

CSR & Sustainability Career Pathways



UNIVERSITY OF
ST. MICHAEL'S COLLEGE
IN THE UNIVERSITY OF TORONTO

CERTIFICATE IN CORPORATE
SOCIAL RESPONSIBILITY

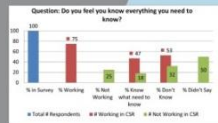


CSR/Sustainability CAREER PATHWAYS

Take your career & impact to the next level...

1. KNOW WHAT YOU NEED TO KNOW

53%



In a national survey of Sustainability & Corporate Social Responsibility Professionals - 53% said they didn't know what they needed to know to be effective.

2. GO WITH THE GROWTH IN CSR & SUSTAINABILITY CAREERS



According to a 2012 ECO Canada Study - Canadian Jobs in sustainability & CSR will grow significantly in the next 3 to 5 years.

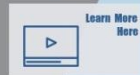
3,800 New Jobs



3. UNDERSTAND REQUIRED COMPETENCIES

Studies show that key Impact Competencies include:

- Engage with Stakeholders
- Influence & Persuade
- Plan & Develop Strategy
- Measure & Report Impact
- Manage Projects



4. CONDUCT YOUR GAP ASSESSMENT

- Choose job areas of interest
- Examine competencies required
- Target your competency development areas

Competencies

- Leadership
- Risk Management
- Supply Chain Management
- Environmental Management
- Measurement & Reporting
- And More...



5. IDENTIFY YOUR LEARNING PATHWAYS

- Formal - College or University, Mentorship, Assessment, Credential
- Informal - Networks, Conferences, Webinars, Reading, Coaching
- Non Formal - Short Courses, Workshops, No Assessment, Internship



6. CREATE A PLAN TO MAKE A DIFFERENCE WITH A CAREER IN CSR & SUSTAINABILITY



Your are a champion, change maker and Intrapreneur in the movement toward an environmentally and socially responsible world.

Future Generations Thank You



Make your Calling a Career!



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www.csr-stmikes.ca

CSR/Sustainability Professional Development Gap Assessment Tool

Increasingly mid-career professionals and new graduates are finding their passion in the fields of Corporate Social Responsibility/Sustainability, but don't know how to break into the growing number of positions. Over the last three years the Certificate in CSR/Sustainability at the University of St. Michael's College, University of Toronto has been surveying CSR and Sustainability professionals, examining studies on the core competencies required for these fields and monitoring the growth of formal, informal and non-formal educational opportunities.

The following is a summary of our findings, a consolidated listing of competencies and job types and a listing of the top formal Corporate Social Responsibility and Sustainability Programs in Canada and the United States. In our study we did not examine non-formal or informal education but recognize it is an important part of building your competencies.

CSR/Sustainability Career Pathways Findings

Our research shows that CSR/Sustainability is part of a global movement that will change everything. Michael Porter, Harvard Business School calls it the "Sixth Wave" of innovation; which includes finding shared value and social impact through new ways of doing business; including radical resource productivity, whole system design, and bio-mimicry. Today's CSR/Sustainability professionals are systems thinkers, boundary spanners and intrapreneurs who spark urgent, deep, purposeful change toward a socially and environmentally responsible way of working and living. Some of the key findings of our Career Pathways research include:

- Current CSR/Sustainability professionals identified they had over 61 CSR/Sustainability titles in 8 core job areas and 19 job roles (see Job Clusters and Job Roles on the following pages).
- Nearly one-half (53%) of CSR/Sustainability professionals in the field did not feel they fully understood all the core competencies they needed to acquire to be a CSR/Sustainability professional. The Bodies of Knowledge in many of these job functions are being written as they emerge. Keeping abreast of developments is important.
- Surveys by ECO Canada and others indicate significant job growth in the CSR/Sustainability field. A simple job search on Monster or Indeed will reveal a vast array of interconnected jobs in CSR and Sustainability. Using the titles provided in this study will uncover additional opportunities during a job search.
- Competency models developed by the International Society of Sustainability Professionals, Institute of Corporate Responsibility and Sustainability, Institute of Environmental Management & Assessment, Ernst and Young, Coro Strandberg, Canadian Business for Social Responsibility and Boston College identified numerous core competencies which we compiled into 12 common areas related to the identified job clusters.
- Top "impact" competencies for CSR/Sustainability professionals, according to the 2014 CR Salary Survey are: 1) engage with Stakeholders, 2) influence and persuade, 3) plan and develop strategy, 4) measure and report impact and 5) project management. Examining competency gaps will provide you with some direction in further professional development.
- Formal CSR/Sustainability education is exploding, but in a differentiated way, not all programs are created equally. Formal education programs range from Graduate Certificates attained while working full time to full time student options for degrees, master degrees and certificates. The majority of programs are available for the latter. An experiential component for any program is strongly recommended.

