

**Corporate Social Responsibility,
Sustainability and Ethics Education
at Ryerson University's
Ted Rogers School of Management**

**"Principles for Responsible Management Education"
Report for the period 2017 – 2018**

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Message from the Dean

The need for and value of corporate leadership to address the environmental, social and economic challenges the world faces has perhaps never been so clear, with issues such as climate change, non-discrimination in the workplace, respect for human rights throughout the global supply chain, and support for the disadvantaged all of significant concern. As is hopefully readily apparent from a reading of this report, the teaching, research and thought leadership regarding corporate social responsibility, sustainability and ethics education here at Ted Rogers School of Management reflects a “full-court press” effort to assist in understanding and developing appropriate private sector responses to these challenges, in strong alignment with the U.N. Principles for Responsible Management Education. We take pride in the strong inter-connections supporting our sustainability activities, with the research of our professors supporting our teaching, and the work of our Institutes and Centres creating innovative opportunities for our professors and students to engage in thought leadership with businesses, governments, and others stakeholders. The depth and diversity of sustainability “ideas and action” being reflected in TRSM courses, research and knowledge mobilization activities are exciting, and perhaps this is no more apparent than our response to PRME for work concerning the U.N. Sustainable Development Goals (see Part V of this report). While the environmental, social and economic challenges are daunting, the sustainability-related activities underway here at TRSM represent our dedication to developing practical and effective private sector solutions. There is only one way that the world will meet the 2030 deadline for the UN Sustainable Development Goals, and that is by us all working together. We hope you will agree that TRSM is doing its part, working with our students, partners, and PRME colleagues.



Dr. Daphne Taras

Dean

Ted Rogers School of Management,
Ryerson University

About the Ted Rogers School of Management

Home to nearly 11,000 students and more than 250 industry-connected faculty, the Ted Rogers School of Management at Ryerson University is Canada's leading diverse, entrepreneurial business school centred in an urban learning environment. TRSM is developing collaborative, creative leaders who will drive 21st century business forward while making a positive impact on society.

TRSM offers 12 Bachelor of Commerce degrees, two Bachelor of Health Administration degrees, the Ted Rogers MBA, a Professional Master's Diploma in Accounting, customized Executive Education courses, a Master of Health Administration (Community Care) and a Master of Science in Management. TRSM is also home to 15 innovative research centres, institutes and labs. A pioneer in practical, career-focused training, TRSM is at the cutting edge of entrepreneurial, socially conscious and innovative approaches to business.

Part I: Principle 1 & 2 | Purpose & Values

Principle 1 - "We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy."

Principle 2 - "We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact."

Undergraduate Courses

The following courses contain significant CSR/sustainability/ethics dimensions in the undergraduate curriculum at the Ted Rogers School of Management:

- **AFA 511 [Ethics in Accounting]**: This course will introduce students to the ethical standards for accountants and auditors at all levels. The professional code of conduct required by the governing body for accountants as well and the nature and scope of ethics standards required in business and the world in general. Cases and speakers from industry and the profession, along with the CPA Professional Code of Conduct will be used to enhance the understanding and importance of ethical standards.
- **AFF 604 [Ethics in Finance]**: This course introduces students to the practices and codes of conduct involved in the finance function. The course covers ethical issues and the roles of the corporate financial manager, other stakeholders and other participants in the investment industry. Readings and regulations from both academia and practice will be used to illustrate theory. Cases and speakers will be employed to bring a real world perspective to the classroom.
- **BUS 223 [Ethics in Commerce]**: Ethical issues are everywhere in the world of business. Ethics - consideration of right and wrong - applies at three overlapping

levels: the managerial, the organizational, and the level of entire markets. This course provides a broad understanding of ethical issues at all three levels. It emphasizes teaching students a method for thinking about and expressing a view on particular cases of ethical dispute or uncertainty. Students will also explore the relationship between ethics and legal requirements.

