Canadian Space Agency

2021–22

Departmental Plan

Supplementary Information Tables

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Departmental Sustainable Development Strategy

Name of department	Canadian Space Agency
Date	January 2021
Context	Although the Canadian Space Agency is not bound by the *Federal Sustainable Development Act* (2008) and is not required to develop a complete departmental sustainable development strategy, the Canadian Space Agency adheres to the principles of the Federal Sustainable Development Strategy (FSDS) by complying with the Policy on Green Procurement. The Policy on Green Procurement supports the Government of Canada's effort to promote environmental stewardship. In keeping with the objectives of the policy, the Canadian Space Agency supports sustainable development by integrating environmental performance considerations into the procurement decision-making process through the actions described in the 2019 to 2022 FSDS "Greening Government" goal.
Commitments	All departments must support transition to a low-carbon economy by taking environmental considerations into account in their purchasing decisions. Accordingly, departments, as defined in Section 2 of the *Financial Administration Act* and listed in Schedules I, I.1 and II of that Act, that are currently bound by the Policy on Green Procurement are to state their green procurement plans in support of the 2019 to 2022 FSDS "Greening Government" goal by completing the table on the next page.
Integrating Sustainable Development	By the nature of its activities and mission, the CSA integrates environmental, social and economic considerations in its daily operations. More specifically, the CSA supports sustainable development through the development and operation of Earth observation satellites and related applications and research. The Space Utilization Program ensures that space data reflect the needs and requirements of the public sector and support government plans to promote innovation, science and international collaboration in key sectors such as the environment, climate change, agriculture, security, natural resources, energy, health and the North. By providing data and images that are essential to understanding the signs and effects of climate change, these efforts contribute to the monitoring and protection of the environment, improve natural resource management and uphold the safety and security of Canadians and the international community. Through this work, the Agency supports the following objectives of the Federal Sustainable Development Strategy: effective action on climate change, healthy coasts and oceans, pristine lakes and rivers, sustainably managed lands and forests and safe and healthy communities. To expand the scope of its actions and comply with the updated Greening Government Strategy, the CSA plans to step up its efforts to integrate sustainable development into its policies, internal processes, real property operations and procurement. A vision, complete with internal objectives, has been developed to guide its approach and make its commitment official. Also, as part of CSA efforts to

	further integrated sustainability in its daily management practices, CSA will put into place other contributing actions not presented in the table below, such as: • Tracking and disclosing its GHG emission and energy consumption for each facility using the *RETScreen* software. • Minimizing embodied carbon and the use of harmful materials in construction and renovation when applicable. The Canadian Space Agency will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. A SEA for policy, plan or program proposals includes an analysis of the impacts of the given proposal on the environment, including on FSDS goals and targets.

FSDS Goal: Greening Government

This goal captures commitments from the Greening Government Strategy, as well as reporting requirements under the Policy on Green Procurement.

FSDS target	FSDS contributing actions	Corresponding departmental action(s)	Contribution by each departmental action to the FSDS goal and target	Starting point(s), target(s) and performance indicator(s) for departmental actions	Program(s) in which the departmental actions will occur
1. Actions supporting the Greening Government goal and the *Policy on Green Procurement*	1.1. Departments will use environmental criteria to reduce the environmental impact and ensure best value in government procurement decisions	1.1.1. Establish the current situation for goods and services purchased: • Use the services of Public Services and Procurement Canada's Greening Government Operations Office to identify, analyze, and obtain a report on buying patterns and operational requirements to identify top relevant goods and services and their environmental impacts; and;	These actions will help to support the FSDS goal on greening government by reducing the Government of Canada's GHG emissions intensity from goods and services purchases and ensure best value in government procurement decisions. Also, incorporating green procurement environmental considerations into purchasing decisions is	**Starting point:** 2020 / Baseline data not available **Target:** By 2022, the report is obtained and targets are identified. **Performance indicator**: • Date that the report is obtained; and; • Date that the targets are identified.	Internal Services

