, prosperity, and sustainability itself. A just future demands that governments move beyond performative equity and toward governance rooted in Indigenous law, gender equity, climate justice, and community-defined wellbeing.

⁶⁰ Indigenous Climate Action, *Decolonizing Climate Policy in Canada: Report from Phase One*, 2021.

⁶¹ Indigenous Climate Action, *Decolonizing Climate Policy in Canada: Report from Phase 2, Part 1*, December 2023.



“Sustainability is not an end goal
- it is a practice of living in
relation, of honouring our
responsibilities to each other, to
the land, and to the future.”

Leanne Betasamosake Simpson, *As We Have Always Done: Indigenous Freedom through Radical Resistance*, Minneapolis: University of Minnesota Press, 2017.

ACKNOWLEDGEMENTS

We gratefully acknowledge the Elders, Youth, Chiefs, and Rights-Holders whose lived experiences, labours, and written words have informed so much of the research and the framing of this project. Chi-miigwetch for your teachings and your leadership. Our gratitude also extends to everyone whose knowledges and contributions have supported this work and the creation of this report.

Research and Writing by: Aleyah-Erin Lennon, Gwenith Kikkawa, and Kevin Alexander.

Aleyah-Erin Lennon, MA, OCT, (she/her) is an organizational strategist, educator, policy professional, and communications specialist with two decades of experience advancing sustainable, justice-based systems change across diverse sectors. As Founder and Director of Truth & Bloom Strategies, Aleyah is passionate about transforming bold ideas into rooted, relational, and strategic action. She continues to work with and for First Nations and organizations supporting critical research, policy development, and governance mandates, while teaching at the post-secondary level. She specializes in trauma-informed, neurodivergent, and embodied approaches to knowledge mobilization while embedding equity and accessibility into systems change management. As a second-generation diasporic Irish descendant living in the Nayaano-nibiimaang Gichigamiin region, Aleyah's decolonial praxis is rooted in the core principles of *deep listening*, *critical self-reflection*, and *engaged action in community*.

Gwenith Kikkawa, MA, (they/them) is a multi-disciplinary artist, researcher, and Decolonizing, Equity, Diversity, and Inclusion (DEDI) consultant specializing in trauma-informed leadership, narrative strategy, and creative facilitation. As a mixed-race, queer, non-binary, disabled, and neurodivergent parent, spouse, and survivor, Gwenith brings an embodied understanding of both marginalization and privilege to all aspects of their praxis. Their transdisciplinary background in theatre and dramaturgy, social justice, and digital strategy informs a critically adaptive and intersectional approach to systemic change. As a Truth & Bloom consultant, Gwenith integrates research, storytelling, and structural analysis to support transformative policy and organizational development.

Kevin Alexander, DSW, (they/them) is a certified Senior Internal Auditor, and accessibility compliance specialist with over twenty years of experience in disability support services. As a neurodivergent, non-binary, queer settler of European descent, Kevin brings precision and clarity to data collection, synthesis, and systems analysis. They are also the author of *The Way of the Support Worker* (NADD Press, 2016), a guide grounded in frontline experience and written to support the sustainability and integrity of care-based careers. Kevin pairs technical expertise with creativity as a theatre artist and musician, blending analytical insight with artistic sensibility in support of inclusive, justice-centered organizational development.

CONSULTED WORKS

- 440 Megatonnes. "The State of the Canadian Climate Policy Landscape." *Canadian Climate Policy Inventory*. Last modified April 17, 2024. <https://440megatonnes.ca/insight/state-canadian-climate-policy-landscape/>.
- Amnesty International Canada. "Bill C-5 Sidelines Indigenous Rights." Amnesty International Canada, June 5, 2025. <https://amnesty.ca/human-rights-news/bill-c-5-sidelines-indigenous-rights/>.
- Amnesty International Canada. "Climate Justice." Last modified 2024. <https://amnesty.ca/what-we-do/climate-justice/>.
- Anishinabek Nation. "Anishinabek Nation Demands Immediate Withdrawal of Bill 5." Anishinabek News, June 4, 2025. <https://anishinabek.ca/2025/06/04/anishinabek-nation-demands-immediate-withdrawal-of-bill-5/>.
- Assembly of First Nations. *National Virtual Forum on Bill C-5: The Building Canada Act*. AFN.ca/news. June 17, 2024. <https://afn.ca/all-news/bulletins/national-virtual-forum-on-bill-c-5-the-building-canada-act/>.
- Baruah, Bipasha. "How to Promote Gender Equity in the Green Economy." Research Outreach, August 30, 2023. <https://researchoutreach.org/articles/gender-equity-green-economy/>.
- Beemyn, Genny, and Abbie E. Goldberg, eds. *The SAGE Encyclopedia of Trans Studies*. Thousand Oaks, CA: SAGE Publications, 2021.
- Bowie-Edwards, Amanda, Sébastien Jodoin, Isaiah Cree, Karahkwineha Goodleaf-Labelle, Jayce Chiblow and Eriel Deranger. *Indigenous Rights and Sovereignty in National Climate Policies: A Systematic Analysis*. Indigenous Climate Action, 2023. <https://static1.squarespace.com/static/5e8e4b5ae8628564ab4bc44c/t/656b113b4f5a45687025a0bc/1701515611220/Rights%2BAnalysis%2BReport%2Band%2BAppendixpdf.pdf>.
- Canadian Climate Policy Partnership. *Canadian Climate Policy Inventory*. Hosted by 440 Megatonnes (Canadian Climate Institute). March 2025. <https://440megatonnes.ca/policy-tracker/>.
- Canadian Climate Institute. "New research spotlights Indigenous perspectives on energy and climate issues across Canada." June 16, 2025. <https://climateinstitute.ca/news/new-research-indigenous-perspectives-energy-climate-issues-canada/>
- Canadian Climate Policy Partnership. *Manitoba Climate Policy Fact Sheet*. Calgary: University of Calgary School of Public Policy, 2022. https://spp.ucalgary.ca/sites/default/files/teams/1/C2P2%20MB%20Fact%20Sheet.Final_.pdf.
- Canadian Women's Foundation. *What's at Stake: A Scan of Federal Government Action on Gender Equality in Canada 2015–2025*. Toronto: Canadian Women's Foundation, April 2025. https://canadianwomen.org/wp-content/uploads/2025/04/Whats-at-Stake-Federal-Action-on-Gender-Equality_final.pdf.
- Canadian Research Institute for the Advancement of Women (CRIAOW). *Feminist Intersectional Policy Analysis: Resource Development and Extraction Framework*. 2014. <https://www.criaw-icref.ca/wp-content/uploads/2021/04/Feminist-Intersectional-Policy-Analysis-Resource-Development-and-Extraction-Framework.pdf>.
- Chiefs of Ontario. *Protecting Our Lands: A First Nations Response to Bill 5*. 2025. <https://chiefs-of-ontario.org/resources/protecting-our-lands/>.
- Crenshaw, Kimberlé. "Demarginalizing the Intersection of Race and Sex." *University of Chicago Legal Forum* (1989): 139–167. <https://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?article=1052&context=ucf>.
- Department of Justice Canada. "Consultation and Engagement Definitions," last modified September 6, 2023. <https://canada.justice.gc.ca/eng/cons/def.html>.
- Environment and Climate Change Canada. *A Healthy Environment and a Healthy Economy: Canada's Strengthened Climate Plan to Create*

Jobs and Support People, Communities and the Planet. Ottawa: Government of Canada, 2020.

https://www.canada.ca/content/dam/eccc/documents/pdf/climate-change/climate-plan/healthy_environment_healthy_economy_plan.pdf.

Environment and Climate Change Canada. "Clean Electricity Regulations and Strategic Environmental and Economic Assessments."

Government of Canada. Last modified January 1, 2025. <https://www.canada.ca/en/environment-climate-change/corporate/transparency/strategic-environmental-economic-assessments/clean-electricity-regulations.html>

Fausto-Sterling, Anne. *Sexing the Body: Gender Politics and the Construction of Sexuality*. New York: Basic Books, 2000.

Future Skills Centre. *Hiring Green: An Analysis of the Demand for Green Skills in Canada*. 2024.

<https://fsc-ccf.ca/research/hiring-green-an-analysis-of-the-demand-for-green-skills-in-canada/>.

Future Skills Centre and ECO Canada. *Rapid Reskilling to Support Nature-Based Solutions and Green Infrastructure Projects in Canada*.

Project Insights Report. Toronto: Future Skills Centre/ECO Canada, March 2025. <https://fsc-ccf.ca/wp-content/uploads/2025/03/rapid-reskilling-to-support-nature-based-solutions-and-green-infrastructure-projects-in-canada-5.pdf>.

Government of Canada. *Canada Gazette*, Part II, vol. 158, no. 26 (December 18, 2024). "ISSUES."

<https://gazette.gc.ca/rp-pr/p2/2024/2024-12-18/html/sor-dors263-eng.html>.

Government of Canada. "Environmental Justice and Environmental Racism." *Environment and Climate Change Canada*. 2025.

<https://www.canada.ca/en/environment-climate-change/services/strategic-policy-branch/environmental-justice.html>.

Government of Canada. "Gender-Based Analysis Plus (GBA+)." *Women and Gender Equality Canada*. Last modified May 16, 2024.

