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### Why Participants Choose this Program

- Transition into this field or advance their career.
- Align their career with their values and bring meaning to their work.
- Get unstuck. Recognize "wicked" problems & know our current thinking isn't providing the solutions.
- Practical experience and theoretical insights.
- Want to find their "people".
- Flexible program that fits their family, work & school life balance.



**Success Story:**  
Aleisha Cherrie Apang (2023/24 Cohort)  
Transition from public to private sector

*"This program played a role in my job transition to Manager, Social Impact, at the Alastair Foundation at far helped to bridge the gap in knowledge for me from the public to the private sector perspective which I really didn't have before. This new job has come at a perfect time for me to be able to apply the learnings from the program as we go along. I am so grateful that I found this program and excited to continue learning this year. 🙌"*

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### Theory & Practical Application

**20 + Year Reputation**

- **#1 Work as you Learn** Program
- Blend of Practice and Theory - "Thought leader" **Practitioner Instructors with Subject Matter Expertise**
- **1:1 Mentorship** with Experienced Practitioners
- **5x more instructor & peer contact time** than any other educational program in this field
- **Flexible completion** - 16 mo. to 3 years
- Tuition **Payment Options**
- Extensive Alumni **Network**
- **Practical tools** to assess, measure and integrate CSR & Sustainability, ESG
- "Bring your Whole Self" to your work - connect to your values and ethics.



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### University of St. Michael's College @ University of Toronto

University of St. Michael's College  
Social Purpose in Strategy

**Human Dignity**  
We affirm and respect the intrinsic value of each person.


**Community**  
We foster and celebrate an environment of hospitality and inclusivity.

**Social Justice**  
We treat everyone in a fair and equitable manner.

**Service**  
We invite all persons to develop their unique gifts to build up the common good.

**Sustainability**  
We are accountable for making wise use of the resources entrusted to us.

University of Toronto  
Ranked Most Sustainable University



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### Recognized, Post-Graduate Diploma (G.Dipl. SR&S)



Add post-nominal letters (G. Dipl. SR&S) after your name...

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### Evolution of Social Responsibility & Sustainability:



**1987**  
"Sustainable Development"  
Brundtland Commission 1987  
"Development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

**1990-2000**  
"Triple Bottom Line" (Economic, Social, Environmental)  
Corporate Citizenship  
Philanthropy  
Social Responsibility  
Logos: Ceres, GRU, Greenpeace, Shell, WWF, Patagonia, Interface, WBCSD

**2000-2010**  
"Corporate Social Responsibility" (CSR)  
Increase of Industry and NGO Collaboration  
Corporate Citizenship  
"Socially Responsible Investment" (SRI) Emerges  
Certifications (MSC, FSC, Fairtrade)  
Logos: CDP, ISS, Greenhouse Gas Protocol, MSCI, UN, Walmart, M&S, Microsoft

**2010-2020**  
"Sustainability"  
ESG (Environment, Social, Governance)  
ESG Indices Leverage Publicly Available Sustainability Data  
Integration Across Companies and Brands  
Logos: CDP, ISS, Greenhouse Gas Protocol, MSCI, UN, Walmart, M&S, Microsoft

**2020+**  
"Purpose"  
Impact Measurement and Reductions  
Supply Chain Focus  
"Net Zero"  
Logos: CDP, ISS, Greenhouse Gas Protocol, MSCI, UN, Walmart, M&S, Microsoft

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## Fast Track your Sustainability/ESG Career

- Vice President, ESG & Sustainability
- Vice President, Corporate Citizenship
- Vice President, Engagement & Sustainability
- General Counsel and VP ESG
- Director, Climate and Energy
- Director, Climate Solutions
- Manager, Social Impact and Sustainability
- Community Investment Specialist
- Manager, Sustainability



"The skills I gained from my Capstone & Internship helped me land an ESG role with a corporate sustainability consultancy - all before graduating."  
**Adnan Zaman, Community Relations Superintendent, IAMGOLD (Class 2020/21)**

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## Complete a Practical, Mentored Capstone Project