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		• Set departmental targets to reduce the environmental impact on the most relevant goods and services.	expected to encourage suppliers to reduce the environmental impact of the goods and services they deliver, and in their supply chains. Finally, including environmental considerations into CSA procurement instruments, management processes, controls and tools will contribute to transitioning to a low-carbon economy, in addition to supporting the Policy on green procurement. **United Nations Sustainable Development Goals (SDGs):** SDG 12 (Responsible Consumption and Production) 12.7—Promote public procurement practices that are sustainable, in accordance with national policies and priorities		
		1.1.2. Implement a Green Procurement Directive to structure the integration of environmental considerations into our procurement processes.		**Starting point:** 2019 **Target:** Green Procurement Directive ready to be implemented by the end of fiscal 2021-22[1]* **Performance indicator**: Date of implementation for the Green Procurement Directive	
		1.1.3. Integrate environmental considerations into contracts and controls, as well as common-use procurement instruments.		**Starting point:** 2019 / Baseline data not available **Target:** 50% of contracts will include environmental considerations by 2022 **Performance indicator**: Percentage of contracts which include environmental considerations (e.g., reduce, reuse, or include environmental criteria)	
		1.1.4. Include environmental criteria that address carbon reduction, sustainable plastics and broader environmental benefits into procurement for		**Starting point:** 2018 / Baseline data not available **Target:** 50% of requests for proposals will include environmental criteria by April 2022.	

[1] The initial target date was *end of 2020*. Due to delays caused by the COVID-19 pandemic, the date has been changed to *end of 2021-22*.

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		goods and services with environmental impacts.		**Performance indicator**: Percentage of requests for proposals that include environmental criteria	
		1.1.5. Reduce waste generation	By tracking, diverting and reducing its waste, CSA contributes to reduce scope 3 GHG emission created by waste production, transportation and disposal. This also allows CSA to collaborate with its suppliers, thus contributing to the transition in the industry. **SDGs:** SDG 12 (Responsible Consumption and Production) 12.5—By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	**Starting point:** 2020 / Baseline data for waste generation is 54.3 tons (2018-19) / Baseline data for plastic waste diversion is 37.3% / Baseline data for other diversion rates not available **Target:** • diverting at least 75% by weight of non-hazardous operational waste from landfills by 2030; • diverting at least 75% by weight of plastic waste from landfills by 2030; • diverting at least 90% by weight of all construction and demolition waste from landfills and striving to achieve 100% by 2030; and, • Reduce by 5% waste generation by 2023. **Performance indicator:** • Percentage (%) of non-hazardous operational waste diverted; • Percentage (%) of plastic waste diverted; and, • Percentage (%) of construction and demolition waste diverted.	
	1.2. Support for green procurement will be strengthened, including	1.2.1. Ensure that decisions makers, credit card holders, material managers, and employees with procurement and contracting responsibilities	Supporting decision makers and employees will help CSA contribute to the transition to a low-carbon economy and	**Starting point:** 2019 / Baseline data not available **Target:** • 100% of procurement officers and material management will have taken Canada School	

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	guidance, tools and training for public service employees	undergo compulsory green procurement training.	motivate suppliers to green their goods, services and supply chain. **SDGs:** SDG 12 (Responsible Consumption and Production)	of Public Service Green Procurement Course (C215) by the end of 2020; • 100% of all acquisition card holders will have taken Canada School of Public Service Green Procurement Course (C215) by the end of 2021; and, • 100% of new acquisition card holders, starting in 2020, are obligated to take the course (C215) in order to receive a card. **Performance indicator**: • Percentage of procurement officers and materiel management functional specialists that have taken the Canada School Public Service Green Procurement Course (C215); • Percentage of all acquisition card holders that have taken Canada School Public Service Green Procurement Course (C215); and; • Percentage of new acquisition card holders that have taken Canada School Public Service Green Procurement Course (C215).	
	1.3. Departments will adopt clean technology and undertake clean technology demonstration projects	1.3.1. CanmetENERGY Varennes and CSA have developed an operational innovation proposal for the Greening Government Fund for a collaborative and experimental project. (see FSDS contributing actions #2.2.)	Actions by individual departments that incentivize, support, or procure state-of-the-art innovative clean technologies will contribute to lower the environmental footprint of the government operations while contributing to the success of clean-tech businesses in Canada. **SDGs:**	**Starting point:** Project started in 2020–21 **Target:** Implemented the experimental project by the end of fiscal year 2022–23 **Performance indicators** • Project accepted for the Greening Government Fund; • Clean-tech partnership is put into force; and, • Date the project is implemented and data is available for analysis (see FSDS contributing actions #2.2.)	Internal Services