<https://www.canada.ca/en/women-gender-equality/gender-based-analysis-plus.html>.

Government of Canada. United Nations Declaration on the Rights of Indigenous Peoples Act, S.C. 2021, c. 14.

<https://laws-lois.justice.gc.ca/eng/acts/U-2.2/>

Green Economy New Brunswick. *A New Path Forward: 2022/2023 Annual Report*. 2023. <https://greeneconomynb.org/wp-content/uploads/2023/11/GENB-Annual-Report-EN-WEB-3.pdf>.

Indigenous Climate Action. *Decolonizing Climate Policy in Canada: Report from Phase One*. Vancouver: Indigenous Climate Action, March 2021.

https://static1.squarespace.com/static/5e8e4b5ae8628564ab4bc44c/t/6061cb5926611066ba64a953/1617021791071/pcf_critique_FINAL.pdf

Indigenous Climate Action. *Decolonizing Climate Policy in Canada. Report from Phase 2, Part 1*. Vancouver: Indigenous Climate Action, December 2023.

<https://static1.squarespace.com/static/5e8e4b5ae8628564ab4bc44c/t/6572ef1200810a3f9b708453/1702031212873/DCP+Phase+2+Part+1.pdf>.

Indigenous Climate Action. *Land Back is Climate Policy: Part 2 Of Phase 2 Of ICA'S Decolonizing Climate Policy Project*. Vancouver:

Indigenous Climate Action, May 2025.

<https://static1.squarespace.com/static/5e8e4b5ae8628564ab4bc44c/t/683ddd02ccb8087e81af808b/1748884747758/DCP+Phase+2+Part+2.pdf>.

Indigenous Environmental Network. *Indigenous Principles of Just Transition*. Bemidji, MN: Indigenous Environmental Network, October 2017.

<https://www.ienearth.org/wp-content/uploads/2017/10/IENJustTransitionPrinciples.pdf>.

International Institute for Sustainable Development (IISD). *Advancing Gender-Responsive and Socially Inclusive Practices in Nature-Based*

Solutions for Adaptation. By Nicole Jang, Calais Caswell, Sarah McIvor, and Tanya Ball. Winnipeg: IISD, February 2025.

<https://www.iisd.org/publications/report/gender-responsive-inclusive-nature-based-solutions>.

International Institute for Sustainable Development (IISD). *Mainstreaming Gender Equality and Social Inclusion in Nature-Based Solutions for Climate Change Adaptation*. By Calais Caswell and Nicole Jang. Winnipeg: IISD, January 22, 2024.

<https://www.iisd.org/publications/report/gender-equality-social-inclusion-nature-based-solutions>.

Kraft, Carla, and Seemin Qayum. *Policy Brief: A Gender-Responsive Just Transition for People and Planet*. New York: UN Women, 2023.

<https://www.unwomen.org/>

LaFortune, Rachel. 2025. "Canada Cuts Gender Equality Minister." *Human Rights Watch*, March 18, 2025.

<https://www.hrw.org/news/2025/03/18/canada-cuts-gender-equality-minister>.

Linden-Fraser, Ross. "Are the Provinces and Territories Holding Themselves Accountable for Climate Action?" 440 Megatonnes, January 15, 2024. <https://440megatonnes.ca/insight/are-the-provinces-and-territories-holding-themselves-accountable-for-climate-action/>.

Lugones, María. "The Coloniality of Gender." *Worlds & Knowledges Otherwise* 2 (Spring 2010): 1–17.

Lulham, Nicole, Fiona J. Warren, Kristen A. Walsh, and Julia Szwarc. *Canada in a Changing Climate: Synthesis Report*. Ottawa: Government of Canada, 2023. <https://changingclimate.ca/synthesis/chapter/report/>.

Minister of Natural Resources. Sustainable Jobs Plan An interim plan for 2023-2025 detailing concrete federal actions to advance economic prosperity and sustainable jobs in every region of the country. Government of Canada, 2023.

https://www.canada.ca/content/dam/nrcan-rncan/documents/SGJ_Report_EN_March8.pdf.

Nanda, Serena. *Gender Diversity: Crosscultural Variations*. 2nd ed. Long Grove, IL: Waveland Press, 2014.

National Inquiry into Missing and Murdered Indigenous Women and Girls. *Reclaiming Power and Place: The Final Report, Volume 1a*.

Government of Canada, 2019. https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1a-1.pdf.

National Inquiry into Missing and Murdered Indigenous Women and Girls. *Reclaiming Power and Place: The Final Report, Volume 1b*.

Government of Canada, 2019. https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1b.pdf.

Native Women's Association of Canada. *A Culturally Relevant Gender-Based Analysis (CRGBA) Starter Kit: Introduction, Incorporation, and Illustrations of Use*. Ottawa: Native Women's Association of Canada, June 2020. <https://www.nwac.ca/assets-knowledge-centre/A-Culturally-Relevant-Gender-Based-Analysis.pdf>.

Native Women's Association of Canada. *EIPCCP Newsletter: Indigenous Treaty Rights, Resource Extraction, and Climate Justice On Turtle Island*. Newsletter, March 1, 2025. Vancouver: Native Women's Association of Canada. https://nwac.ca/assets-documents/EIPCCP-Indigenous-Treaty-Rights-Resource-Extraction-and-Climate-Justice-MAR_2025_EN.pdf.

Oyěwùmí, Oyèrónkẹ́. *The Invention of Women: Making an African Sense of Western Gender Discourses*. Minneapolis: University of Minnesota Press, 1997.

Özbilgin, Mustafa F. 2025. "Policy Directions: Bridging Intersectional Feminist Research and Policy in Work and Organization." *Gender, Work & Organization*, June 2. <https://doi.org/10.1111/gwao.13279>.

Pembina Institute. *Decarbonizing Remote Indigenous Communities: A Yukon Opportunity*. Calgary: Pembina Institute, April 2025.

https://www.pembina.org/sites/default/files/2025-04/Decarbonizing_Remote_Indigenous_Communities-Yukon.pdf.

Pinkerton, Charlie. "It's Too Late: David Suzuki Says the Fight Against Climate Change Is Lost," *iPolitics*, July 2, 2025.

<https://www.ipolitics.ca/2025/07/02/its-too-late-david-suzuki-says-the-fight-against-climate-change-is-lost/>.

Reed, Graeme, Jen Gobby, Rebecca Sinclair, Rachel Ivey, and H. Damon Matthews. "Indigenizing Climate Policy in Canada: Critical Examination of the Pan-Canadian Framework and the ZéN RoadMap." *Frontiers in Sustainable Cities* 3 (2021).

<https://doi.org/10.3389/frsc.2021.644675>.

- Rockström, Johan, Jonathan F. Donges, Ingo Fetzer, Maria A. Martin, Lan Wang-Erlandsson, and Katherine Richardson. "Planetary Boundaries Guide Humanity's Future on Earth." *Nature Reviews Earth & Environment* 5 (2024): 773–788.
<https://doi.org/10.1038/s43017-024-00597-z>.
- Simpson, Leanne Betasamosake. *As We Have Always Done: Indigenous Freedom through Radical Resistance*. Minneapolis: University of Minnesota Press, 2017.
- Statistics Canada. *Sustainable Development Goals (SDGs): Canada — SDG Indicator Framework*. 2024.
<https://www144.statcan.gc.ca/sdg-odd/index-eng.htm>.
- Statistics Canada, "Women in the environmental and clean technology sector," Economic-Social Reports (2024).
<https://www150.statcan.gc.ca/n1/pub/36-28-0001/2024007/article/00003-eng.htm>
- Steffen, Will, Katherine Richardson, Johan Rockström, Sarah E. Cornell, Ingo Fetzer, Elena M. Bennett, Reinette Biggs, et al. "Planetary Boundaries: Guiding Human Development on a Changing Planet." *Science* 347, no. 6223 (2015): [10.1126/science.1259855](https://doi.org/10.1126/science.1259855)
- Tobin, Steven, Laura McDonough, and Alex Stephens. *Sustainable Jobs for Economic Growth*. Project Insights Report. Toronto: Future Skills Centre, September 2024. <https://fsc-ccf.ca/projects/sustainable-jobs-for-economic-growth/>.
- United Nations Declaration on the Rights of Indigenous Peoples Act*. S.C. 2021, c. 14. Assented to June 21, 2021; modified June 24, 2025. Government of Canada. Accessed June 30, 2025. <https://laws-lois.justice.gc.ca/eng/acts/U-2.2/page-1.html>.
- United Nations Entity for Gender Equality and the Empowerment of Women. *Women and Sustainable Development Goals*. New York: UN Women, 2016.
<https://sustainabledevelopment.un.org/content/documents/2322UN%20Women%20Analysis%20on%20Women%20and%20SDGs.pdf>
- United Nations General Assembly. *Transforming our world: the 2030 Agenda for Sustainable Development*. A/RES/70/1. Adopted 25 September 2015 and issued 21 October 2015.
https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_RES_70_1_E.pdf
- UN Women. *Data-Driven Insights: The Effects of Climate Change on Gender and Development*. UN Women's Gender and Climate Data Works: Extracted Compilations. Brief. New York: UN Women, 28 November 2023. https://www.unwomen.org/sites/default/files/2023-11/data-driven_insight_the_effects_of_climate_change_on_gender_development.pdf.
- UN Women. *From Commodity to Common Good: A Feminist Agenda to Tackle the World's Water Crisis*. New York: UN Women, July 2023. PDF file. <https://www.unwomen.org/sites/default/files/2023-07/from-commodity-to-common-good-a-feminist-agenda-to-tackle-the-worlds-water-crisis-en.pdf>
- UN Women. *Gender Equality Accelerators*. New York: UN Women, July 2024.
https://www.unwomen.org/sites/default/files/2024-07/gender_equality_accelerators_en.pdf.
- Woodward & Company LLP. "Our Land for the Future: What the NWT PFP Means for Indigenous-Led Conservation." Woodward & Company, June 21, 2024. <https://www.woodwardandcompany.com/news/our-land-for-the-future-what-nwt-pfp-means-for-indigenous-led-conservation/>.
- World Commission on Environment and Development. *Our Common Future*. Oxford: Oxford University Press, 1987. <http://www.un-documents.net/our-common-future.pdf>.