CSR/Sustainability Professional Development Gap Assessment Tool

Continuous, intentional learning and development is one way of formally assuring a common understanding of the shared language, mental models, knowledge, skills and proficiencies required for Corporate Social Responsibility and Sustainability.

We learned that Sustainability and CSR education is evolving. Competency models for Leaders and Practitioners are available; new college and university programs are being brought on line annually, and short courses are cropping up. Some organizations are certifying CSR professionals in a two day workshop, while organizations like the International Society of Sustainability Professionals requires experience, ongoing training and an examination for its Sustainability Associates and Professionals program. ISSP has certified over 240 professionals worldwide in the last year.

Whether you are just entering the CSR/Sustainability field or are a seasoned professional, your knowledge and skills need to evolve too. Here are 6 steps for planning your future CSR/Sustainability Career Pathway.

- 1. Know what you need to know** – Recognize the need for an ongoing plan to develop your knowledge and skills in the fast paced sustainability/CSR world.
- 2. Go with the growth in CSR/Sustainability careers** – Examine growth in the various job clusters and determine your aspirational career goals.
- 3. Understand the required competencies** - Numerous competency frameworks have been developed and more are coming. Familiarize yourself with competencies specific to your chosen field if they are available. If not, network with people in the field to find out.
- 4. Conduct a competency gap assessment** – Complete a CSR/Sustainability Competency Gap Assessment.
- 5. Identify your learning pathways** – Create a multi-year learning plan. Recognize that formal (college and university programs), non-formal (association or third party short courses) and informal (networking, reading, watching videos) are all pathways to competency development. Build a plan using as many of these pathways as are appropriate for your goals. See an inventory of formal programs at the end of this document.
- 6. Implement your plan and make a difference** - If we are going to advance confidently toward an environmentally sustainable and socially just human presence on this planet – we need to move far – fast. We can only do it together.

CSR/Sustainability Professional Development Gap Assessment Tool

NAME : _____

Instructions

1. Choose the job areas of interest.
2. Examine the competencies required and identify target competency areas for development.
3. Identify formal, informal and non-formal actions for professional development.



Competency Description	Job Linkage	Target Competency for Development (v)	Development Action Plan (Formal, Informal, Non Formal)
<p>Leadership, Champion and Change Management Ensuring leaders are committed to Corporate Responsibility, demonstrated through corporate culture, symbols and vision. Equipping leaders with the capability to sustain and improve the business and its culture using change management processes.</p>	All	<input type="checkbox"/>	
<p>Governance & Risk Management Analysing, reviewing and developing formal management systems and structures, including risk management and ethical frameworks, and risk analysis including scenario planning, sensitivity analysis and mitigation in the event of risk realisation.</p>	RM, CSR	<input type="checkbox"/>	
<p>CSR & Sustainability Management Demonstrating familiarity with global and local, economic and scientific issues, by describing key trends, impacts, frameworks, principles and perspectives relevant to sustainability.</p> <p>Examining applicable regulatory trends and policies as they relate to sustainability (e.g. whistle blower, Sarbanes-Oxley, ESA, RoHS, WEEE, EuP, Montreal Protocol, IPCC). Examining sustainability claims, eco-labels and certifications such as EPEAT, Energy Star, LEED, etc.</p> <p>Examining different models for CSR/Sustainability implementation and conducting a gap assessment of your company against one. Discussing CSR/Sustainability implementation challenges at the executive and Board level.</p>	CSR	<input type="checkbox"/>	