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			SDG 9 (Industry, Innovation and Infrastructure) SDG 11 (Sustainable Cities and Communities) SDG 13 (Climate Action)		

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2. Reduce GHG emissions from federal government facilities and fleets by 40% below 2005 levels by 2030 (with an aspiration to achieve this target by 2025) and 80% below 2005 levels by 2050 (with an aspiration to be carbon neutral)	2.1. All new buildings and major building retrofit will prioritize low-carbon investments based on integrated design principles, and life-cycle and total-cost-of ownership assessments which incorporate shadow carbon pricing	2.1.1.Complete a Carbon Neutral study for the CSA's headquarters.	With the results, the Canadian Space Agency will be in a position to develop a plan to reduce its GHG emissions related to its main building operations and align its major retrofits with low-carbon investment. In this pathway, CSA will contribute to reducing the energy demand and/or switch to lower carbon sources of energy that will lead to reductions in total GHG emissions from federal building operations
			SDGs:
			SDG 7 (Affordable and Clean Energy)
			SDG 9 (Industry, Innovation and Infrastructure)
			SDG 11 (Sustainable Cities and Communities)
			SDG 13 (Climate Action)
				Starting point:
				• Total GHG emissions for fiscal year 2005–06 (base year): = 2,280 ktCO2e
				  ○ 2005-06 (base year), GHG emissions from facilities = 2,280 ktCO2e
				  ○ In 2005-06 (base year), GHG emissions from fleet = 0.000039 ktCO2e
				Target:
				• 40% reduction in total GHG emissions from CSA facilities and fleets from 2005-06 levels by 2030, with an aspiration to achieve it by 2025.
				Performance indicators:
				Buildings:
				• GHG emissions from facilities in current reporting fiscal year = [Y] ktCO2e
				• GHG emissions from facilities in base year (2005-06) = [X] ktCO2e
				• Percentage (%) change in GHG emissions from facilities from fiscal year 2005-06 to current reporting fiscal year = [1-Y/X]%
				Fleet:
				• GHG emissions from fleet in current reporting fiscal year = [Y] ktCO2e
				• GHG emissions from fleet in base year (2005-06) = [X] ktCO2e
					Internal Services

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	2.2. Fleet management will be optimized including by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced	2.2.1 CSA will take actions to decarbonize its fleet by: • purchasing hybrid or zero-emission vehicles (ZEVs) when replacing a vehicle • Optimize fleet management decision with data collection and the use of telematics.	Rationalization of fleets via retirement of emitting vehicles can reduce GHG emissions. As conventional gasoline-powered vehicles are replaced over their lifetimes with ZEVs, the CSA will contribute to reducing the total GHG emissions related to federal operations. **SDGs:** SDG 7 (Affordable and Clean Energy) SDG 11 (Sustainable Cities and Communities) SDG 12 (Responsible Consumption and Production) SDG 13 (Climate Action)	• Percentage (%) change in GHG emissions from fleet from fiscal year 2005-06 to current reporting fiscal year = [1-Y/X] % Clean technology project: • Percentage (%) change in GHG emissions at the CSA's Space Centre from fiscal year prior to the project [2020–21] and the implementation fiscal year [2022–23] • Percentage (%) change in Natural Gas consumption at the CSA's Space Centre from fiscal year prior to the project [2020–21] and the implementation fiscal year [2022–23] • Percentage (%) change in electricity consumption at the CSA's Space Centre from fiscal year prior to the project [2020–21] and the implementation fiscal year [2022–23] • Percentage (%) change in energy consumption cost at the CSA's Space Centre from fiscal year prior to the project [2020–21] and the implementation fiscal year [2022–23]	
	2.3. Departments will adopt and deploy clean technologies and implement procedures to	2.3.1. CSA will report on its clean technology project in collaboration with CanmetENERGY Varennes (RNCan) adopted to improve the environmental performance	Understanding and testing the range of applications for clean technology in building operations, will raise awareness about clean technology		