- Inclusion Internship Program
- GHG Scope 3 Footprint Tool
- Social Impact Toolkit
- Truth & Reconciliation Plan
- Diversity, Equity & Inclusion Strategy
- Community Investment Strategy
- ESG Reporting Framework – Healthcare
- Creation of an Ecosystem Plan for Social Enterprise



"For my Capstone Project, I developed the 'Case for a Pardons Ecosystem' to address the crippling systemic barriers to success, which previously incarcerated Black youth face." Kate Gardner, Manager, Strategic Communications, Loyalist College & Co-Founder myRESET

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## Tackle Business Challenges

- Complete a Materiality Assessment of your Organization
- Develop an ESG/Sustainability Strategy or Report
- Create a Rubric to evaluate Net Zero in Asset Management Firms
- Implement Circularity
- Leverage Risk Data to enable effective Communication of ESG
- Evaluate Climate Risk and Resilience Management
- Embed Diversity, Equity & Inclusion Strategies



"It's been an amazing journey. The Social Responsibility & Sustainability program at University of Toronto - University of St. Michael's set the foundation to get started!" **Julie Millard, Vice President, Corporate Citizenship at OpenText (Class 2018/2019)**

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## Join an International Changemaker Community

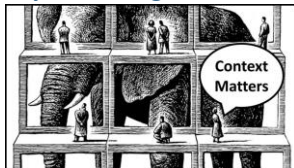


- Network with 20 years of like-minded Graduates.
- Get Inspired by people with a passion to be a "force for good".
- Learn from changemakers in other sectors.
- Gain access to Thought leader Mentors, Practitioners & Instructors.
- Make Friends for Life.

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## Philosophy: Getting Unstuck – New ways of Seeing

1. Ecological Worldview
  - Eco literacy & Your Contribution
2. Systems Perspective
  - Understanding the Value of Context
  - "Always Connect" - literature, the arts, nature and politics to our business context for a systems perspective
  - Practicing Slow Knowledge & Long-term thinking in a world of Fast Knowledge
  - "Both – and" understanding paradoxes and creative inclusiveness
3. Emotional Intelligence
  - Creative innovation, reflection, self-awareness
4. Spiritual Intelligence
  - Purpose, Mindfulness, Oneness with nature



*"The problems we face cannot be solved at the same level of thinking we were at when we created them."*

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## Blended Delivery

### 1. In Person (11 days)

- 3 modules (Foundations, 3 days, Application, 5 days, Embedding, 3 days)

### 2. Synchronous Online (accumulated 29 days)

- Web Lectures every 2 weeks
- Group Projects
- Mentorship

### 3. Asynchronous Online

- Learning Management System – reading, videos and posts
- 2 Assignments, 1 Capstone



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## In Person Content & Themes

**Module 1: Establishing the Foundation**

- Business Case & State of Sustainability, SR & ESG
- Managing Change
- T&R Kairos Blanket Exercise
- Global Trends in ESG & Sustainability Standards & Reporting Session
- Leadership for Sustainability, SR & ESG
- TBL Business Models
- Plus Online Lectures

**Module 2: Practical Application**

- Strategy & Embedding, Goal Setting & Position Statements
- Resilience in Leadership
- Climate Change Mitigation Simulation (MIT)
- Community Investment Strategy
- Ethics
- Allyship & Diversity, Equity, Inclusion & Accessibility Assessment
- Reporting, Ratings, Rankings
- Plus Online Lectures

**Module 3: Advancing Organizational Embedding**

- Governance Best Practices & Assessment
- Truth & Reconciliation (Context, Truth & Reconciliation Plans, Progressive Aboriginal Relations)
- Transitional Leadership
- Plus Online Lectures

See our Website for the Full List of Course Topics: <https://www.csrstmikes.ca/program-info/>