The background of the page is a close-up photograph of green fern fronds, which are slightly out of focus and have a soft, natural lighting. The text is overlaid on this background.

APPENDIX A

Federal Findings Extended Analysis

APPENDIX A: Federal Findings Extended Analysis

UN Declaration on the Rights of Indigenous Peoples Act (UNDA)

Dimension of Analysis	Findings
Jurisdiction	Federal Assented June 21, 2021. All federal departments are expected to play a role in its implementation. The <i>2023 UN Declaration Act Action Plan</i> details 181 measures for doing so. It also calls for collaboration with provinces and territories to fully implement the Action Plan, recognizing that many articles of the UN Declaration require their cooperation.
Summary of Scope and Enforceability	Provides the legal framework for implementing the UNDRIP in Canadian law. This involves reviewing federal laws for consistency with the Declaration, developing an action plan, and requiring all federal departments to play a role in its implementation. Its core purpose is to renew the Government of Canada's relationship with Indigenous Peoples.
Gender Equity Considerations	Ensures that the rights outlined in UNDRIP apply equally regardless of sex. The Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls (2SMMIWG), which are supported by this Act's principles, emphasize upholding the human and Indigenous rights of Indigenous women, girls, and 2SLGBTQQIA+ people, including equitable access to basic rights and services regardless of Status or location. It also highlights the need for disaggregated data concerning violence against Métis women, girls, and 2SLGBTQQIA+ people and to improve inclusion of 2SLGBTQQIA+ people in research. The concept of Environmental Justice, supported by this framework, acknowledges addressing inequalities faced by Indigenous, racialized, or otherwise marginalized communities.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	This Act is explicitly designed to uphold UNDRIP. It supports the recognition, protection, and promotion of Indigenous self-governance and self-determination, including free, prior, and informed consent (FPIC) for all decision-making processes that affect Indigenous Peoples. It promotes the integration of Indigenous laws and customs in governance and calls for stronger enforcement of FPIC and meaningful consultation in the legal system to protect Indigenous sovereignty.
Implications for a Just Transition in SETT	By legally requiring alignment with UNDRIP and promoting Indigenous self-determination, the Act is intended to lead to more equitable and inclusive development practices in all sectors, including SETT and the green economy. This directly involves ensuring Indigenous communities equitably benefit from resource extraction projects and have meaningful decision-making power over development on their lands.
Additional Notes for Comparative Analysis	Provides a foundational legal and ethical benchmark for evaluating all federal sustainability and economic policies. Legally mandates consistency with UNDRIP and prioritizes Indigenous jurisdiction. Sets higher standard for accountability and participation. However, implementation varies significantly across departments, and enforceability mechanisms are underdeveloped. Gap in cross-jurisdictional coordination with provinces and industry. Offers the most explicit commitments to Indigenous rights but lacks a clearly defined compliance framework or consequences for non-implementation.

Bill C-226 National Strategy to Assess, Prevent and Address Environmental Racism and to Advance Environmental Justice

Dimension of Analysis	Findings
Jurisdiction	Became law on June 20, 2024.
Summary of Scope and Enforceability	Represents the first federal legislative effort to explicitly address environmental racism in Canada. Requires the Minister of Environment and Climate Change to develop and table a national strategy within two years, in consultation with affected communities, particularly Indigenous, Black, and other racialized groups. The Act emphasizes examining connections between race, socioeconomic status, and exposure to environmental hazards. The enforceability is currently limited to strategy development and does not include binding commitments for implementation or remedies.
Gender Equity Considerations	While not explicitly framed through a GBA+ lens, the Act acknowledges that environmental racism disproportionately affects women and gender-diverse people in racialized communities. The strategy is expected to account for intersectional impacts, particularly on Indigenous and racialized women and 2SLGBTQIA+ individuals, though no specific mechanisms are yet defined.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	States its alignment with the federal government’s commitment to implement UNDRIP and calls for consultation with Indigenous Peoples in the development of the national strategy. However, it does not provide mechanisms for consent-based governance or integration of Indigenous legal orders. Its effectiveness will depend on how consultation processes are designed and implemented.
Implications for a Just Transition in SETT	Highlights the need to address environmental burdens disproportionately placed on racialized and Indigenous communities, which is central to a just transition. It could lead to better safeguards, more equitable project planning, and recognition of cumulative impacts in areas where SETT industries operate. However, without enforceable standards or accountability frameworks, its short-term impact on SETT sectors may be limited.
Additional Notes for Comparative Analysis	Bill C-226 breaks ground as the first federal law to link environmental harm to systemic racism. While other frameworks mention equity, this Act mandates a focused examination of racialized environmental harms and their intersection with policy. It is less developed in implementation design than the UNDA, but symbolically significant. Compared to acts like the Impact Assessment Act or the Sustainable Jobs Act, it centers frontline communities but lacks structural power for enforcement or reparative action.

National Adaptation Strategy (NAS)

Dimension of Analysis	Findings
Jurisdiction	Federal (Environment and Climate Change Canada) in collaboration with provinces, territories, municipalities, Indigenous Peoples, and stakeholders. Launched November 2022; finalized with an Action Plan in June 2023.
Summary of Scope and Enforceability	Intended to establish a shared vision for climate resilience in Canada, identify key priorities for increased collaboration, and provide a framework for measuring national progress on climate adaptation. Sets a national framework for preparing Canada for climate impacts through five key systems: disaster resilience, health and wellbeing, nature and biodiversity, infrastructure, and economy and workers. It defines long-term goals and near-term targets but is not a legally binding document. Implementation depends on coordination among jurisdictions.
Gender Equity Considerations	Includes general recognition of disproportionate climate impacts on vulnerable groups (women, 2SLGBTQI+, racialized, and low-income communities) but does not establish enforceable or measurable gender equity targets. GBA+ is referenced as a lens in design, but equity is inconsistently applied across thematic areas.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Recognizes Indigenous climate leadership and knowledge systems. A companion strategy (<i>Climate Change and Indigenous Peoples: A National Adaptation Strategy Companion Document</i>) was co-developed. However, UNDRIP is not fully operationalized. Implementation frameworks defer many responsibilities to future co-development processes and lack binding obligations to Indigenous governments.
Implications for a Just Transition in SETT	Emphasizes worker protections, economic diversification, and training to reduce climate-related employment disruption, particularly in natural resources and infrastructure sectors. However, just transition language is not consistently used, and there is limited linkage to specific legislative tools or economic policy (e.g., Sustainable Jobs Act).
Additional Notes for Comparative Analysis	NAS offers one of the broadest climate adaptation frameworks in Canada but lacks legislative weight or explicit mechanisms for accountability. Compared to the ERP or C-50, it is more focused on resilience than transition. It complements but does not substitute for enforceable frameworks. Equity considerations remain aspirational unless embedded in forthcoming implementation mechanisms.

Impact Assessment Act (IAA)

Dimension of Analysis	Findings
Jurisdiction	Assented to in June 2021. Amended June 2024, following Royal Assent of the <i>Budget Implementation Act</i> . These amendments were specifically made to address the Supreme Court of Canada's decision regarding the Act's constitutionality.
Summary of Scope and Enforceability	The amended Act re-establishes a robust framework that provides certainty and clarity for project proponents, Indigenous communities, and stakeholders. It mandates that decision-making in impact assessments be anchored in areas of clear federal jurisdiction and enhances flexibility for cooperation with other jurisdictions. It is considered crucial for understanding and mitigating the impacts of major projects and for achieving Canada's net-zero emissions goals. The Act outlines the process for assessing major development and resource-extraction projects on federal lands, providing decision-making and compliance tools. It enhances flexibility for cooperation with other jurisdictions and supports an efficient, effective, inclusive, and environmentally sound assessment process for clean growth projects. The Act aims to understand the impacts of major projects and prevent or mitigate significant adverse federal effects.
Gender Equity Considerations	Supports an "inclusive" assessment process and intends to improve consultations, considering climate risks and opportunities that affect diverse populations.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The Act supports improved consultations, including with Indigenous communities. The Indigenous Centre for Cumulative Effects (ICCE), an Indigenous-led organization, helps Indigenous communities build technical and scientific capacity to address cumulative effects, based on their values and priorities. There are calls for stronger enforcement of Free, Prior, and Informed Consent (FPIC) and meaningful consultation to ensure extractive industries do not operate at the expense of Indigenous sovereignty. Recommendations also suggest including provisions in impact-benefit agreements for resource projects that address the safety and security of Indigenous women, girls, and 2SLGBTQQIA+ people and ensure equitable benefits.
Implications for a Just Transition in SETT	By streamlining assessments for <i>clean growth projects</i> , it facilitates development in the green economy. While not directly dictating gender equity outcomes, its inclusive approach aims to ensure that environmental decisions consider social impacts, which can indirectly benefit diverse groups within SETT and the green transition.