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	manage building operations and take advantage of programs to improve the environmental performance of their buildings	of CSA's Space Centre with advanced control strategies to optimize the controls of the heating, ventilation and air-conditioning (HVAC) systems. The goals are to reduce energy consumption and costs, peak electrical loads, natural gas usage and GHG emissions.	opportunities in the built environment and ultimately reduce greenhouse gas emissions and support more efficient production and consumption. **SDGs:** SDG 9 (Industry, Innovation and Infrastructure) SDG 11 (Sustainable Cities and Communities) SDG 13 (Climate Action)		
3. CSA's administrative fleet will be comprised of at least 80% zero-emission vehicles by 2030	3.1. Fleet management will be optimized including by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced	3.1.1. Promote the purchase of hybrid or zero-emission vehicles (ZEVs) when replacing a vehicle from the CSA fleet. 75% of new light-duty unmodified administrative fleet vehicle purchases will be zero-emission vehicles or hybrids 3.1.2. Use telematics analysis as a decision-making tool when selecting a vehicle and optimizing fleet management. 3.1.3. Promote behavior change	As conventional gasoline-powered vehicles are replaced over their lifetimes with ZEVs and the size of the fleet optimized, a greater proportion of CSA's fleet will be ZEV. This will contribute to make the government's administrative vehicle fleet at least 80% ZEV by 2030. **SDGs:** SDG 7 (Affordable and Clean Energy) SDG 11 (Sustainable Cities and Communities) SDG 12 (Responsible Consumption and Production)	**Starting point:** • In 2019–20, 20% of CSA's fleet is ZEVs or hybrid **Target:** • 75% of new light-duty unmodified administrative fleet vehicle purchases are ZEVs or hybrid; • 80% of the fleet is ZEVs or hybrid by 2030; and, • 100% of vehicles logged via telematics. **Performance indicators:** • Total number of vehicles in administrative fleet; • Percentage (%) of ZEV in administrative fleet; • Percentage of annual administrative fleet purchases that are ZEV or hybrid; and, • Percentage of vehicles logged via telematics.	

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			SDG 13 (Climate Action)		
4. By 2022, departments have developed measures to reduce climate change risks to assets, services and operations	4.1. Increase training and support on assessing climate change impacts, undertaking climate change risk assessments and developing adaptation actions to public service employees, and facilitate sharing of best practices and lessons learned	4.1.1. The CSA is taking action to understand the wide range of climate change impacts that could potentially affect its assets, services, and operations by conducting a climate change risk assessment. Measures will be developed according to results and recommendations. Accordingly, the CSA will initiate discussions to see how climate change can be included in business continuity planning, departmental risk planning or equivalent processes, as well as integrating future climate change conditions and adaptation in projects starting with design, construction and operations aspects of real property or engineered asset projects.	Factoring climate variability and change into policy, programs, and operations is one of the most important ways the government can adapt and be resilient to a changing climate. **SDGs:** SDG 13 (Climate Action)	**Starting point:** 2020 **Targets:** • Climate risk assessment is completed by the end of fiscal year 2020–21; and, • Climate change risk reduction measures are developed by 2022 **Performance indicators:** • Departmental climate risk assessment completed; and, • Measures developed to reduce risks related to climate change to assets, services, and operations.	Internal Services
5. Use 100% clean electricity by 2025	5.1. Other	5.1.1. CSA will buy or participate in government initiatives to purchase megawatt hours of renewable electricity for its sites located where the electrical grids still emit carbon. The goal is for CSA to have 100% of its sites supplied by clean electricity.	The use of clean electricity eliminates GHG emissions in jurisdictions where electricity generation is not from clean renewable sources. **SDGs:** SDG 7 (Affordable and Clean Energy)	**Starting point:** 72% clean electricity use in 2018-19 **Targets:** 100% clean electricity use by 2025 **Performance indicators** • Electricity consumption in the year = [X] kWh • Electricity consumption from non-emitting sources (including renewable energy certificates) in the year = [Y] kWh	Internal Services

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			SDG 12 (Responsible Consumption and Production) SDG 13 (Climate Action)	• Percentage (%) of clean electricity = [Y/X] %	

Details on transfer payment programs

Contributions under the Canada/European Space Agency (ESA) Cooperation Agreement.