CSR/Sustainability Professional Development Gap Assessment Tool

Competency Description	Job Linkage	Target Competency for Development (v)	Development Action Plan (Formal, Informal, Non Formal)
Identifying material issues and the relevant key indicators, specific metrics and targets. Creating and implementing a sustainability management system.			
Sustainability & CSR Strategy Development & Implementation Reviewing, developing and implementing an overarching strategy for the business (or business unit). Developing a high level, long- term sustainability road map. Articulating the business case. Articulating a long term vision of sustainability for the organization and a strategy to achieve it. Creating an overarching project framework to support the implementation of the strategy.	CSR	<input type="checkbox"/>	
Stakeholder Engagement Mapping, understanding and engaging with business stakeholders. Developing a strategy and means of engaging with each priority stakeholder. Implementing procedures for engaging and communicating with internal and external stakeholders (e.g. senior management, functional leads, government, NGOs). Building relationships across organizational functions. Preparing communications with input from and for key stakeholders. Facilitating cross-boundary collaboration and networks.	SE	<input type="checkbox"/>	
Sustainable Supply Chain Management Integrating CSR / sustainability sourcing policies and procurement processes. Enhancing the company's capacity to anticipate new challenges in supply chains through robust environmental scanning. Encouraging the participation of suppliers in the development of codes of conduct or other documents to enhance the applicability, legitimacy and efficacy of policies and practices. Select suppliers and agree to targets. Create score cards, evaluate and develop suppliers. Informing suppliers as to whether expectations are met. Developing an organizational capacity to learn, and develop transparency and accountability. Continually improve practices through iterative communication and measurement.	SCM	<input type="checkbox"/>	
Community Investment Community Investment strategy development and implementation including: assessing community need, surfacing corporate-community alignment & goals, developing a collaborative action plan, building mutually beneficial partnerships, and measuring community impact.	CI	<input type="checkbox"/>	

CSR/Sustainability Professional Development Gap Assessment Tool

Competency Description	Job Linkage	Target Competency for Development (v)	Development Action Plan (Formal, Informal, Non Formal)
Also includes, engaging companies and their employees to work collaboratively in communities. Enabling drivers of collaboration and effectiveness for employee volunteer giving programs composed of the six practices that generate community and company impact such as: 1. Cause-effective Configuration 2. Strategic Business Positioning 3. Sufficient Investment 4. Culture of Engagement 5. Strong Participation 6. Actionable Evaluation			
Environmental Management Engaging business to take action on climate change and other environmental issues. Identifying relevant trends, technologies, and approaches related to common sustainability initiatives (e.g. energy reduction and production, life cycle assessment, life cycle costing, bioremediation, GEMI, CDP, etc.) Developing and implementing environmental management systems. Managing and monitoring environmental regulations. Demonstrating expertise in GHG inventorying and its relationship in areas such as buildings, transportation, and materials.	EM	<input type="checkbox"/>	
Marketing Integration of Corporate Responsibility/ Sustainability practices into marketing. Applying and explaining life cycle analysis. Examining, applying and explaining sustainability claims, eco-labels and certifications such as EPEAT, Energy Star, LEED, etc. Integrating the principles of sustainable consumption in practices.	CMI	<input type="checkbox"/>	
Measuring and Reporting Measuring and reporting Corporate Responsibility /Sustainability performance, including benchmarking, devising SMART metrics, calculating baseline data, identifying obstacles to measuring long term impacts and externalities, etc. Identifying the most common metrics shared across industries and regions, applying the Balanced Score Card and its application to TBL metrics. Applying life cycle costing principles. Identifying material issues and applying prioritization techniques. Understanding how to determine and create baselines for key indicators. Distinguishing between and appropriately applying leading	All	<input type="checkbox"/>	