- **BUS 800 [Strategic Management]:** Strategic Management is a challenging and exciting course. It serves the function of a capstone course, integrating much of the knowledge gained in other business courses. It is a truly different kind of course. Other courses are concerned with a narrower, more specialized body of knowledge, and as a result are highly structured. Some provide quantitative techniques while others relate to specific skills. The problems and issues of strategy management cover the whole spectrum of business. Weighing the pros and cons of strategy requires a total enterprise perspective and a talent for judging how all of the relevant facts add up. To keep the discussions down to earth, each week real companies will be examined. In addition, the course uses some experiential exercises which may include a simulation. This course is by far the most demanding course in the Business Management Degree and as such it is recommended that students have 10 or fewer courses left to graduate before enrolling in this course.
- **CHSM 307 [Principles of Long Term Care Service Del.]:** Successful completion of this course will enable the student to understand and critically analyze the current system and the impact of expected changes on the delivery of service in the long-term care sector. The course will deal with the policies, values, concepts, and complexities of the health care system in the municipal, provincial, national and international contexts. It will also provide an understanding of the political processes and legislation that have shaped and will continue to shape the delivery of long-term care. Discussion will include the administrative issues and trends in the provision of services to culturally diverse clients of all ages and conditions in both community and institutional environments.
- **CHSM 309 [Trends in Long Term Care Service Delivery]:** This course is designed to facilitate in-depth analysis of key trends and issues in long term care service delivery and to explore their implications for management practice. Students will examine current long term care delivery systems, their legislative, political, economic, and social complexities, and their ability to influence and be influenced by health care professionals. Issues addressed will vary in response to developments in the field. Students will be asked to critically analyze these trends and issues in terms of their impact on the long term care system as a whole, the provider-client relationship, etc.
- **ENT 627 [Social Entrepreneurship and Changemaking]:** This experiential learning course empowers students currently engaged within a social entrepreneurship or changemaking project with additional educational content

and coaching. Students form multi-disciplinary teams to empower others through the positive power of entrepreneurship.

- **ENT 633 [Corporate Governance]**: This course is jointly offered by the Department of Entrepreneurship and Strategy and the Department of Law and Business and is structured to provide students with exposure to the evolving issues in corporate governance post-Enron. The role of the corporate board of directors and investors has, and continues to evolve. Institutional investors have taken a more active role in monitoring the firms they invest in. The board has become more involved in the affairs of the firms they govern. Management is in the process of adjusting to these new realities but also deal with uncertainty; the boundaries are blurred and still shifting as to exactly what is the appropriate level of board involvement and to what extent should investors exert their influence and on what matters.
- **GMS 530 [Managing Sustainably Internationally]**: This course explores what it is to be a sustainable company and the challenges of managing in a sustainable manner in an international context. Firms are globalizing in a world facing issues such as climate change, growing mega-cities, and rapidly changing technology. As paradigms change to meet these challenges, managers require new frameworks and tools to support sustainable development. This is a senior case course incorporating challenging readings and discussions that combine theory with practice.
- **GMS 802 [Ethics and Regulation of Intn'l Bus]**: This course examines the vital role that ethics plays at all leadership levels within a company. Students will discover the importance of instilling ethical values as a key to long term success. Exposure to thought-provoking cases and literature will heighten student awareness of the need to develop strong ethical leadership in dealing with customers, the community, and employees. Students will also be exposed to the critical role of governments in regulating international business behaviour.
- **HTR 841 (Research and Data Analysis)**: HTT 510 [Sustainable Tourism: the Golden Goose?]: An average hotel consumes as much water in a day as some villages do in a year. This course examines social responsibility and sustainability issues at both the micro and macro levels of the industry and examines both the impacts and solutions to both local and global issues. Case study analysis is an integral component of the course and the major focus will be to discuss and debate solutions and strategies for ethically optimizing business while minimizing adverse effects.
- **HTT 150 [Tourism Demand, Supply and Distribution]**: This course covers tourism as a system, including tourists and their motivations to travel, the production of the tourism experiences through different sectors, the impact of tourism activity on individuals, communities and industry, and the packaging

and distribution of tourism services through suppliers, online agencies, and others. Special attention is placed on the nature of demand and distribution due to technological changes. This course provides students with a broad appreciation of the business of tourism today.