Bill C-50 - Canadian Sustainable Jobs Act

Dimension of Analysis	Findings
Jurisdiction	Federal - Parliament of Canada; in force as S.C. 2024, c. 13. Received Royal Assent on June 20, 2024. Fully in force.
Summary of Scope and Enforceability	It establishes a new framework to guide Canada's transition to a net-zero economy. Supports creation of <i>sustainable jobs</i> , defined as compatible with Canada's net-zero emissions and climate-resilient future, encompassing-decent work with fair income, job security, social protection, and social dialogue. Establishes accountability framework with designation of ministers, a Sustainable Jobs Partnership Council, and Secretariat. Mandates development and regular updating of Sustainable Jobs Action Plans.
Gender Equity Considerations	Sustainable Jobs Action Plans must include data related to equity, diversity, and inclusion in the labour force. Equity-seeking groups (including women, persons with disabilities, Indigenous, racialized, 2SLGBTQI+) must be included. Council composition must reflect these groups.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Defines Indigenous peoples according to subsection 35(2) of the <i>Constitution Act, 1982</i> . Promotes Indigenous-led solutions and a National Benefits-Sharing Framework. Sustainable Jobs Action Plans require identifying and addressing data gaps related to Indigenous peoples in labour market analyses. Minister must provide Indigenous peoples with the opportunity to make submissions when preparing action plans. Explicitly commits to <i>collaboration</i> with Indigenous peoples and <i>inclusion</i> of Indigenous knowledge under UNDRIP.
Implications for a Just Transition in SETT	Establishes a framework for accountability, transparency, and engagement to facilitate economic growth, create sustainable jobs, and support workers and communities during Canada's shift to a net-zero economy. It aims to enhance diversity and equity and ensure underrepresented groups can gain necessary skills for sustainable jobs. Directly supports the creation of sustainable jobs across all sectors, defining them as compatible with Canada's net-zero path and emphasizing decent, well-paying, high-quality jobs with fair income, job security, and social protection. It promotes skills development, training, and retraining for workers transitioning to a net-zero economy.

Federal Sustainable Development Act (FSDA)

Dimension of Analysis	Findings
Jurisdiction	<p>Federal - applies across Government of Canada, including departments, agencies, and designated Crown corporations. Originally passed on June 26, 2008; last amended on December 1, 2020.</p> <p>Current consolidation in force as of June 9, 2025. Active and legally binding. The 2022–2026 Federal Sustainable Development Strategy (FSDS) is the first developed under the amended Act. Regular five-year parliamentary reviews are mandated.</p>
Summary of Scope and Enforceability	<p>The FSDA provides the legal framework for developing and implementing the Federal Sustainable Development Strategy (FSDS). It aims to improve transparency, enhance accountability to Parliament, promote coordinated federal action, and ensure compliance with Canada's domestic and international sustainable development obligations. Key mechanisms include Mandatory Departmental Sustainable Development Strategies (DSDSs) aligned with the FSDS; a Sustainable Development Office (within Environment and Climate Change Canada); and a Sustainable Development Advisory Council. Reporting obligations to Parliament and coordination across over 100 federal entities.</p> <p>Targets under the FSDS must be specific, measurable, time-bound, and assigned to responsible ministers. The Treasury Board may issue operational directives.</p>
Gender Equity Considerations	<p>The Act requires the Sustainable Development Advisory Council to reflect the diversity of Canadian society, including demographic considerations such as gender and age.</p> <p>The 2020 amendments enabled the FSDS to integrate social and economic goals, which in turn support broader equity objectives (e.g., poverty, housing, childcare).</p> <p>However, the Act itself does not include specific gender equity measures or mandates for implementation beyond advisory representation.</p>
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	<p>The Act includes the principle that <i>Aboriginal peoples</i> must be involved in sustainable development strategies due to their traditional knowledge and relationships to land and water.</p> <p>While UNDRIP is not explicitly named, the FSDS developed under this Act incorporates perspectives from National Indigenous Organizations and Indigenous members of the Sustainable Development Advisory Council. This indicates an intentional, though indirect, commitment to Indigenous inclusion and distinctions-based engagement within the FSDA's operational framework.</p>
Implications for a Just Transition in SETT	<p>By legally embedding sustainability across federal governance and expanding the scope to include social and economic goals, the Act enables cross-sectoral planning essential to a just transition. Its whole-of-government mandate provides the structural foundation for policies that impact SETT sectors, such as those related to clean energy, infrastructure, innovation, and workforce development. However, the Act does not directly address SETT sectors, and any implications for just transition rely on how its framework is operationalized through the FSDS and departmental strategies.</p>
Additional Notes for Comparative Analysis	<p>The FSDA is foundational and procedural rather than programmatic. It sets the rules for how sustainable development strategies must be created, reported, and aligned across government.</p>

	<p>Its strength lies in institutionalizing sustainable development across the federal landscape, but its limitations include a lack of enforceable equity mandates and minimal specificity regarding gender, Indigenous sovereignty, or sectoral transition priorities unless these are integrated downstream in the FSDS or DSDSs.</p>
--	---

Federal Sustainable Development Strategy (FSDS)

Dimension of Analysis	Findings
Jurisdiction	Federal; applies to 101 federal organizations under the amended <i>Federal Sustainable Development Act</i> . In force as of September 1, 2022 ; first FSDS under the amended Act (2020). Active and guiding sustainable development efforts across federal departments. Progress is publicly tracked via the Sustainable Development Office and departmental reports.
Summary of Scope and Enforceability	The FSDS is Canada's whole-of-government strategy aligned with the 17 UN Sustainable Development Goals (SDGs). It is the first FSDS to integrate environmental, social, and economic dimensions with measurable targets, milestones, and departmental accountabilities. It includes 50 targets, 114 milestones, and 162 implementation strategies across government. Enforceability relies on mandatory departmental strategies (DSDSs), public reporting, and coordination by Environment and Climate Change Canada's Sustainable Development Office. Assessment categories include <i>achieved</i> , <i>underway</i> , and <i>attention required</i> .
Gender Equity Considerations	The FSDS explicitly integrates goals aligned with the Gender Results Framework and SDG 5 (Gender Equality). Social targets (e.g., housing, childcare, mental health, poverty) support gender equity by addressing systemic barriers disproportionately affecting women. However, it lacks specific, measurable targets for gender equity in SETT or green economy sectors. Non-binary and 2SLGBTQ+ identities are not directly addressed.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The FSDS includes Indigenous perspectives through National Indigenous Organizations and the Sustainable Development Advisory Council. It takes a distinctions-based approach, with contributions from the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis Nation. These emphasize Indigenous rights, co-development, and cultural foundations of sustainability. The strategy aligns with the spirit of UNDRIP but stops short of implementing binding obligations.
Implications for a Just Transition in SETT	The FSDS supports a just transition through its focus on clean energy, innovation, and inclusive economic development. While not SETT-specific, its whole-of-government mandate and social equity framing create enabling conditions for gender-responsive and inclusive green transition policies in SETT-adjacent sectors. Alignment with other frameworks (e.g., the Quality-of-Life Framework) supports cross-sector integration.
Additional Notes on Comparative Analysis	Compared to other federal instruments, the FSDS is broader in scope but less prescriptive. From the FSDS flows the <i>Departmental Sustainable Development Strategy (DSDS)</i> . FSDS plays a central coordination role, setting the sustainable development agenda and requiring departments to align via DSDSs. Its primary limitation is the lack of targeted enforcement mechanisms for gender or Indigenous equity outcomes. It is worth noting that the ISC DSDS stands out among department strategies for its integration of reconciliation and equity. Its proactive application of CCGBA+, performance metrics, and Indigenous partnership distinguishes it from departments with minimal or inconsistent gender equity implementation. However, like most DSDSs, its impact depends on departmental follow-through and federal resource commitments.