CSR/Sustainability Professional Development Gap Assessment Tool

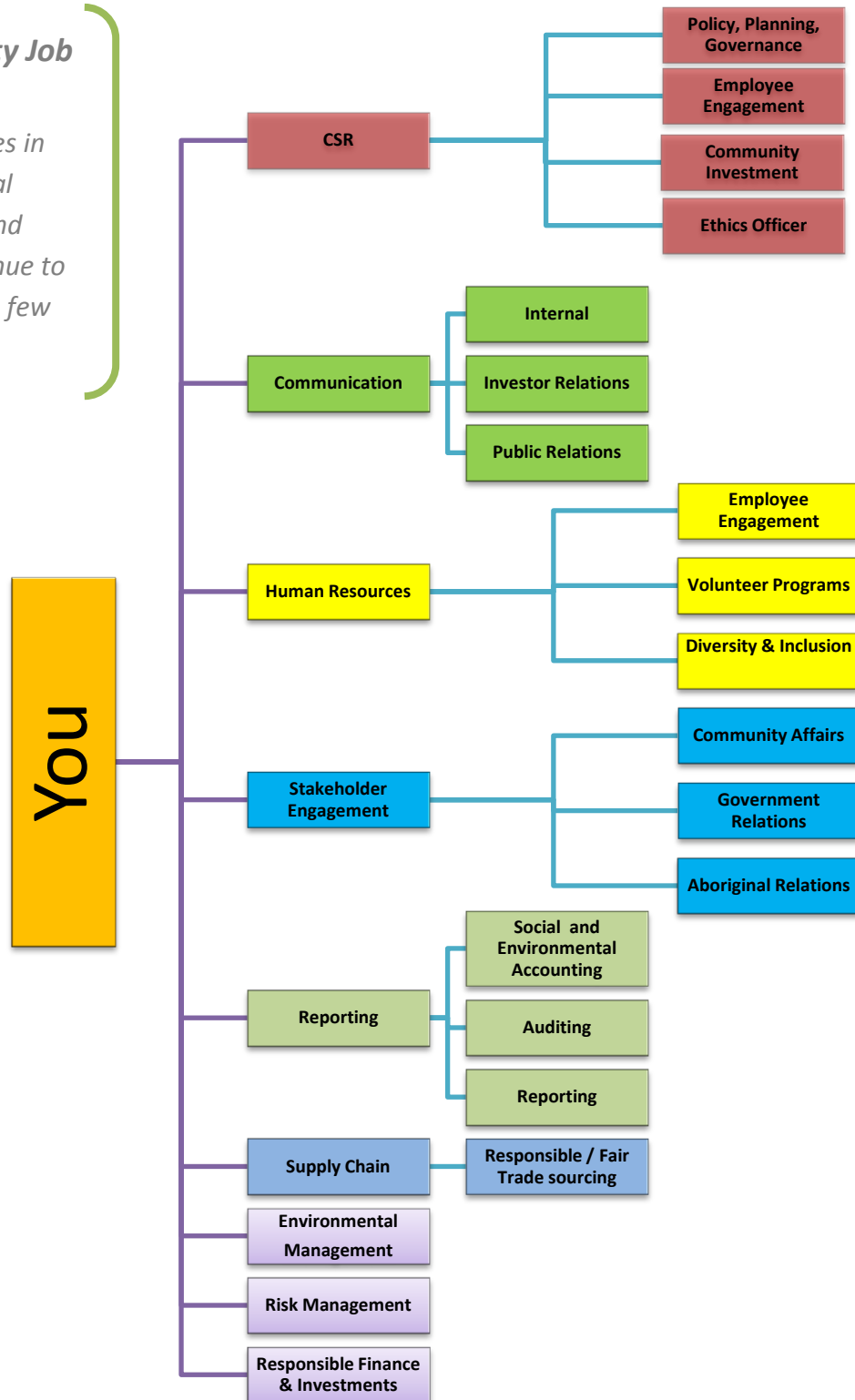
Competency Description	Job Linkage	Target Competency for Development (v)	Development Action Plan (Formal, Informal, Non Formal)
<p>and lagging indicators. Identifying the relationship to and application of emerging accounting practices including natural and social capital accounting.</p> <p>Conducting validity & reliability studies based on data compiled from comparable organizations. Designing dashboards with leading, lagging, qualitative and quantitative metrics. Applying concepts of materiality, transparency, context, completeness to measures and reports.</p> <p>Selecting, interpreting and reporting on sustainability key performance indicators. Preparing defensible, readable and accessible reports. Demonstrating understanding of widely accepted reporting formats like CDP, GRI, SASB, IIRC.</p>			
<p>Communications – Internal Communicating and raising the profile of Corporate Responsibility within the business. Facilitating employee engagement and ambassadorship.</p>	CMI	<input type="checkbox"/>	
<p>Communications - External Communicating and raising the profile of Corporate Responsibility outside the business including to stakeholders, peers and government. Produce and control communications, create communications plan, identify communication methods by applying current models for effective communication.</p>	CMI	<input type="checkbox"/>	