- **HTT 202 (Tourism Concepts)**: This course critically assesses travel and tourism as a system and develops its general interrelated and interdependent elements. Selected trends impacting the entire industry are also discussed as to their system wide impacts. Major economic, environmental and sociocultural concepts/impacts are discussed, including interactions between visitors and host communities. This course serves as a foundation for pursuing a career in any sector of the industry.
- **HTT 501 [Casinos: The Good, the Bad and the Ugly]**: Gambling facilities are amongst the world's leading tourism attractions yet most employees work in the non-gaming departments. So gaming industry knowledge is an asset not only in direct gaming industry positions but also in many related private and public sector careers. This course therefore details gaming's history and its roles in hospitality and tourism by analyzing gaming's development, operations and impacts in and outside of Canada. In addition to lectures, videos and a possible field trip, speakers provide information otherwise unavailable.
- **HTT 509 [Who makes the rules? Issues in tourism]**: How is tourism business affected by policy? Who are the stakeholders in tourism policy? This course critically analyzes tourism as a system of interrelationships between governments, non-profits and private businesses. Emphasis is on understanding the framework for policy and planning initiatives at the local, region and national level. Issues and policies affecting tourism's development and operation are examined as students participate in case studies, analyze issues and policies and their impacts from a management perspective.
- **HTT 510 [Sustainable Tourism: the Golden Goose?]**: An average hotel consumes as much water in a day as some villages do in a year. This course examines social responsibility and sustainability issues at both the micro and macro levels of the industry and examines both the impacts and solutions to both local and global issues. Case study analysis is an integral component of the course and the major focus will be to discuss and debate solutions and strategies for ethically optimizing business while minimizing adverse effects.
- **HTT 600 (Special Topic: Urban Tourism)**: This course explores special topics or themes that are relevant to the ever changing Hospitality and Tourism Industry. It may have different content whenever it is being offered. The subtitle will reflect the topic of the course for that year. Students can take this course twice as two different topics.

- **HTT 622 (Destination and Management Marketing)**: HTT 510 [Sustainable Tourism: the Golden Goose?]: An average hotel consumes as much water in a day as some villages do in a year. This course examines social responsibility and sustainability issues at both the micro and macro levels of the industry and examines both the impacts and solutions to both local and global issues. Case study analysis is an integral component of the course and the major focus will be to discuss and debate solutions and strategies for ethically optimizing business while minimizing adverse effects.
- **HTT 800 (Field Studies in Hospitality and Tourism)**: This course is for students to have firsthand experience travelling and understanding how hospitality and tourism professionals manage and market their organizations in a real world context. Building on their previous courses, students will gain an integrated perspective and insight on the elements that determine the success and challenges that affect hospitality and tourism operations in a destination. This course may involve a field trip in North America or beyond (extra cost involved).
- **HTL 801 [Hospitality Strategic Management]**: This course examines the uniqueness of strategic management as it applies to the hospitality and tourism industry. It includes how to determine strategic direction, analyze external and internal environments, formulate corporate and business strategies, write a strategic plan and implement strategies. The course will emphasize the unique elements of the hospitality and tourism industry and how they affect strategy management process and its application.
- **ITM 735 [ICT and Diversity Management]**: The objective of this course is to provide students with an opportunity to keep abreast of new topics of importance as they emerge in the field. The Canadian workforce is becoming more diverse and is projected to be more so in the coming years. This course is designed to meet the increasing demand for experts with knowledge of the relationship between ICT and diversity. Topics include ICT in relation to: gender diversity, e-democracy, women empowerment, e-government and visible minorities.
- **ITM 820 [Information Systems Security and Privacy]**: This course considers the technical, operational, and managerial issues of computer and network security in an operational environment. Industry best-practices relating to computer security including schemes for breaking security, and techniques for detecting and preventing security violations are the core focus of this course. This course will also explore the principles of data privacy, threats to privacy, international and national policy, particularly related to privacy-enhancing technologies as they apply to the management of information systems and e-Business.