Canadian Net-Zero Emissions Accountability Act

Dimension of Analysis	Findings
Jurisdiction	Federal; binding across all federal institutions in Canada. Assented to on June 29, 2021 . Amended on March 31, 2023; current as of June 9, 2025. In force and foundational to Canada’s climate mitigation framework. It legally commits the federal government to national emissions reduction targets, with required planning, reporting, and oversight mechanisms.
Summary of Scope and Enforceability	Legally binds Canada to achieving net-zero greenhouse gas (GHG) emissions by 2050, with five-year milestone targets beginning with 2030 (set at 40–45% below 2005 levels). Enforceability is based on statutory obligations for transparency, rather than punitive consequences for failure to meet targets. Key provisions include: <ul style="list-style-type: none"> ○ Legally mandated emissions reduction plans and progress/assessment reports. ○ Public and parliamentary transparency: all reports must be tabled and made public. ○ Independent oversight through the Net-Zero Advisory Body and the Commissioner of the Environment and Sustainable Development. ○ Advisory body must include experts in Indigenous knowledge and other relevant fields. ○ Mandates public and Indigenous engagement in target setting and planning. ○ Requires the Minister of Finance to report annually on climate-related financial risks.
Gender Equity Considerations	Does not explicitly mandate gender equity or require Gender-based Analysis Plus (GBA+), and does not include any binding gender equity provisions or requirements for disaggregated reporting.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Requires the Minister to take Indigenous knowledge into account when setting or amending emissions targets and when receiving advice from the Net-Zero Advisory Body. It also mandates that Indigenous Peoples be provided the opportunity to submit input on emissions targets and reduction plans. Does not mention UNDRIP explicitly but its language aligns with the recognition-of-rights approach in Section 35 of the <i>Constitution Act, 1982</i> and commits to strengthening collaboration with Indigenous Peoples.
Implications for a Just Transition in SETT	The Act serves as a core legislative driver of Canada’s green economy transition, which includes SETT sectors by extension. Its legally binding targets and national climate plans will inevitably shape investment, workforce development, and innovation in those sectors. Its emphasis on inclusive growth, expert advice, and cross-sectoral planning lays a critical foundation for future just transition policies, but it leaves the equity and workforce-specific measures to other instruments (e.g., Sustainable Jobs Act).
Additional Dimensions	The Net-Zero Act is the most legally binding and target-specific climate law, in contrast to broader planning instruments like the FSDS. It lacks the explicit gender and equity mechanisms found in some other frameworks, but it sets the enforceable structure within which those measures can (and must) be developed. Its strength lies in its accountability framework and long-term clarity. Its weakness is the absence of built-in mechanisms to track or ensure inclusive and equitable implementation.

2030 Emissions Reduction Plan: Clean Air, Strong Economy

Dimension of Analysis	Findings
Jurisdiction	<p>Federal; led by Environment and Climate Change Canada, with cross-sector implications and shared responsibility across provinces, territories, and Indigenous partners. Released in 2022 as part of Canada's obligations under the <i>Canadian Net-Zero Emissions Accountability Act</i>.</p> <p>Operational and evolving <i>evergreen</i> policy. Serves as Canada's official roadmap to reduce GHG emissions by 40–45% below 2005 levels by 2030 and achieve net-zero by 2050. Updates and assessments are required under the Net-Zero Act.</p>
Summary of Scope and Enforceability	<p>Lays out a sector-by-sector roadmap toward Canada's 2030 climate targets, with an interim milestone of a 20% reduction by 2026. Includes over \$9 billion in new investments, sectoral strategies (e.g., transport, electricity, buildings), and scenario modeling to monitor progress. Assessment tools include emissions trajectory, emissions intensity, and implementation status of 149 federal measures. As of the 2023 progress report, 78% of measures are active, 9% are still under development. While enforceability relies on planning, funding, and public reporting rather than not legal penalties, it is linked to legislated oversight via the Net-Zero Act.</p>
Gender Equity Considerations	<p>Does not explicitly address gender equity. No mention of women, gender-diverse, 2SLGBTQIA+ communities, or nonbinary people in the core document. While it references GBA+ and notes that Canada's international climate finance must include gender equality in 80% of projects, these principles do not carry binding requirements or tracked metrics in domestic implementation.</p>
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	<p>Emphasizes Indigenous Climate Leadership, with \$180 million in funding for Indigenous-led projects and commitments to embed Indigenous knowledge in climate governance. Acknowledges Indigenous Peoples as stewards and climate leaders, but consultation processes were criticized by Indigenous leaders as rushed and insufficient. Does not guarantee shared decision-making, co-governance, or authority transfer, and falls short of fully operationalizing UNDRIP principles.</p>
Implications for a Just Transition in SETT	<p>Outlines climate workforce and training investments. Equity is referenced in terms of regional inclusion and Indigenous-led projects such as Indigenous Clean Energy initiatives, but no enforceable SETT-specific just transition mechanisms are included. Commitments to explore equity in climate investment and economic transition exist but are in early-stage consultation without binding requirements or implementation plans. Overall, ERP's just transition contributions are indirect and underdeveloped relative to the scale of impact.</p>
Additional Notes for Comparative Analysis	<p>Compared to legislated tools like the <i>Net-Zero Act</i> or <i>Sustainable Jobs Act</i>, the ERP is more detailed as a policy roadmap but lacks enforceable equity requirements. Serves as a practical guide for emissions planning and public investment, but its failure to integrate gender, 2SLGBTQIA+, and disability justice perspectives limits its potential as a truly inclusive climate policy. It aligns with Canada's climate targets but must be complemented by stronger equity frameworks and cross-sectoral accountability tools to support a just transition in SETT and beyond.</p>

Clean Electricity Regulations (CER)

Dimension of Analysis	Findings
Jurisdiction	Federal. Published in Canada Gazette Part II on December 18, 2024, under the authority of the Canadian Environmental Protection Act, 1999. The lead department is Environment and Climate Change Canada (ECCC), with coordination across NRCan and other relevant agencies.
Summary of Scope and Enforceability	Legally binding regulatory framework that limits CO ₂ emissions from fossil fuel-fired electricity generating units (≥ 25 MW) connected to the North American power grid. It is a cornerstone of Canada’s plan to achieve a net-zero electricity system by 2035. The regulations impose annual emission performance standards, apply technology-neutral thresholds, and include compliance flexibilities (e.g., end-of-life provisions, emergency exemptions). Enforcement is led by ECCC and supported by regulatory reporting and compliance mechanisms.
Gender Equity Considerations	The <i>Regulatory Impact Analysis Statement</i> acknowledges the application of GBA+, no specific gender equity provisions are built into the regulations. Equity-related impacts were raised during consultations, particularly around affordability for rural, remote, and Indigenous communities. Broader federal strategies such as “Powering Canada Forward” refer to inclusive energy transition principles, but these are not operationalized within the CER itself.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Indigenous engagement occurred through multiple mechanisms (e.g., Wah-ila-toos Council, Permanent Bilateral Mechanism, Indigenous Climate Leadership Agenda). Concerns raised by Indigenous communities included meaningful participation, cumulative impacts, and the need for regulatory alignment with UNDRIP. The CER does not formally embed Free, Prior, and Informed Consent (FPIC) or provide co-governance structures. However, complementary initiatives like the <i>Indigenous Loan Guarantee Program</i> are intended to facilitate Indigenous participation in clean energy infrastructure.
Implications for a Just Transition in SETT	Plays a critical role in enabling Canada’s clean energy transition and emissions reduction goals. While it has major implications for workforce shifts in electricity generation and related infrastructure, the regulation itself does not include measures for labour transition, retraining, or support for equity-deserving groups in SETT. Alignment with the <i>Sustainable Jobs Act</i> and broader workforce strategies is required to ensure an equitable transition.
Additional Notes for Comparative Analysis	One of Canada’s most concrete regulatory steps toward a net-zero grid. It repeals previous emissions regulations for natural gas and coal, introduces long-term enforceable standards, and enables foundational clean energy investment. However, its lack of embedded social equity provisions, binding Indigenous rights frameworks, or clear gender-responsive measures limits the efficacy of its impact.

The background of the page is a close-up photograph of green fern fronds, which are slightly out of focus and have a soft, natural lighting. The text is overlaid on this background.

APPENDIX B

Provincial / Territorial Extended Analysis

APPENDIX B: Provincial / Territorial Extended Analysis

British Columbia

- [CleanBC Strategy & Roadmap to 2030](#)
- [Powering Our Future: Clean Energy Strategy](#)
- [Climate Change Accountability Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – British Columbia. The CCAA (2019) is binding legislation that mandates GHG reduction targets and annual progress reporting. <i>CleanBC</i> serves as the province’s main climate action strategy. <i>Powering Our Future</i> (2024) is BC’s clean electricity plan, aligned with CleanBC goals.
Summary of Scope and Enforceability	The CCAA legislates emission targets: 16% below 2007 levels by 2025, 40% by 2030, and net-zero by 2050, with sectoral sub-targets. Ministers must publish annual accountability reports. While <i>CleanBC</i> and <i>Powering Our Future</i> guide implementation across sectors, they are policy-based and not legally enforceable. Enforcement relies on transparency and ministerial responsibility, not penalties or compliance mechanisms.
Gender Equity Considerations	CleanBC commits to applying a GBA+ lens to program development and includes some targeted investments for Indigenous, rural, and low-income communities. However, there are no legislated gender equity mandates, intersectional metrics, or requirements for gender-responsive budgeting or implementation. Language on equity remains largely aspirational.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	BC is the only province with legislation affirming the UN Declaration on the Rights of Indigenous Peoples. <i>CleanBC</i> and <i>Powering Our Future</i> both reference DRIPA and commit to Indigenous partnership and co-development of projects. However, UNDRIP is not embedded in the CCAA, and climate governance structures do not guarantee shared decision-making. Indigenous engagement is framed around consultation and partnership funding.
Implications for a Just Transition in SETT	CleanBC includes job training initiatives, community transition supports, and green skills investments. The strategy promotes low-carbon workforce development, especially in trades and public sector. However, there is no formal just transition framework with enforceable labour standards, union involvement, or systemic equity targets in the SETT sectors.
Additional Notes for Comparative Analysis	BC has one of the most legally robust emissions accountability regimes in Canada. <i>CleanBC</i> and <i>Powering Our Future</i> provide detailed, sector-specific roadmaps. However, binding frameworks for equity, Indigenous law integration, and labour justice are missing. The province leads in transparency and climate ambition but falls short on enforceable social justice components.