CSR/Sustainability Professional Development Gap Assessment Tool

CSR/Sustainability Job Roles

Roles

Jobs titles and roles in Corporate Social Responsibility and Sustainability continue to evolve. Here are a few examples.



CSR/Sustainability Professional Development Gap Assessment Tool

CSR/Sustainability Professional Development Gap Assessment Tool

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A Behavioural Competency Model for Sustainability Leaders. Beth Knight, Ernst and Young. 2015

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<https://www.sustainabilityprofessionals.org/sites/default/files/ISSP%20Certification%20Candidate%20Handbook%2003-27-2017.pdf>

ISSP Sustainability Professional Certification Core Competency Areas. <https://www.sustainabilityprofessionals.org/issp-job-task-analysis-summary>

Key skills and requirements of CR practitioners. Business in the Community. <http://www.bitc.org.uk/services/training-bitc/cr-practitioners-key-skills>

Leadership Competencies for Corporate Citizenship: Getting to the roots of success. Boston College, 2010. www.BCCorporateCitizenship.org

Managing Sustainable Global Supply Chains - Framework and Best Practices. Network for Business Sustainability (2010).

Sustainability Talent Management: The New Business Imperative Five Sustainability Leadership Competencies for Your Competency Model. Strandberg Consulting. 2015. <http://corostrandberg.com/publication/sustainability-competencies-and-talent-management/>

The CR and Sustainability Salary Survey <https://crsalarysurvey.com>

Formal Learning Pathways

Institution	Program Name	Program Type	Time to Complete	Leadership, Change Management	Governance & Risk Management	CSR & Sustainability Management	Implementation & Development	CSR Strategy Development & Implementation	Stakeholder Engagement	Chain Management	Sustainable Supply	Investment	Community	Environmental Management	Sustainable Marketing	Reporting	Measurements & Reporting	Communications	Other Content	Major Project (Experiential)	Approx. Cost	Website
Algonquin College	Sustainability Education (online)	On Line Graduate Certificate	4 months			X								X							\$1600	http://www.algonquincollege.com/sustainability/how-are-we-doing/programs-and-courses/
	Environmental Management,	Bachelor	2 years																		\$8500	
	Environmental Studies: Green Architecture		4 years																			
Boston College	Certificate in Corporate Citizenship Practice	Extension Certificate	15 days professional development			X	X		X			X				X	X				\$14,500 US	http://ccc.bc.edu/index.cfm?pagelid=2192
	Certificate in Corporate Citizenship Management	Extension Certificate	5 days professional development	X		X	X									X	X				\$6,595 US	http://ccc.bc.edu/index.cfm?pagelid=2192
	Certificate in Corporate Citizenship Leadership	Extension Certificate	8 days PD plus 3 off site	X	X															X	\$7,695 US	http://ccc.bc.edu/index.cfm?pagelid=2192
Conestoga College	Green/Sustainability Management Program	Graduate Certificate	8 months	X		X	X		X						X	X	X			X	\$4,000	https://www.conestogac.on.ca/fulltime/1301.jsp
			Full time																			
Harvard University	Corporate Sustainability & Innovation Certificate	Graduate Certificate	2 years			X	X							X							\$9,600 US	http://www.extension.harvard.edu/academics/courses/courses-by-certificate/Corporate%20Sustainability%20and%20Innovation%20Certificate
			4 courses On Line																			

