



# Canadian Human Rights Commission Quarterly Financial Report

For the quarter ended September 30, 2025

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# 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 Commission's total authorities available for use as at Q2 have increased by 6.4 % from \$38,799,865 in 2024-25 to \$41,283,377 in 2025-26. This amount includes funding received from the operating budget carry-forward (OBCF) but does not include any amounts that will be received through the Supplementary Estimates process.

Total authorities for the 2025-26 fiscal year include additional funding of \$554,795 in personnel due to collective bargaining adjustments and \$1,125,452 in personnel funding for the Office of Federal Housing Advocate, in addition to \$1,791,879 in operating funding from the OBCF.

The impact of the additional operating funding through the OBCF is significant, as it will alleviate the financial pressure the Commission was facing this year due to its reduction in operating & maintenance funds. Furthermore, the Commission will receive additional funding through collective bargaining adjustments for the PG, EX and OC groups, as well as through the Supplementary Estimates, as the Consolidated Estimates Authorities Attestation (CEAA) to support the National Monitoring Mechanism was recently approved.

### 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 September 30, 2025, are \$18,815,744. This represents 45.6% of total net authorities for the year of \$41,283,377. Salary expenditures of \$18,355,045 remain the most significant gross expenditure category at the end of Q2, coming in at 92.7% of \$19,807,655.

Total gross budgetary expenditures of \$9,796,162 in the second quarter of FY 2025-26 have decreased by \$39,524 compared with \$9,835,686 for the second quarter of FY 2024-25. This represents a decrease of 0.4%, which can be attributed to an increase in personnel costs due to pay increases as per collective bargaining funding, offset by a decrease in operating costs due to a lower availability of operating & maintenance funds at the start of this year.

## 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. Although temporary funding was approved for both mandates for this fiscal year, future ongoing funding remains uncertain.

The Commission will also be restructuring the department for the start of next fiscal year, as it will be moving towards a new function-based structure where staff will be grouped by expertise and specialty. This will allow CHRC to work together toward shared outcomes, break down existing silos, and remove duplication to be more efficient and maximize its impact.

Approved by:

[ Original signed by]

Charlotte-Anne Malischewski  
Interim Chief Commissioner

[ Original signed by]

Natalie Dagenais  
Chief Financial Officer

Ottawa, Ontario

Date: November 28<sup>th</sup>, 2025



## 5. Financial Tables

### 5.1 2025-26 Statement of Authorities (unaudited)

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

(in dollars)

	Total available for use for the year ending March 31, 2026*	Used during the quarter ended September 30, 2025	Year to date used at quarter-end
<b>Budgetary Authorities</b>			
Vote 1 – Program Expenditures	38,792,034	8,538,564	17,292,700
<b>Less: Revenues Netted Against Expenditures</b>			
Internal Support Services	(2,538,567)	(490,225)	(991,911)
<b>Budgetary Statutory Authorities</b>			
Employee Benefit Plans	5,029,910	1,257,478	2,514,955
<b>Total Budgetary Authorities</b>	<b>41,283,377</b>	<b>9,305,937</b>	<b>18,815,744</b>

\*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 September 30, 2024

(in dollars)

	Total available for use for the year ending March 31, 2025*	Used during the quarter ended September 30, 2024	Year to date used at quarter-end
<b>Budgetary Authorities</b>			
Vote 1 – Program Expenditures	37,003,673	8,759,498	17,604,322
<b>Less: Revenues Netted Against Expenditures</b>			
Internal Support Services	(2,508,558)	(489,481)	(1,007,725)
<b>Budgetary Statutory Authorities</b>			
Employee Benefit Plans	4,304,750	1,076,188	2,152,375
<b>Total Budgetary Authorities</b>	<b>38,799,865</b>	<b>9,346,205</b>	<b>18,748,972</b>

\*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)

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(in dollars)

	Total available for use for the year ending March 31, 2026*	Used during the quarter ended September 30, 2025	Year to date used at quarter-end
<b>Expenditures</b>			
Personnel	37,905,141	9,252,509	18,355,045
Transportation and Communications	477,640	26,894	73,341
Information	254,162	57,813	77,946
Professional and Special Services	3,791,271	345,499	726,418
Rentals	1,077,912	75,785	531,775
Repair and Maintenance	35,526	23,746	23,746
Utilities, Material and Supplies	65,417	5,354	5,393
Acquisition of Land, Building and Works	0	0	0
Acquisitions of Machinery and Equipment	214,875	8,512	13,891
Other Payments	0	50	100
<b>Total Gross Budgetary Expenditures</b>	<b>43,821,944</b>	<b>9,796,162</b>	<b>19,807,655</b>
<b>Less: Revenues Netted Against Expenditures</b>			
Internal Support Services	(2,538,567)	(490,225)	(991,911)
<b>Total Net Budgetary Expenditures</b>	<b>41,283,377</b>	<b>9,305,937</b>	<b>18,815,744</b>

\*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)

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(in dollars)

	Total available for use for the year ending March 31, 2025*	Used during the quarter ended September 30, 2024	Year to date used at quarter-end
<b>Expenditures</b>			
Personnel	35,584,684	9,159,882	18,090,673
Transportation and Communications	322,530	58,626	89,427
Information	176,848	14,833	74,168
Professional and Special Services	3,556,017	494,608	875,120
Rentals	671,594	100,384	605,174
Repair and Maintenance	40,221	1,788	1,788
Utilities, Material and Supplies	78,670	(4,805)	5,996
Acquisition of Land, Building and Works	24,995	1,317	1,317
Acquisitions of Machinery and Equipment	842,919	8,753	12,734
Other Payments	9,945	300	300
<b>Total Gross Budgetary Expenditures</b>	<b>41,308,423</b>	<b>9,835,686</b>	<b>19,756,697</b>
<b>Less: Revenues Netted Against Expenditures</b>			
Internal Support Services	(2,508,558)	(489,481)	(1,007,725)
<b>Total Net Budgetary Expenditures</b>	<b>38,799,865</b>	<b>9,346,205</b>	<b>18,748,972</b>

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