



Canadian Human Rights Commission Quarterly Financial Report

For the quarter ended June 30, 2025

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as represented by the Canadian Human Rights Commission, 2025.

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Table of Contents

1. Introduction	3
1.1 Authority, Mandate and Program Activities.....	3
1.2 Basis of Presentation	3
2. Highlights of the Fiscal Quarter and Fiscal Year-to-Date (YTD) Results.....	4
2.1 Statement of Authorities	4
2.2 Statement of Department Budgetary Expenditures by Standard Object.....	4
3. Risks and Uncertainties	5
4. Significant Changes in Relation to Operations, Personnel and Programs	5
5. Financial Tables	6
5.1 2025-26 Statement of Authorities (unaudited).....	6
5.2 2024-25 Statement of Authorities (unaudited).....	7
5.3 2025-26 Statement of Budgetary Expenditures by Standard Object (unaudited)	8
5.4 2024-25 Statement of Budgetary Expenditures by Standard Object (unaudited)	9

1. Introduction

This quarterly report has been prepared by management as required by section 65.1 of the *Financial Administration Act* (FAA) and in the form and manner prescribed by the Treasury Board. It should be read in conjunction with the *Main Estimates* and *Supplementary Estimates*. This report has not been subject to an external audit or review.

1.1 Authority, Mandate and Program Activities

The Canadian Human Rights Commission (the Commission) was established in 1977 under Schedule I.1 of the FAA in accordance with the *Canadian Human Rights Act* (CHRA). The Commission leads the administration of the CHRA and works with employers to ensure compliance with the *Employment Equity Act* (EEA). The CHRA prohibits discrimination, and the EEA promotes equality in the workplace. Under the leadership of the Pay Equity Commissioner and the Accessibility Commissioner, the Commission is also responsible for the administration and enforcement of the *Pay Equity Act* (PEA) and the *Accessible Canada Act* (ACA). These laws apply the principles of equal opportunity and non-discrimination to federal government departments and agencies, Crown corporations, and federally regulated private sector organizations. The Commission also provides the Federal Housing Advocate with administrative services and facilities to support their duties and functions.

Another unique characteristic of the Commission's program activities is that the Commission provides internal support services to certain other small government departments and agencies such as finance, human resources, acquisition and information technology services. These internal support services agreements are recorded as revenues as per section 29.2 of the FAA.

Further details on the Commission's authority, mandate and program activities can be found in the [Departmental Plan](#) (DP) and Part II of the [Main Estimates](#).

1.2 Basis of Presentation

This quarterly report has been prepared by management using an expenditure basis of accounting. The accompanying Statement of Authorities includes the Commission's spending authorities granted by Parliament and those used by the Commission, consistent with the Main Estimates, Supplementary Estimates and Treasury Board vote transfers for the 2025-26 fiscal year. This quarterly report has been prepared using a special purpose financial reporting framework designed to meet financial information needs with respect to the use of spending authorities.

The authority of Parliament is required before money can be spent by the Government. Approvals are given in the form of annually approved limits through appropriation acts, or through legislation in the form of statutory spending authority for specific purposes.

The Commission uses the full accrual method of accounting to prepare and present its annual financial statements that are part of the departmental results reporting process. However, the spending authorities voted by Parliament remain on an expenditure basis.

2. Highlights of the Fiscal Quarter and Fiscal Year-to-Date (YTD) Results

2.1 Statement of Authorities

As reflected in the Statement of Authorities, the total authorities available for use as at Q1 have increased by \$1,734,368 (4.6%) from \$37,757,130 in 2024-25 to \$39,491,498 in 2025-26. These amounts do not include any funding received during the year through the Supplementary Estimates process such as the operating budget carry-forward and reprofiles, and therefore only give a limited picture of the CHRC's financial situation.

The increase in total authorities for the 2025-26 fiscal year is mainly due to the additional funding of \$725,160 in Employee Benefit Plan (EBP), \$595,946 in personnel due to collective bargaining adjustments and \$1,125,452 in personnel funding for the Office of Federal Housing Advocate; however, it was offset by a total decrease of \$845,427 due to the end of a reprofile funding.

Although salary funds have increased, the impact of that increase is negligible since it reflects the increased cost of salaries due to revised collective agreements that were approved in FY 2023-24 and 2024-25.

2.2 Statement of Department Budgetary Expenditures by Standard Object

As shown in the Budgetary Expenditures by Standard Object, total year-to-date net budgetary expenditures as of June 30, 2025, are \$9,509,807. This represents 24.1% of total net authorities for the year of \$39,491,498. Salary expenditures of \$9,102,536 remain the most significant gross expenditure category at the end of Q1, coming in at 95.7% of the total.

Total gross budgetary expenditures of \$10,011,493 in the first quarter of FY 2025-26 have increased by \$90,482 compared with \$9,921,011 for the first quarter of FY 2024-25. The increase is mainly attributable to the pay increases as per collective bargaining funding and it was offset by a lower availability of operating & maintenance funds this year, of which O&M expenditure decreased by \$81,263 from Q1 of 2024-25 to Q1 of 2025-26.