Formal Learning Pathways

Institution	Program Name	Program Type	Time to Complete	Leadership, Change Management	Governance & Risk Management	CSR & Sustainability Management	CSR Strategy Development & Implementation	Stakeholder Engagement	Chain Management	Sustainable Supply	Community Investment	Environmental Management	Sustainable Marketing	Measurement & Reporting	Communications	Other Content	Major Project (Experiential)	Approx. Cost	Website
Ivey School of Business			5 courses On Line																ourses-by-certificate/Sustainability%20Certificate
	Green Building and Community Sustainability Certificate	Graduate Certificate	2 years 4 Courses	X		X						X		X				\$ 9,600 US	http://www.extension.harvard.edu/academics/professional-graduate-certificates/green-building-community-sustainability-certificate
	Sustainability Certificate	Graduate Certificate	1 course 40 hours of community services				X												http://www.ivey.uwo.ca/sustainability/for-students/hba-sustainability-certificate/
John Hopkins University	Certificate in CSR	Extension Certificate	8 days			X					X			X	X			\$ 7,500 US	http://instituteforcsr.org/curriculum/
Lipscomb University (Nashville, USA)	Certificate of Graduate Studies in Sustainability	Graduate Certificate	15 hours of course work																http://www.lipscomb.edu/academics/upload/file/66920/graduate-sustainability.pdf
MIT Sloan	Sustainability Certificate		Certificate is only open to masters-level students at MIT as an add-on to the existing degree programs																http://mitsloan.mit.edu/sustainability/sustainability-certificate

Formal Learning Pathways

Institution	Program Name	Program Type	Time to Complete	Change Management	Leadership, Management	Governance & Risk Management	CSR & Sustainability Management	Implementation	CSR Strategy Development & Implementation	Sustainable Supply Chain Management	Stakeholder Engagement	Environmental Management	Community Investment	Sustainable Reporting	Measurements & Reporting	Communications	Other Content	Major Project (Experiential)	Approx. Cost	Website
Mount Royal University (Calgary)	Community Investment Professional Certificate	Extension Certificate	1- 3 years 5 courses On Line										X						\$1,600	https://www.mtroyal.ca/ProgramsCourses/ContinuingEducation/businesstraining/CommunityInvestmentProfessional/index.htm
Queen's University (Ontario)	Corporate Social Responsibility Certificate	Part of the full time School of Business program																		http://www.queensu.ca/calendars/business/CSRL_Program.html
Royal Roads University	Sustainable Community Development Certificate	1 course in residence 2 courses Online Blended	34 weeks (6 months)	X		X							X				Sustainable Communities, Sustainable Development		\$6,050	http://www.royalroads.ca/prospective-students/graduate-certificate-sustainable-community-development
	Graduate Certificate in Environmental Education and Communication	2 residence sessions 1 course Online Blended	24 weeks									X			X		Academic integrity Developing Environmental Understanding, Learning Theory Lean Six Sigma		\$5,940	http://www.royalroads.ca/sites/default/files/stncdev-cert_y1718f-ca1b_2.pdf
Ryerson	Sustainability Management and Enterprise Process	Professional Development Award from Continuing Education	3 courses, 39 hours each. Classroom or Online.				X	X											\$2,400	http://ce-online.ryerson.ca/ce/default.aspx?id=2911

Formal Learning Pathways

Institution	Program Name	Program Type	Time to Complete	Leadership, Change Management	Governance & Risk Management	CSR & Sustainability Management	CSR Strategy Development & Implementation	Stakeholder Engagement	Sustainable Supply Chain Management	Community Investment	Environmental Management	Sustainable Marketing	Measurement & Reporting	Communications	Other Content	Major Project (Experiential)	Approx. Cost	Website
Seneca College	Sustainability Management and Enterprise Process Excellence Certificate	6 required courses Available on-line or in class.	Intensive Program - 12 intensive, five-day weeks. Or 6 courses 2 to 3 years.			X	X				X				Lean Six Sigma, Energy, Food Security, Sustainable Tourism, Sustainable Buildings Ecology & Sustainable Landscapes, Waste Management, Environmental Economics, Energy Innovation		\$4,800	http://ce-online.ryerson.ca/ce/calendar/default.aspx?section=program&sub=cert&cert=SUSTAN01&mode=program
	Green Business Management Certificate	Graduate Certificate	Full time 8 months.			X	X				X	X	X		Eco-preneurship		\$5,096	http://www.senecacollege.ca/fulltime/GBM.html
Simon Fraser University	Development and Sustainability Graduate Certificate	Part of full time program.																https://www.sfu.ca/cscd/academic-programs/undergraduate-certificate.html
University of St. Michael's College	Corporate Social Responsibility Certificate	Graduate Certificate	13 months	X	X	X	X	X		X			X	X	Development of corporate CSR Sustainability Strategy, Embedding Project, B Corp, Community Investment Strategy or	X	\$7,400	https://www.csr-stmikes.ca/