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## Instructors




**MATTHEW DEANE**, AP&A  
Head, Environmental, Social and Governance,  
Definity




**GABRIELA RODRIGUEZ**  
SOP&L Head, Purpose and Sustainability, Gen Mutual Insurance




**NEIL SHURMAN**, President  
ESG Assoc.




**CORINNE GALLAGHER**  
ES&P President,  
GLG Consulting




**PRADIP BHANGAL**, Vice President, Sustainability  
NEOEN Group Inc.



**WES GEE**, President, ESG  
Induspace



**YVONNE JEFFERY**, General Director, Sustainability  
Strategic Interface  
Proterra Inc.



**DR. BRENDON PADUA**, Professor, Governance  
University of Waterloo  
School of Management

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## Mentors

- Yvonne Jeffery, VP Sustainability, Vermillion Energy
- Brian Shurman, Senior Manager, Citizen Engagement, RBC
- Shahin Hirji, Principal - Sustainability and ESG, Optimize Group Inc.
- David Rutherford, VP Sustainability, Aviso Wealth
- Kirsten Brown, Program Manager - Collective Impact, ATB Financial
- Wes Gee, Chief Sustainability Officer and Principal at Works Design
- +17 more...



President's Capstone Award Winners 2023

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## Capstone Awards (2023)

Advancing Social and/or Environmental Impact	Jessica Bermudez: <b>"A Social Impact Guide for Changemakers"</b> . Mentor: Krista Moroz, Manager, Community Partnerships & External Relations, ENMAX
	Ignacio Loo-Colamarco: <b>"University-Government Collaboration for Ecological Solutions in Ecuador"</b> . Mentor: Yvonne Jeffery, VP, Sustainability, Vermilion Energy
Advancing Social & Environmental Responsibility, Sustainability in their own organization or that of others	Jessica Anderson: <b>"Embedding Equity in our Social and Environmental Responsibility Practices"</b> . Mentor: Antonette Ellis, CEO & Co-Founder, ACE & Co. Ltd
	Marley MacDonald: <b>"NSLC Path to Corporate Sustainability - Applying an Embedded Strategic Framework"</b> . Mentor: Susan Kapetanovic-Marr, Director, Sustainability - Energy and Sustainability Services, JLL
Advancing Innovative Practices in Social and Environmental Responsibility, Sustainability and/or ESG	Nicole Monaco: <b>"Creating Shared Value in Construction Projects"</b> . Mentor: Yvonne Jeffery, VP, Sustainability, Vermilion Energy
	Dan Scarocelli: <b>"Creating Shared Value in the Music Industry to Drive Artist Sustainability"</b> . Mentor: Tara Knight, Director, ESG Communications, Scotiabank

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## Alumni (2023 Grads)



Suzanne Pragg, Habitat for Humanity, Business Development & Donor Stewardship



Paul McQueen, VP, Wealth Management, Libro Credit Union



Marley MacDonald, Director, Responsibility & Sustainability, Nova Scotia Liquor Corporation

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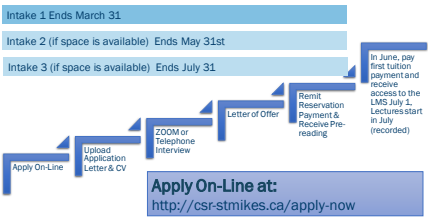
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## Application Process



**Intake 1 Ends March 31**

**Intake 2 (if space is available) Ends May 31st**

**Intake 3 (if space is available) Ends July 31**

**Apply On-Line at:**  
<http://csr-stmikes.ca/apply-now>

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## Program Investment



- Single Payment \$ 9,150
- Two Payments \$ 4,750 (\$ 9,500 over 13 months) (June & April)
- Tuition Funding
  - Best in Governance Bursary \$ 5,000
  - Ron Knowles Bursary \$ 1,500
  - 2 to 3 Smaller bursaries \$ 500 - \$1000 each
    - Ask for the Bursary Application Package (Decision in June)
- Windmill Microlending
  - Newcomers and Refugees for Credentialling
- Government: Job Grant, Canada Training Credit, Tuition Tax Credits

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**Contact Us:**  
**Kathryn Cooper:** [kathryncooper@csr-stmikes.ca](mailto:kathryncooper@csr-stmikes.ca)  
Tel: 905-686-0254

**Join our Email List:**  
<https://lp.constantcontactpages.com/au/czNrzYP/US-MC101>

**LinkedIn Group:**  
<https://www.linkedin.com/school/social-responsibility-sustainability-program-at-stmikesare-in-the-university-of-toronto>

## Apply Now

<http://csr-stmikes.ca>  
Click "Apply Now"



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

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