- **LAW 122 [Business Law]**: This is an introductory course, prerequisite to further studies in law. The course begins with a discussion of the nature and sources of law and an examination of the court system in Canada, the Charter of Rights and Freedoms, and a survey of the more important aspects of the law of torts. The course then concentrates on the legal requirements for the formation of a valid contract. Other major contract law topics include interpretation, privity, discharge, breach, and special types of contracts. Selected cases will be examined.
- **LAW 321 [The Law of Hospitality and Tourism]**: This course covers aspects of business law from the hospitality perspective. It deals with issues such as discrimination in the provision of services, exclusion clauses in recreational activities, tort liability of alcohol servers, the innkeeper-guest relationship, franchise agreements and the agency relationship in the travel agency. Successful completion of the course will help students to assess the risks of a given course of action in the operation of a hospitality business. Relevant statutes and selected cases are examined.
- **LAW 326 [Law for Health Managers]**: An overview of law relating to Canadian health care delivery, principally from an Ontario perspective. Topics include the constitutional framework, regulation of health professions, medical ethics, public health, coroners' inquests, litigation, capacity and informed consent, powers of attorney, substitute decisions including end of life, mental health, health information and privacy, employment rights, dispute resolution, and how to search for applicable statutes, regulations and case law.
- **LAW 401 [Information Access and Privacy Protection]**: This course aims to provide students with an introduction to key concepts of information access and protection of privacy and to provide practical skills on managing these two domains. It will highlight relevant principles and practices through an examination of applicable federal and provincial legislation with an Ontario emphasis.
- **LAW 402 [Health Information Access and Privacy]**: Laws governing health information privacy, access, and management have an impact on healthcare providers, public bodies with a role in the healthcare sector, employers, professional regulatory bodies, fundraisers, insurers, and researchers. This course is designed to assist these individuals develop a thorough understanding of the policies, practices, laws, and regulation that address confidentiality, privacy, and security of health information.
- **LAW 525 [Law of the Marketplace]**: An examination of the law concerning the marketplace in Canada. Common law precedents and federal and provincial statutes which govern business practices and define legal rights and remedies in

the commercial environment are analyzed. Major topics include product liability, consumer warranties, misleading advertising, regulation of competition, hazardous products, packaging and labelling, consumer credit transactions, and privacy and freedom of information legislation. Relevant statutes and selected cases are examined.

- **LAW 529 [Employment and Labour Law]:** This course is designed to acquaint the student with a general understanding of labour and employment law, particularly in Ontario. The role of common law and Ontario statutes affecting workers is examined. Legislation and case law concerning hiring employment contracts, employment standards, human rights, privacy, health and safety and wrongful dismissal is reviewed. The latter part of the course introduces the collective bargaining relationship with particular concentration on the Labour Relations Act. Relevant statutes and selected cases are examined.
- **LAW 533 [Corporate Social Responsibility and the Law]:** This course concentrates on an examination of the legal aspects of corporate social responsibility (CSR). Topics discussed include the relationship between the law and CSR, ethics, and risk management, distinctive legal aspects of sectoral approaches to CSR, legal dimensions of CSR (contractual, torts, regulatory, international law), novel CSR legal approaches (certification, reporting, supply chain), and NGO-stakeholder aspects. Selected cases are examined.
- **LAW 534 [Government Regulation of Business]:** This course concentrates on an examination of the legal aspects of the government regulation of business. Topics discussed include the evolution of regulatory law, the relation between regulatory law, private law, and business risk management, types of regulatory law, constitutional division of powers, issues and Charter of Rights and Freedoms aspects, licences, regulatory offences and defences, inspections and investigations, and sentences. Selected cases are examined.
- **LAW 535 [Environmental Law and Business]:** This course introduces students to the regulatory policies governing the environment in Canada, with a focus on the implications for business operations. The discourse of sustainable development aims to reconceptualize the business-environment-society relationship at both the national and global levels of governance. The course critically examines the principles that the sustainability discourse has generated: the internalization of environmental costs through the use of economic instruments; the principle of environmental justice, and the precautionary principle. Students choosing this course should be in their graduating year.
- **LAW 602 [White Collar and Cyber Crime]:** This course examines criminal and regulatory offences committed by corporations and executives that are typically described as "white collar crime" as well as criminal and regulatory offences committed online and typically described as "cyber crime". The relevant

portions of the Criminal Code and other statutes such as the Competition Act and Canada's Anti-Spam legislation are discussed in light of selected cases and regulatory decisions.