ALBERTA

- [Environmental Protection and Enhancement Act](#)
- [Emissions Management and Climate Resilience Act](#)
- [Technology Innovation and Emissions Reduction Regulation](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Alberta. EMCRA (2016, amended 2023) enables TIER and other emissions regulations. EPEA (2000, current to 2024) governs broader environmental protections.
Summary of Scope and Enforceability	EMCRA (2023) and TIER provide the foundation for Alberta’s emissions regulation framework, with legal authority over industrial GHG emissions and compliance mechanisms such as emissions benchmarks, performance standards, and credits. The EPEA governs environmental impact assessment, pollution prevention, contaminated sites, water quality, and hazardous waste. These frameworks emphasize flexibility and industry competitiveness over binding, equity-based outcomes. Enforcement exists but varies across ministries and is often framed as enabling rather than mandatory.
Gender Equity Considerations	Broader gender-based analysis (GBA+) or inclusion of 2SLGBTQIA+ communities is absent from legislation and regulation. ESG references in associated climate planning documents are vague and voluntary. There are no statutory obligations to integrate gender or social equity in emissions management or reinvestment strategies.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The legislation and regulation do not reference UNDRIP, FPIC, or Indigenous rights. TIER does not require Indigenous consultation or participation in its governance, nor does it earmark compliance revenues for Indigenous climate leadership. Alberta frameworks focus on Indigenous economic participation through the Alberta Indigenous Opportunities Corporation (AIOC), offering loan guarantees for industry projects. While economic inclusion is emphasized, implementation aligns more with reconciliation as investment opportunity than with the recognition of Indigenous jurisdiction or rights.
Implications for a Just Transition in SETT	Alberta’s policy focus prioritizes emissions reduction through technological innovation (e.g., CCS, methane reduction, SMRs) while maintaining extractive economic growth. Labour force transition, job retraining, and equity in clean technology or renewable sectors are not central to EMCRA, TIER, or EPEA. Emphasis remains on enabling existing industry competitiveness rather than systemic transition to sustainable or inclusive SETT futures.
Additional Notes for Comparative Analysis	Alberta’s regulatory frameworks reflect a growth-oriented strategy centered on industry flexibility. The recent equivalency agreement with the federal government (2025) ⁶² reaffirms Alberta’s methane rules as compliant with national standards, reducing federal oversight. However, the province’s climate approach emphasizes output-based pricing and economic opportunity, and while Alberta markets TIER as

⁶² In mid-2025, Alberta and Canada renewed an equivalency agreement recognizing Alberta’s methane regulation, including flaring and venting controls, as equivalent to federal standards. This ensures industries under EMCRA/TIER need only follow provincial rules, minimizing regulatory duplication. See: [Agreement on the Equivalency of Federal and Alberta Regulations Respecting the Release of Methane from the Oil and Gas Sector in Alberta, 2025](#).

	innovation-oriented, its underlying structure maintains extractive-sector dominance without systemic transition mechanisms.
--	---

SASKATCHEWAN

- [Environmental Management and Protection Act \(EMPA\)](#)
- [Saskatchewan Environmental Code](#)
- [Management and Reduction of Greenhouse Gases Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Saskatchewan. EMPA (2010, amended through 2024), the Environmental Code (2015–present), and the GHG Act (2010) form the legal basis of Saskatchewan’s environmental and emissions management framework.
Summary of Scope and Enforceability	EMPA governs air, water, waste, and environmental impact mitigation, including permits, orders, and penalties. The Environmental Code operationalizes EMPA through a results-based model, with chapters addressing land, water, air, and industrial activity. The GHG Act targets large emitters via output-based performance standards and includes offset credit systems and a technology fund. Enforcement mechanisms exist in all three instruments but are framed as flexible, compliance-focused, and industry-led.
Gender Equity Considerations	None of the three frameworks reference gender, equity, or GBA+. There are no statutory requirements for inclusive metrics, 2SLGBTQIA+ considerations, or reinvestment mechanisms targeting equity outcomes in climate adaptation or mitigation.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	All three frameworks reference Section 35 rights but do not reference UNDRIP, FPIC, or Indigenous governance. The Environmental Code includes requirements to engage with First Nations and Métis communities in forestry planning but only in limited contexts. No obligations for Indigenous consultation, participation, or revenue sharing exist across these frameworks.
Implications for a Just Transition in SETT	Saskatchewan emphasizes innovation in agriculture, energy, and infrastructure. While Prairie Resilience and other policy tools mention workforce development and resilience, statutory frameworks do not include enforceable just transition goals, equity benchmarks, or sectoral pathways for inclusive labour market transformation. SETT-focused transition policies are absent.
Additional Notes for Comparative Analysis	Saskatchewan continues to oppose federal carbon pricing and maintains its own GHG output-based system. Frameworks prioritize regulatory clarity and industrial flexibility. While adaptation is framed as ‘Prairie Resilience’, there is minimal integration of social equity, Indigenous jurisdiction, or systemic transition strategy.

MANITOBA

- [The Climate and Green Plan Implementation Act, CCSM](#)
- [Manitoba Climate and Green Plan](#)
- [The Resource Efficiency and Sustainability Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Manitoba. The Climate and Green Plan Act (2018) and Manitoba Climate and Green Plan (2017) are the province’s primary sustainability frameworks.
Summary of Scope and Enforceability	Manitoba’s legal and policy framework lacks binding emissions targets or timelines. The Act mandates periodic progress reporting but does not compel reductions or implementation outcomes. Most sectoral action is governed by federal programs or voluntary efforts.
Gender Equity Considerations	Gender equity and GBA+ are absent from climate legislation. The Climate and Green Plan does not address gendered impacts, representation in SETT, or community-based equity outcomes.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The frameworks reference working with Indigenous communities but do not incorporate UNDRIP, FPIC, or shared governance. No binding mechanisms exist to uphold Indigenous jurisdiction or ensure revenue-sharing or co-decision-making on climate policy.
Implications for a Just Transition in SETT	Manitoba lacks a clear just transition or green jobs strategy. The province does not offer targeted supports for SETT workers or marginalized communities, nor does it integrate equity into clean tech or energy transformation pathways.
Additional Notes for Comparative Analysis	Manitoba’s emissions remain relatively flat due to hydro reliance, not policy strength. The province opposed federal carbon pricing and has not implemented its own. There is no climate advisory body, climate budget, or oversight structure, and intergovernmental cooperation remains strained. Governance, ambition, and capacity are weak relative to national targets and best practices.

ONTARIO

- [Environmental Protection Act](#)
- [Greenhouse Gas Emissions and Performance Standards \(EPS\)](#)
- [Made-in-Ontario Environment Plan](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Ontario. Climate policy is guided by the <i>Environmental Protection Act</i> (1990, ongoing), the <i>EPS Regulation</i> (2019, renewed 2023), and the non-binding <i>Made-in-Ontario Environment Plan</i> (2018) GHG reduction, air/water cleanup; replaces cap-and-trade. . Enforcement authority lies with the Ministry of Environment, Conservation and Parks.
Summary of Scope and Enforceability	Ontario’s EPS regulation applies to large industrial emitters and is enabled by the <i>Environmental Protection Act</i> , forming the province’s primary binding climate tool. The EPS was renewed via a 2023 federal equivalency agreement under the Greenhouse Gas Pollution Pricing Act, allowing Ontario to retain provincial authority. The Environment Plan outlines broad policy goals but is non-binding. Enforcement powers under the EPA include inspection, penalties, and compliance orders.
Gender Equity Considerations	None of the three instruments include gender-based analysis or mention gender equity. Ontario’s EPS and environment plan contain no provisions to advance inclusion, representation, or job access for women or gender-diverse people in sustainability sectors.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The EPA includes generic references to Indigenous consultation, but no substantive mechanisms to uphold Indigenous jurisdiction or comply with UNDRIP. The EPS and Environment Plan lack recognition of treaty or inherent rights and do not enable co-governance, revenue sharing, or FPIC
Implications for a Just Transition in SETT	The EPS regulates emissions from SETT-intensive sectors but does not integrate workforce transition policies. The Made-in-Ontario Plan promotes green jobs and innovation but without targeted inclusion of equity-seeking groups. No supports are provided for education, training, or sectoral mobility.
Additional Notes for Comparative Analysis	Ontario’s framework reflects a minimalist, economically driven climate policy with modest federal compliance. Despite having enforceable mechanisms, the system lacks transparency, ambition, and equity-based accountability.