Start date	The renewed Agreement was signed on February 12, 2019, and ratified on June 13, 2019. The revised Terms and Conditions were approved in April 2019, and became effective on November 26, 2019.
End date	January 1, 2030 (end date of the Agreement).
Type of transfer payment	Contribution
Type of appropriation	Annually through Estimates.
Fiscal year for terms and conditions	The revised Terms and Conditions for the contributions, under the 2020-30 Cooperation Agreement, were approved, and became effective in 2019–20.
Link to departmental result(s)	Canada's investments in space benefit the Canadian economy
Link to the department's Program Inventory	Space Capacity Development
Purpose and objectives of transfer payment program	Enhance Canadian industry's technological base and provide access to European markets for value-added products and services in the fields of Earth observation (EO), telecommunications, navigation, space exploration and generic technological activities; foster the participation of Canadian academia in missions and make possible the demonstration of Canadian space technologies in European microgravity and space exploration missions and programs. This is achieved through a financial contribution by the CSA to ESA optional programs.

Expected results	Result: Opportunities to advance science and technology. Performance Indicator: Overall industrial return coefficient for Canada (Ratio between the actual value of contracts awarded by ESA to Canadian organizations and the ideal value of contracts awarded by ESA to Canadian organizations). Result: Space science and technology readiness is advanced. Performance Indicator: Number of scientific activities and technologies that have advanced their readiness Result: Canadian space sector competitiveness is increased Performance Indicator: Number of Canadian technologies/products that have flown and/or have been space-qualified as a result of Canada's participation in ESA
Fiscal year of last completed evaluation	2018–19
Decision following the results of last evaluation	The CSA took into consideration the findings of the 2018 Program evaluation as part of its preparation for the ESA Ministerial Council 2019.
Fiscal year of next planned evaluation	2022–23
General targeted recipient groups	Canadian space sector firms, universities and not-for-profit research organizations.
Initiatives to engage applicants and recipients	The CSA will continue to actively consult the Canadian space sector (industry and academia) and Government of Canada organizations as part of the program selection process.

Financial Information

Type of transfer payment	2020–21 forecast spending	2021–22 planned spending	2022–23 planned spending	2023-24 planned spending
Total contributions	41,966,098	53,807,000	42,918,000	38,109,000
Total program	**41,966,098**	**53,807,000**	**42,918,000**	**38,109,000**

Class Grant and Contribution Program to Support Research, Awareness and Learning in Space Science and Technology

Start date	October 1, 2009
End date	N/A — Ongoing program
Type of transfer payment	Grant and Contribution
Type of appropriation	Annually through Estimates
Fiscal year for terms and conditions	2009–10
Link to departmental result(s)	Space research and development advances science and technology Canadians engage with space Space information and technologies improve the lives of Canadians Canada's investments in space benefit the Canadian economy
Link to the department's Program Inventory	Space Utilization Space Exploration Space Capacity Development Internal Services (Communications Services, Management and Oversight Services)
Purpose and objectives of transfer payment program	This program supports knowledge development and innovation in the CSA's priority areas while increasing the awareness and participation of Canadians in space-related disciplines and activities. The program has two components: a. Research and b. Awareness and Learning. The Research Component aims to support the development of science and technology; foster the continual development of a critical mass of researchers and highly qualified people in Canada; and support information gathering and space-related studies and research pertaining to Canadian Space Agency priorities. The Awareness and Learning Component aims to provide learning opportunities to Canadian students in various space-related disciplines; to support the operations of organizations dedicated to space research and education; and to increase awareness of Canadian space science and technology among Canadian students and their participation in related activities. This Transfer Payment Program is composed of grants and non-repayable contributions.

Expected results	**Research Component** Result #1: Increased knowledge from research projects in priority space S&T areas. Performance Indicator: Number of new and ongoing space science and technology initiatives (Announcement of Opportunity) and projects. Performance Indicator: Number of completed space science and technology initiatives (Announcement of Opportunity) and projects. Performance Indicator: Number of highly qualified personnel involved in space science and technology initiatives and projects. Result #2: Maintained and/or increased space focus in universities, post-secondary institutions, and not-for-profit and for-profit organizations. Performance Indicator: Number of universities, post-secondary institutions and not-for-profit and for-profit organizations involved in financed projects. Result #3: Partnerships established and/or sustained. Performance Indicator: Number and type of new partnerships created and sustained. Performance Indicator: Number of research partnerships (national and international). Result #4: Partners' contributions leveraged. Performance Indicator: Number of agreements leveraged funding. Performance Indicator: Proportion of leveraged funds vs. grant/contribution funds. Result #5: Access to international collaboration for Canadian organizations. Performance Indicator: Number of agreements leveraged by international funding. **Awareness and Learning Component** Result #6: Increased knowledge and skills in space-related disciplines among target audience Performance Indicator: Number and type of learning events attended Result #7: Target audience reached through learning activities and materials related to science and technology Performance Indicator: Number of persons reached by audience segments
Fiscal year of last completed evaluation	2016–17
Decision following the results of last evaluation	Continuation
Fiscal year of next planned evaluation	2020–21