- **LAW 604 [Legal Foundations of Corporate Governance]:** This course concentrates on the legal infrastructure underpinning contemporary corporate governance. Topics examined include a survey of relevant Canadian legislation, various theories of the corporation and corporate governance, the role of shareholders, directors, officers and other key stakeholders, directors' duties and liabilities, as well as managerial performance. The course will also examine key aspects of international corporate governance and selected examples of corporate governance issues.
- **LAW 605 [Securities Law]:** This course focuses on the regulation of securities in Canada, with a particular focus on Ontario. In addition to studying the policy rationales for securities regulation and core concepts such as the idea of a "security", students will learn about the obligations placed on persons involved in the issuance and trade of securities. Students will also examine the framework for securities regulation in Ontario, including consideration of the role and authority of the securities regulator and liability and enforcement issues.
- **LAW 606 [Advanced Issues in Labour and Employment Law]:** This course involves more advanced analysis of labour and employment law as a key area of socio-economic policy. In addition to a more intensive analysis of labour and employment law topics introduced in LAW529, the course also explores various new areas of law and inquiry, including: evolution and boundaries of labour and employment law; the historical development and theoretical justifications for the collective bargaining regime; comparative labour law; alternative models of employee representation; the evolving impact of the Charter of Rights and Freedoms on labour and employment relations; and international labour law.
- **LAW 723 [Issues in Information Technology Law]:** This course focuses on emerging legal problems associated with the growth of information technology in Canada and internationally. It focuses on the legal protection of electronic information and technology through patents, copyright, trademarks and trade secrets, and upon contractual issues (electronic signatures, problems of verification, contracts which must be in writing, and security of information) in the procurement of products and services, especially through the Internet and other e-commerce conduits. A range of other topics, such as data protection and privacy, the regulation of the Internet, the harmonization of law globally, computer crime, and remedies will be discussed. Students should be in their graduating year.
- **LAW 724 [Legal Aspects of International Business]:** This course will acquaint the businessperson with the legal aspects of doing business in a global

environment. It will include legal considerations relevant to entrepreneurs engaged in import or export and to companies seeking greater presence in foreign countries as well as legal principles applicable to multinational corporations. Topics covered will include: bilateral and multilateral trade agreements including the GATT, the EC and the Canada-U.S. Free Trade Agreement; legal aspects of the international sale of goods; legal aspects of financing international sales of goods; forms of business organization abroad; licensing and franchising; international protection of intellectual property; comparative anti-trust legislation; conflict of laws and international settlement of disputes.

- **MHR 520 [Industrial Relations Foundations]:** Industrial Relations is an interdisciplinary field concerned with the study of all aspects of work and employment. Students are introduced to various alternative theoretical paradigms underpinning studies within the field, and will examine concepts concerning work, employment, equity, voice, balance, ethics, and the industrial relations system. The nature of the Canadian industrial relations system and its historical development, is examined, as are various trends and issues in industrial relations in the modern economy.
- **MHR 600 [Diversity and Inclusion in the Workplace]:** The Canadian workforce has become more diverse in recent decades and is projected to be more so in the coming years. For example, women now account for almost half of the Canadian labour force. The aging of the Canadian population and the abolition of mandatory retirement means that a number of generations will be working side by side with each other. With globalization and the greater mobility of workers around the world, racial/ethnic minorities will soon account for one in three working Canadians in the not-too-distant future. A number of organizations have already realized the importance of all Canadians irrespective of gender, age, race/ethnicity, sexual orientation, religion and other dimensions of diversity in order to remain competitive on the global stage. This course will explore the opportunities and challenges of working in and managing diverse and inclusive workplaces.
- **MHR 700 [Cross-Cultural Dimensions of Organizational Behaviour]:** This course addresses the opportunities and dilemmas that managers face when working in multicultural and global environments. The course is designed to increase managers' effectiveness in identifying, understanding, and managing the cultural components of management, recognizing cultural differences in managerial style, communicating across cultures, creating cultural synergy, managing globally competent people, entry/re-entry, managing ethically across cultures, and understanding, managing, and valuing diversity. Teaching methods include lectures, experiential exercises, group discussions, and audio/video presentations and cases.