QUEBEC

- [2030 Plan for a Green Economy](#)
- [Sustainable Development Act](#)
- [Act mainly to ensure effective governance of the fight against climate change and to promote electrification](#)
- [The Climate Change Advisory Committee Strategic Plan 2025-2028](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Quebec. The <i>SDA</i> (2006, amended through 2023) mandates sustainability integration across government. The <i>2030 Plan</i> (2020, updated annually) serves as the primary strategic framework. Supporting legislation includes the <i>Governance Act</i> (2020).
Summary of Scope and Enforceability	framework is built on binding legislation and strategic plans. The <i>2030 Plan</i> sets emissions targets and priorities like electrification, clean innovation, and transit investment, implemented through the province’s cap-and-trade system and the <i>Electrification and Climate Change Fund</i> (net-zero by 2050, interim 2030 goal of -37.5% below 1990 levels). The <i>SDA</i> requires all ministries to embed sustainability principles. Governance and oversight are legislated through the 2020 governance act, while strategic coordination is supported by the non-binding <i>Climate Change Advisory Committee Strategic Plan (2025–2028)</i> . Enforcement focuses on compliance with emissions trading and funding allocations.
Gender Equity Considerations	Gender equity is not explicitly addressed in Quebec’s core climate legislation. While the Sustainable Development Act includes a principle of “social equity and solidarity,” there are no mechanisms for gender-based analysis or equity audits in PEV 2030 or related strategies.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	do not formally adopt UNDRIP standards. Indigenous consultation is addressed procedurally, primarily via environmental assessment processes. The PEV 2030 acknowledges the importance of Indigenous knowledge but does not embed co-governance, FPIC, or treaty obligations into its implementation framework.
Implications for a Just Transition in SETT	transition plans include strong commitments to workforce development, electrification jobs, and regional economic support. However, there is no targeted language addressing systemic barriers in SETT (science, engineering, trades, and tech) sectors. Funding for innovation and training is robust but not explicitly linked to gender or equity outcomes.
Additional Notes for Comparative Analysis	one of the only provinces with a functioning cap-and-trade system, a standalone electrification law, and a binding obligation for ministries to incorporate sustainability principles. However, despite this strong governance structure, equity, UNDRIP, and gender considerations are notably absent.

NEW BRUNSWICK

- [Climate Change Act](#)
- [Climate Change Action Plan \(2022-2027\)](#)
- [Electricity from Renewable Resources Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – New Brunswick. The <i>CCA</i> was enacted in 2018 and remains current as of 2024. It is supported by the <i>ERRA</i> (2013) and the province’s <i>Climate Change Action Plan (2022–2027)</i> , which guides strategic implementation but lacks statutory authority.
Summary of Scope and Enforceability	The <i>CCA</i> enables regulation of large industrial emitters, mandates emissions reporting, sets emissions targets, and establishes a Climate Change Fund for mitigation and adaptation. It includes compliance mechanisms and administrative penalties. The <i>ERRA</i> supports renewable energy procurement while the <i>Action Plan</i> outlines goals in energy, buildings, transportation, and adaptation, but lacks enforceable provisions. Enforcement remains limited and focused primarily on industrial emissions.
Gender Equity Considerations	The Act and Action Plan contain no explicit GBA+ or gender equity measures. While the Plan acknowledges the importance of public awareness and education, it does not include disaggregated targets or actions for women, 2SLGBTQIA+ individuals, or equity-seeking groups. Climate-related job training or support programs are not linked to gender equity frameworks.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	The <i>CCA</i> does not reference Indigenous rights, UNDRIP, or FPIC. The <i>Action Plan</i> briefly mentions that “climate change impacts will disproportionately affect some populations, including Indigenous communities,” but offers no structured engagement process, governance mechanisms, or rights-based frameworks for inclusion. Indigenous perspectives are not embedded in design, monitoring, or implementation.
Implications for a Just Transition in SETT	<i>The Plan</i> includes vague language about workforce development and clean energy job growth but lacks measurable commitments to ensure equity in emerging SETT sectors. There are no binding provisions for job retraining, labour protections, or equitable access to clean tech industries. Emphasis remains on emissions reduction via industry and infrastructure upgrades.
Additional Notes for Comparative Analysis	New Brunswick’s climate framework is moderate in scope but limited in systemic impact. It reflects a cautious approach focused on industrial compliance and incremental sectoral upgrades. Equity, Indigenous governance, and justice-based transition planning are absent from both legislative and strategic frameworks. Provincial GHG targets are relatively weak compared to other jurisdictions.

PRINCE EDWARD ISLAND

- [Net Zero Carbon Act](#)
- [2040 Net Zero Framework](#)
- [Climate Adaptation Plan](#)
- [Climate Leadership Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Prince Edward Island. The <i>CLA</i> (2018, current) mandates provincial emissions reporting and alignment with national carbon pricing. The <i>Net-Zero Carbon Act</i> (2023) enshrines the 2040 net-zero target in law. PEI's <i>2040 Net Zero Framework</i> and <i>CCP</i> guide strategic implementation.
Summary of Scope and Enforceability	The <i>CLA</i> and <i>Net-Zero Carbon Act</i> together create a legal foundation for PEI's emissions reduction and adaptation agenda. The <i>Net-Zero Carbon Act</i> mandates the achievement of net-zero by 2040 and enables annual reporting. The <i>2040 Framework</i> outlines key actions across energy, buildings, transportation, waste, and carbon sequestration, while the <i>Adaptation Plan</i> focuses on climate resilience in agriculture, coastal regions, and infrastructure. Enforcement is emerging but improving through new legislation.
Gender Equity Considerations	Non contain specific gender-based analysis, gender equity provisions, or GBA+ frameworks. The documents use inclusive language in some instances (e.g., “community well-being” and “vulnerable populations”), but there is no explicit integration of gender or intersectional equity considerations in emissions targets, funding allocations, program design, or governance.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Legislation and policy documents do not reference UNDRIP, Indigenous jurisdiction, or rights-based frameworks. While the <i>2040 Net Zero Framework</i> briefly mentions “engaging and consulting with First Nations,” there is no indication of how this will be operationalized. Indigenous communities are not explicitly included in governance, regulatory design, or implementation processes across the <i>CLA</i> , the <i>Net-Zero Carbon Act</i> , or related plans.
Implications for a Just Transition in SETT	The <i>2040 Framework</i> references economic transformation and clean growth but does not define just transition, include SETT-specific provisions, or address labour or equity issues. However, PEI's ClimateSense training and mentorship initiative represents a promising investment in local climate literacy and workforce capacity building to support a just transition.
Additional Notes for Comparative Analysis	PEI's binding net-zero target (2040) is among the most ambitious in Canada, but those ambitions are weakened by limited enforcement, minimal equity integration, and absence of Indigenous inclusion. Its small population and energy grid present unique challenges and opportunities. The province is pursuing aggressive timelines but lacks binding sectoral targets or accountability frameworks in its policy plans. Implementation will require significant investment in capacity, rural energy transition, and inclusive policy design.

Nova Scotia

- [Environment Act](#)
- [Environmental Goals and Climate Change Reduction Act](#)
- [Climate Change Plan for Clean Growth](#)
- [University Accountability and Sustainability Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Nova Scotia. The <i>Environmental Goals and Climate Change Reduction Act</i> (2021, current to 2024) sets legally binding GHG targets and environmental commitments. Supported by the <i>Climate Change Plan for Clean Growth</i> (2022), while the <i>Environment Act</i> (1995, amended 2024) and the <i>University Accountability and Sustainability Act</i> (2019) govern broader environmental and institutional mandates.
Summary of Scope and Enforceability	NS's climate framework is anchored by the <i>EGCCRA</i> , which sets binding GHG targets (53% by 2030, net-zero by 2050) and outlines 28 environmental goals with mandated progress reporting. The <i>Clean Growth Plan</i> includes 68 actions across sectors but lacks enforcement. The <i>EA</i> provides regulatory tools, and the <i>UASA</i> mandates climate reporting in public universities.
Gender Equity Considerations	The climate plan emphasizes social inclusion, equity, and protection of vulnerable populations, but it does not incorporate GBA+ frameworks or explicitly address gender or intersectionality in goal setting, implementation, or funding mechanisms.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Indigenous rights are mentioned in the <i>EGCCRA</i> 's preamble, and the <i>Plan</i> commits to engagement with Mi'kmaq communities. However, there is no reference to UNDRIP or Indigenous jurisdiction. The role of Indigenous communities is framed within consultation, not shared governance or decision-making.
Implications for a Just Transition in SETT	<i>The Climate Plan</i> supports workforce development, climate education, and community-led adaptation, including clean energy expansion and public infrastructure upgrades. However, there is no standalone just transition framework, and most initiatives focus on technical and economic shifts, not systemic labour or social justice reform. Support for rural, low-income, and Indigenous communities is mentioned but lacks measurable commitments.
Additional Notes for Comparative Analysis	Nova Scotia's legislative framework includes binding GHG targets and integrated climate planning. However, equity, enforcement, and Indigenous inclusion remain gaps. The <i>UASA</i> is unique in requiring public academic institutions to report on climate progress, offering a model for institutional accountability.