Formal Learning Pathways

Institution	Program Name	Program Type	Time to Complete	Leadership, Change Management	Governance & Risk Management	CSR & Sustainability Management	CSR Strategy Development & Implementation	Stakeholder Engagement	Sustainable Supply Chain Management	Investment	Community	Environmental Management	Sustainable Marketing	Measurement & Reporting	Communications	Other Content	Major Project (Experiential)	Approx. Cost	Website
similar.																			
University of Alberta: Alberta School of Business	MBA with Sustainability Specialization	Full time program.																	https://business.ualberta.ca/programs/the-alberta-mba/sustainability
University of Arizona	Executive Certificate in Global Corporate Social Responsibility	3 Courses, sessions offered in person every second week				X	X						X	X				\$4,752	http://online.thunderbird.edu/executive-certificate-corporate-social-responsibility/
University of Calgary	Corporate Social Responsibility	Continuing Ed. Online, Single non Credit course.				X												\$445	http://conted.ucalgary.ca/search/publicCourseSearchDetails.do?method=load&courseId=3109533
University of Guelph	MBA in Sustainable Commerce	On Line Program	1 to 3 years															\$48,000	http://mba.uoguelph.ca/files/pdfs/mba-sc-brochure.pdf
University of Saskatchewan	Certificate in Sustainability	Part of a full time program																	http://www.usask.ca/programs/colleges-schools/school-of-environment-and-sustainability/program.php
University of Waterloo	Masters of Environmental Studies in Sustainability Management	Full-time or part-time studies, 6 courses and research	2 Years course work, plus thesis		X	X	X						X	X		Sustainable finance and Sustainable operations		\$ 12,000 – \$ 15,000	https://uwaterloo.ca/school-environment-enterprise-development/sustainability-management

Formal Learning Pathways

Website	Approx. Cost	Major Project (Experiential) Other Content	Communications	Measurement & Reporting	Sustainable Marketing	Environmental Management	Community Investment	Sustainable Supply Chain Management	Stakeholder Engagement	Sustainability & CSR Strategy Development & Implementation	CSR & Sustainability Management	Governance & Risk Management	Leadership, Change Management	Time to Complete	Program Type	Program Name	Institution
https://uwaterloo.ca/environment/climate-change	\$12,000													12 months	Full time non thesis program	Master of Climate Change	

Make a Difference with a Certificate in Corporate Social Responsibility & Sustainability



LEARNING to Make a Difference.
Knowledge. Discipline. Goodness.



LEARNING to Make a Difference with a designation in Corporate Social Responsibility and Sustainability

Take your career in Corporate Social Responsibility and Sustainability to the next level:

- Resolve a CSR and Sustainability challenge in your company under the mentorship of faculty and co-learners.
- Use practical tools to assess, measure and integrate CSR and Sustainability into your organization.
- Experience the practical and real world application of CSR and Sustainability Change Management through ExperienceChange™ Simulations.
- Learn from global thought leaders on the forefront of CSR and Sustainability.
- Join a prestigious community of St. Michael's Alumni for professional development, sharing and networking.
- Earn a professional post graduate university credential for CSR and Sustainability.



How to Apply

Only 25 applicants are accepted each year. Apply early to secure your place in the program.

Complete the Application form at:
www.csr-stmikes.ca/apply-now

- Apply on-line with an application that outlines your interest in Corporate Social Responsibility/Sustainability and your learning goals.
- Participate in a telephone interview.
- Receive your Letter of Offer.
- Once accepted you will be given access to the Learning Management System where you can begin your learning right away!

“This program coached and mentored me through the creation of a company specific strategy. It allowed our company to build internal capacity rather than bringing in external resources.”

MARY ANN SAYERS, CLASS OF 2013
Director Corporate Sustainability & Community
Relations, Ricoh Canada Inc

Overview

The Certificate in Corporate Social Responsibility is a blended learning program that allows you to work full time while earning your graduate certificate.