General targeted recipient groups	• Industry-related (for example, for-profit businesses) • International organizations (for example, non-profit international organizations) • Persons (for example, students) • Non-profit organizations (for example, universities, research institutions)
Initiatives to engage applicants and recipients	Since January 2012, an initiative to engage recipients has been undertaken through a survey. The CSA has extended this initiative via its web page in order to establish a dialogue with potential applicants and recipients. Consultations, presentations to, and discussions with, the academic and industrial communities as well with other potential recipient groups, are ongoing and will continue.

Financial Information

Type of transfer payment	2020–21 forecast spending	2021–22 planned spending	2022–23 planned spending	2023-24 planned spending
Total grants	10,187,657	11,824,000	13,687,000	14,671,000
Total contributions	28,056,528	28,999,000	28,306,000	22,969,000
Total program	**38,244,185**	**40,823,000**	**41,993,000**	**37,640,000**

Gender-based analysis plus

General information

Institutional GBA+ Capacity

Since 2017, Gender-Based Analysis plus (GBA+) is integrated in the requirements of the Investment Governance and Monitoring Framework and is part of the roles and responsibilities of the executive sponsor.

A policy has been implemented to state the roles and responsibilities of CSA personnel and stipulates that all initiatives that are new of or which need re-approval will be subject to a GBA+. More specifically, the policy requires that:

- All CSA initiatives (e.g. policies, programs, projects, grants and contributions, budget proposals) that are new or which need re-approval will be subject to GBA+ to ensure they do not have detrimental impacts on certain diverse groups of men and women and that they seek to achieve better results for all Canadians.
- Documented evidence of the elaboration of GBA+ is required to support approval of initiatives for Treasury Board (TB) Submissions and Memorandum to Cabinet (MC).
- The documented evidence of the elaboration of GBA+ will be collected in order to monitor the implementation and continuous improvement of the GBA+ processes at CSA, and for reporting to Women and Gender Equality Canada (WAGE) on a regular basis.

The President is responsible for ensuring that the Government of Canada's commitment to implementing GBA+ is fulfilled at the CSA as per the aforementioned policy requirements.

The Executive Committee Members are responsible for:

- Ensuring that gender and other identity factor considerations are identified and that inequalities are corrected within the context of their respective program's activities, from policy and program development to service delivery, including in MC and TB Submissions.
- Supporting and encouraging GBA+ training opportunities for their employees.
- Appointing one of their members as the GBA+ Champion who will be the functional authority for GBA+ at the CSA.
- Appointing a GBA+ Point of contact for each branch of the CSA.

The Executives and managers are responsible for:

- Applying GBA+, and for integrating the results thereof, to the decision-making process within their sector.
- Supporting their employees who are engaged in applying GBA+ to the initiatives under their responsibilities, from concept to implementation to operations as applicable, and for supporting related adjustments that might be required in this regard.
- Providing GBA+ training opportunities for their employees.

The CSA is evaluating the implementation of its GBA+ practices where it will assess the relevance, efficiency and effectiveness of the CSA's GBA+ Policy and tools, resources, governance structure, process, and the extent to which GBA+ is integrated in the CSA's activities.

Highlights of GBA+ Results Reporting Capacity by Program

Canada in Space	The CSA's has adapted its data collection tools in order to obtain disaggregated data for two of its Departmental Results Framework indicators, namely the number of new people and organizations entering space-related fields as a result of CSA funding, and number of highly qualified people in the Canadian space sector. This additional data will contribute to support informed decision-making to support the education and skills development GBA+ pillar. In 2021-22, the CSA's will update its Performance Information Profiles. In doing so, the CSA will enhance its capacity to monitor and report on its programs impacts by gender and diversity.