NEWFOUNDLAND & LABRADOR

- [Climate Change Mitigation Action Plan 2025–2030](#)
- [Management of Greenhouse Gas Act](#)
- [Environmental Protection Act](#)

Dimension of Analysis	Findings
Jurisdiction	Provincial – Newfoundland and Labrador. The <i>Management of Greenhouse Gas Act</i> (2016, current to 2024) governs emissions limits and industrial compliance. The <i>EPA</i> (2002, amended 2023) provides overarching environmental authority. The <i>2025–2030 Mitigation Plan</i> and <i>Adaptation Plan</i> operationalize strategy under both Acts. A <i>Net Zero Energy Action Plan</i> is in development.
Summary of Scope and Enforceability	The <i>Mitigation Plan</i> targets a 30% GHG reduction by 2030 and 60% by 2040, with net-zero by 2050. The <i>MGGA</i> provides enforceable emissions limits and compliance penalties. The <i>Plans</i> guide sectoral actions but are non-binding. The <i>EPA</i> supports environmental regulation and project permitting.
Gender Equity Considerations	No gender-based analysis, equity indicators, or GBA+ frameworks are embedded in the <i>Mitigation Plan</i> , <i>Adaptation Plan</i> , or enabling legislation. While the <i>Adaptation Plan</i> references community well-being and vulnerable populations, these references are generic and not operationalized into measurable outcomes or funding mechanisms targeting gender or intersectional equity.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	No explicit references to UNDRIP, Indigenous jurisdiction, or rights-based governance frameworks in the governing legislation or the 2025 climate plans. Some earlier strategies referenced working with Indigenous governments, current plans do not outline specific commitments to co-governance, consultation processes, or inclusion. Indigenous communities are not named as partners in plan delivery.
Implications for a Just Transition in SETT	<i>Mitigation Plan</i> references clean economic growth and workforce development, but it lacks a defined Just Transition framework. There are no SETT-specific commitments for skills training, equity pathways, or labour protections. The Plan emphasizes industrial decarbonization and low-emission technology, particularly in offshore oil, hydrogen, and energy sectors, but without concrete equity or labour transition supports. There is a Green Transition Fund .
Additional Notes for Comparative Analysis	Newfoundland and Labrador’s sector-specific emissions goals and forthcoming <i>Net Zero Energy Action Plan</i> suggest alignment with national targets. However, the lack of equity frameworks, Indigenous inclusion, or enforceable planning mechanisms presents significant implementation risks. Continued fossil fuel reliance, particularly offshore oil and gas, remains a contradiction in its low-carbon trajectory.

Yukon

- [Environment Act](#)
- [Clean Energy Act](#)
- [Our Clean Future: Yukon's climate, energy & green economy strategy](#)

Dimension of Analysis	Findings
Jurisdiction	Territorial – Yukon. The <i>Environment Act</i> (2002, current) provides legislative authority for environmental protection and planning. The <i>Clean Energy Act</i> (2009, current) governs energy generation and utility regulation. <i>Our Clean Future</i> (2020–2030) is the territory's primary climate and energy strategy, with actions guided by annual implementation plans.
Summary of Scope and Enforceability	<i>Our Clean Future</i> commits to reducing GHG emissions by 30% below 2010 levels by 2030 and achieving net-zero by 2050. It outlines 131 actions across energy, transportation, buildings, waste, land use, and adaptation. The <i>Air Emissions Regulation</i> under the <i>Environment Act</i> was amended in 2024 to reduce pollutants. The strategy is supported by legislation but is not itself legally binding. Enforcement relies on departmental coordination and limited regulatory levers.
Gender Equity Considerations	No GBA+, gender targets, or intersectional frameworks are embedded. References to “vulnerable communities” and “inclusive planning” appear in <i>Our Clean Future</i> but are not supported by measurable indicators or funding mechanisms addressing gender or intersectionality.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Yukon endorsed Canada's 2010 support for UNDRIP but has not legislated it. Territorial policy acknowledges the existence of modern treaties and cites potential misalignment between UNDRIP and Yukon First Nations' self-government agreements. Current policy relies on consultation rather than shared governance as Indigenous governments are engaged but not formal co-decision makers. UNDRIP is not referenced in the <i>EA</i> , <i>CEA</i> , or <i>Our Clean Future</i> , and is not a binding framework in Yukon's climate laws.
Implications for a Just Transition in SETT	<i>Our Clean Future</i> includes commitments to support local jobs, renewable energy expansion, and energy efficiency programs. It promotes electrification and skills development, particularly in the trades and public service. However, it does not define a just transition framework or include SETT-specific labour protections or equity targets. Support for remote and rural communities is included but not codified in legislation.
Additional Notes for Comparative Analysis	Yukon's strategy is among the most comprehensive territorially, with annual progress updates and sector-specific emission targets and cross-ministry coordination. However, equity, enforceability, and Indigenous co-governance remain underdeveloped.

North West Territories

- [Environmental Rights Act](#)
- [Northwest Territories Our Land for the Future Agreement](#)
- [NWT Climate Change Strategic Framework](#)

Dimension of Analysis	Findings
Jurisdiction	Territorial – Northwest Territories. The <i>ERA</i> (2019, amended 2023) affirms residents’ environmental rights and enables public interest legal actions. The <i>CCS Framework</i> (updated 2024) provides the overarching policy roadmap. The <i>Our Land for the Future Agreement</i> (2024) formalizes Indigenous-led conservation through contractual co-governance and long-term funding. The <i>2030 Energy Strategy</i> supports energy transitions, particularly in remote communities.
Summary of Scope and Enforceability	The Framework sets a goal of reducing territorial GHG emissions by 30% below 2005 levels by 2030. It includes resilience and adaptation pillars and is implemented through five-year action plans, not legislation. <i>The Strategy</i> emphasizes off-grid energy reform and community-based energy. The <i>ERA</i> offers limited legal accountability and mandates access to information but does not embed emissions targets. Implementation relies on interdepartmental coordination and partnerships, not binding legislation.
Gender Equity Considerations	Neither the <i>Framework</i> nor the <i>Energy Strategy</i> incorporate GBA+, gender-responsive analysis, or measurable gender equity outcomes. While community inclusion and ‘vulnerable groups’ are referenced, they are not tied to specific equity metrics or resource allocations.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	<i>Our Land for the Future</i> enables co-leadership in land and conservation governance through contracts and funding but does not alter jurisdiction or embed UNDRIP in law. The agreement reflects modern treaty principles and advances Indigenous authority in implementation. However, it is not rights-based or enforceable as law. Indigenous governments co-lead program delivery but final authority remains with the Crown.
Implications for a Just Transition in SETT	<i>Energy Strategy</i> investments include community energy planning, Indigenous-led renewables, and diesel reduction. However, there is no formal just transition framework. Labour equity, SETT-specific supports, and skills training are underdeveloped. The focus remains on technical and economic implementation, not systemic labour or social justice transformation.
Additional Notes for Comparative Analysis	NWT is one of the only jurisdictions with a formalized Indigenous-led conservation agreement. The model supports self-determined environmental action but does not restructure legal authority. Emissions policy lacks binding enforcement and equity is not operationalized. Diesel dependence and infrastructure challenges remain key barriers.

Nunavut

- [Nunavut Environmental Protection Act](#)
- [Ikummatiit Energy Strategy](#)
- [Sustainable Energy Support Policy](#)

Dimension of Analysis	Findings
Jurisdiction	Territorial – Nunavut. <i>NEPA</i> (1988, current) is the main environmental law. <i>Ikummatiit</i> (2007, under review) outlines long-term energy priorities. <i>SESP</i> (2025) supports community renewables. Energy oversight falls under the Qulliq Energy Corporation (QEC), a territorial public utility.
Summary of Scope and Enforceability	Nunavut lacks a binding emissions reduction law or regulatory climate framework and no GHG emissions goals are legislated. The <i>Ikummatiit Strategy</i> sets general energy and sustainability goals but lacks binding targets or enforcement mechanisms. The <i>SESP</i> offers operational support for independent power producers and clean energy adoption, but its implementation is incentive-based, not legislated. The <i>EPA</i> focuses on pollution and permits but does not include climate-specific enforcement. <i>NEPA</i> regulates pollution but contains no climate-specific mandates.
Gender Equity Considerations	No gender-based analysis, GBA+ frameworks, or equity metrics are embedded in territorial climate or energy policies. While documents reference the importance of community involvement and affordability, there are no targeted investments or frameworks addressing gender or intersectional equity.
Provisions to Respect Indigenous Sovereignty and Uphold UNDRIP	Governance is Inuit-led while policies emphasize Inuit Qaujimagatunqangit (IQ) and community-driven decision-making. However, there is no legislation implementing UNDRIP, and Inuit rights and self-determination are not formally embedded in energy or climate governance. Inuit organizations may participate as project proponents (e.g. via IPPs), but shared governance or co-decision-making is not structurally required by current law or policy. <i>SESP</i> supports Indigenous-led energy projects. UNDRIP is not coded into territorial legislation and Inuit law and self-determination are acknowledged as guiding principles but lack enforceability.
Implications for a Just Transition in SETT	<i>SESP</i> supports community renewables, school and public institution energy upgrades, and capacity building via Qulliq Energy Corporation Independent Power Producers (QEC IPPs). The government participates in community planning and microgrid trials. However, no formal just transition framework or workplace equity measures are in place. The emphasis remains on energy cost reduction and diesel replacement rather than systemic labour or equity transformation.
Additional Notes for Comparative Analysis	Nunavut is moving toward active implementation with policies like the <i>Sustainable Energy Support Policy</i> and IPP frameworks aimed at reducing diesel use. However, high per-capita emissions, limited infrastructure, and the absence of binding targets, equity measures, or Indigenous governance frameworks constrain systemic change. Policies remain voluntary and development focused.



TRUTH & BLOOM

STRATEGIES



connect@truthandbloom.com

www.truthandbloom.com