Module 1	Module 2	Module 3
<p>Foundations of CSR and Sustainability:</p> <ul style="list-style-type: none"> • Making the Business Case for CSR and Sustainability • Global Standards for CSR and Sustainability • Embedding CSR and Sustainability in Strategy and Operations • Corporate Social Responsibility and Sustainability Practitioners as Change Agents • ExperienceChange™ Change Management Business Simulation • Redefining Corporate Purpose, Innovating and Creating Shared Value <p>Experiential Work Between Sessions:</p> <ul style="list-style-type: none"> • CSR and Sustainability Book Review • Company Major Action Project Proposal • Alumni Webinars and Readings • Journaling and Reflection 	<p>Deconstructing CSR and Sustainability:</p> <ul style="list-style-type: none"> • Making Environmental Sustainability Connections • Ethical Behaviour and Fair Operating Practices • Respect for Human Rights (including Diversity and Inclusion) • Community Investment and Corporate Partnerships • Stakeholder Engagement <p>Experiential Work Between Sessions:</p> <ul style="list-style-type: none"> • CSR and Sustainability Assignment (Gap Assessment, ISSP Certificate Prep., Elective) • Company Major Action Project Work • Best Practice Webinars and Readings • Journaling and Reflection 	<p>Integrating CSR and Sustainability:</p> <ul style="list-style-type: none"> • Governance: Implications for CSR and Sustainability • Leadership: Rules of Thumb for CSR and Sustainability Champions • Best Practices for Measurement, Materiality and Reporting • Best Practices for Communicating CSR and Sustainability • Company Major Action Project Presentations • Formal Graduation Ceremony on Campus

Assignments, Meetings and Projects are carried out between modules using the E Learning Platform, Teleconferences and Webinars.

Participating Companies:



The Certificate in Corporate Social Responsibility (CSR) is the longest standing and most respected program in Canada.

LEARNING to Make a Difference that Matters.

“The CSR program delivered at St. Michael’s College has guided me towards a framework that will not only help me with the journey at Loblaw’s – the program has personally provided me with valuable insight toward the evolving field of Sustainability and Corporate Social Responsibility with Loblaw Companies Limited. I have been challenged and developed as a person while in the program, and it gave me an opportunity to branch out my environmental leadership in some new directions. It has been a very rewarding experience.”

PAOLO DI BARTOLOMEO, CLASS OF 2014
Manager, Stewardship, Loblaw Companies Limited

“Definitely worth the investment. The faculty creates an engaging forum to explore the complexities of applying CSR theory to the practical realities we all face in business.”

RACHEL GUTHRIE, CLASS OF 2012
Senior Manager, Corporate Responsibility,
TD Bank Group

“I am pleased to recommend the Corporate Social Responsibility Certificate program to anyone wanting to learn more about all aspects of CSR. The program featured excellent content from current CSR practitioners, and attracted a range of students from many industries, and at varying levels within their organizations.”

BRENDA STASUIK, CLASS OF 2010
Strategy, Government Relations and Corporate Social Responsibility, Farm Credit Canada

“The St. Michael’s Certificate Program in CSR helped me build deep, meaningful and long-lasting connections: between the social, environmental and economic facets of CSR; between business, the community, and myself as an individual; and, most importantly, with the many like-minded individuals I met with a passion for CSR. I highly recommend it.”

MARY ANN KENNEY, CLASS OF 2012
Manager, Corporate Responsibility
Strategy & Reporting, Enbridge



Contact Kathryn Cooper

Program Manager Certification in CSR & Sustainability
416.926-7254 | kathryncooper@explornet.ca



www.csr-stmikes.ca/apply-now

“Teach me goodness, discipline and knowledge”, is the motto of the Congregation of Saint Basil, whose members founded the University of St. Michael’s College in 1855. Rooted in a tradition characterized by individuals committed to personal and social justice, the Certificate Program in Corporate Social Responsibility has been offered at the University for over 15 years. Most recently its focus on environmental responsibility has been animated by the eloquence of Laudato Si, Pope Francis’ Encyclical on the Environment.