3. Risks and Uncertainties

The addition of the more recent mandates under the Accessible Canada Act, the Pay Equity Act, and the National Housing Strategy continues to increase the pressure on the delivery of all programs within the Commission.

With a lack of sufficient human and financial resources to support all programs, the achievement of the Commission's strategic outcomes and the delivery of its internal services may be compromised.

To meet these challenges, the Commission will monitor and evaluate progress across all business lines and, where necessary, adapt its processes accordingly.

All other risks are mentioned in the [2025-26 Departmental Plan](#).

4. Significant Changes in Relation to Operations, Personnel and Programs

Without additional resources for the National Monitoring Mechanism and the Federal Housing Advocate, the Commission's ability to fulfill these roles may be compromised.

Approved by:

[Original signed by]

Charlotte-Anne Malischewski
Interim Chief Commissioner

[Original signed by]

Natalie Dagenais
Chief Financial Officer

Ottawa, Ontario
Date: August 11, 2025



5. Financial Tables

5.1 2025-26 Statement of Authorities (unaudited)

Canadian Human Rights Commission

Quarterly Financial Report

For the quarter ended June 30, 2025

(in dollars)

	Total available for use for the year ending March 31, 2026*	Used during the quarter ended June 30, 2025	Year to date used at quarter-end
Budgetary Authorities			
Vote 1 – Program Expenditures	37,000,155	8,754,015	8,754,015
Less: Revenues Netted Against Expenditures			
Internal Support Services	(2,538,567)	(501,686)	(501,686)
Budgetary Statutory Authorities			
Employee Benefit Plans	5,029,910	1,257,478	1,257,478
Total Budgetary Authorities	39,491,498	9,509,807	9,509,807

*Includes only Authorities available for use and granted by Parliament at quarter-end.

5.2 2024-25 Statement of Authorities (unaudited)

Canadian Human Rights Commission
Quarterly Financial Report
For the quarter ended June 30, 2024

(in dollars)

	Total available for use for the year ending March 31, 2025*	Used during the quarter ended June 30, 2024	Year to date used at quarter-end
Budgetary Authorities			
Vote 1 – Program Expenditures	35,960,938	8,844,824	8,844,824
Less: Revenues Netted Against Expenditures			
Internal Support Services	(2,508,558)	(518,244)	(518,244)
Budgetary Statutory Authorities			
Employee Benefit Plans	4,304,750	1,076,187	1,076,187
Total Budgetary Authorities	37,757,130	9,402,767	9,402,767

*Includes only Authorities available for use and granted by Parliament at quarter-end.

5.3 2025-26 Statement of Budgetary Expenditures by Standard Object (unaudited)

Canadian Human Rights Commission
 Quarterly Financial Report
 For the quarter ended June 30, 2025

(in dollars)

	Total available for use for the year ending March 31, 2026*	Used during the quarter ended June 30, 2025	Year to date used at quarter-end
Expenditures			
Personnel	37,905,141	9,102,536	9,102,536
Transportation and Communications	332,989	46,448	46,448
Information	177,190	20,132	20,132
Professional and Special Services	2,643,100	380,919	380,919
Rentals	751,471	455,989	455,989
Repair and Maintenance	24,767	0	0
Utilities, Material and Supplies	45,606	39	39
Acquisition of Land, Building and Works	0	0	0
Acquisitions of Machinery and Equipment	149,801	5,379	5,379
Other Payments	0	50	50
Total Gross Budgetary Expenditures	42,030,065	10,011,493	10,011,493
Less: Revenues Netted Against Expenditures			
Internal Support Services	(2,538,567)	(501,686)	(501,686)
Total Net Budgetary Expenditures	39,491,498	9,509,807	9,509,807

*Includes only Authorities available for use and granted by Parliament at quarter-end.

5.4 2024-25 Statement of Budgetary Expenditures by Standard Object (unaudited)

Canadian Human Rights Commission
 Quarterly Financial Report
 For the quarter ended June 30, 2024

(in dollars)

	Total available for use for the year ending March 31, 2025*	Used during the quarter ended June 30, 2024	Year to date used at quarter-end
Expenditures			
Personnel	35,498,587	8,930,791	8,930,791
Transportation and Communications	268,530	30,800	30,800
Information	147,239	59,335	59,335
Professional and Special Services	2,960,647	380,512	380,512
Rentals	559,152	504,791	504,791
Repair and Maintenance	33,487	0	0
Utilities, Material and Supplies	65,499	10,801	10,801
Acquisition of Land, Building and Works	20,810	0	0
Acquisitions of Machinery and Equipment	701,792	3,981	3,981
Other Payments	9,945	0	0
Total Gross Budgetary Expenditures	40,265,688	9,921,011	9,921,011
Less: Revenues Netted Against Expenditures			
Internal Support Services	(2,508,558)	(518,244)	(518,244)
Total Net Budgetary Expenditures	37,757,130	9,402,767	9,402,767

*Includes only Authorities available for use and granted by Parliament at quarter-end.