

Goal 1: Ensure greater integration of sustainable development in Departmental policies, programs and operations

The Department of Foreign Affairs and the Department of International Trade must not only embrace and advance the principles of SD on the international stage, but they must ensure that they become fundamental to all aspects of their organizations. This goal requires responsible management and a workforce confident in its capacity to incorporate the following SD principles and criteria into policies, programs and operations:

- **Integrated decision making:** basing decisions on an overall evaluation of both short and long-term environmental, social and economic impacts to ensure the results are sustainable.
- **Consultation, transparency, partnership, shared responsibility and accountability:** conferring with other federal departments/agencies and levels of government, aboriginal organizations, the private sector, civil society and national and international organizations, as appropriate, to ensure inclusive decision making on substantive issues, partnering based on the mandate, resources and skills of all partners, and effective reporting mechanisms.

- **Efficient use of resources:** promoting policies, practices and technologies that reduce consumption and make the most efficient use of resources.

The professional application of SD principles also requires a workforce that feels valued as employees, adequately trained and appropriately compensated. The two Departments are advancing human resource policies to address these issues, improve morale and job satisfaction, and to lower the early departure rate among specific employee sectors. One of the initiatives underway is the e³ initiative based on the principals of equilibrium, effectiveness and excellence. e³ is about setting clear and limited priorities and finding ways to work smarter in order to create a better balance between one's personal and professional lives.

The following Goal 1 chart outlines the new commitments that the two Departments will undertake to ensure that SD becomes an operating premise. It also includes those to be undertaken in the context of the Environmental Management System (EMS). Although the EMS focuses on the environmental pillar of SD, rather than an integration of all three pillars, it was felt that it was too important not to mention under this goal.