- **MHR 711 [Occupational Health and Safety]:** This course is designed to provide students with an introduction to the growing and changing field of Occupational Health and Safety Management. The multiple dimensions of the subject - technical, legislative, political, personal, and moral - will be covered. Topics will include: legislation, accident prevention, sickness, lateness and absenteeism, establishing corporate physical and mental health policies, practices and programs, monitoring of the workplace environment, and establishing industrial hygiene standards and corporate health and safety policies.
- **MHR 841 [Organization Theory and Design]:** At some stage along one's career path the entrepreneur or manager will have to confront issues such as the changing global environment, mergers and acquisitions, technological advances and innovations, organizational politics, and conflict resolution. Organizations must change to accommodate these new internal and external contingencies. This course aims to provide students with an in-depth understanding of organizational structure and design in relationship to these issues. Topics include: organization environment, organic and mechanistic structures, the open system concept, impact of technology, global organization structures and contemporary approaches, management of innovation and change, organizational culture and ethical values, and organizational politics.
- **MKT 504 [Effective Persuasion]:** This course covers the fundamentals of the sales process and personal persuasion in the business world. Students work individually and in groups to discuss the theories and practice of effective techniques for selling themselves, their ideas and/or their products to prospective employers and/or customers. Students participate in discussions and role playing to develop an ethical understanding of customer interface, and high level communication and interpersonal skills, which are the cornerstones for successful selling.
- **MKT 535 [Integrated Marketing Communications]:** Capturing customers' attention, and convincing them to buy your product, continues to play a vital role in the success of every business. This course focuses on the necessary skills to develop and build an integrated communications solution that draws on an understanding of consumer behaviour and the buying process. Topics include an examination of channels of communication (both conventional and digital), traditional and emerging communication tactics and strategies, as well as ethical approaches to promotion.
- **PHL 444 [Ethics in Health Services Management]:** This course translates the principles, theories and practices of ethical decision making into information and applications which will be relevant to healthcare administration. The course builds on the recognition of the influences and factors that impact on health care managers' ethical decision making. Topics and issues which will be addressed in

the course include: the role of market forces, integrated medicine, technology, and their impact on quality assurance programs.

- **REM 420 [Sustainability in Real Estate]:** This course will introduce students to real estate in the context of global pressures to reduce our collective impact on the planet. Topics covered will include energy, carbon, water, materials and biodiversity footprints of buildings and communities, social handprints, responses to those pressures from governments, NGOs and industry itself, best practices, and leading innovations in real estate. Green building systems will be considered, as well as hard metrics, and the future will be debated.
- **RMG434 [Intro to Logistics and Supply Chain Management]:** This course serves as an introduction to the fundamentals of global supply and distribution networks management (traditionally known as Supply Chain and Distribution Channel). The course is primarily focused on the planning, implementation, monitor and control of global, regional and local distribution networks in support of retail business operations. The course covers fundamentals of supply and distribution networks, the link between distribution networks and marketing strategies, and the link between supplier networks and inventory management. Supply and distribution networks include aligning supply networks with corporate strategies, implementation of corporate sustainability and social responsibility related policies, global transportation, and supporting information technology. Throughout the course, analytical tools and methods are utilized to support decision making and manage supply and distribution networks uncertainty.
- **RMG 912 [Corporate Responsibility]:** This course examines the three pillars of business sustainability - financial, environmental and social responsibility - in the context of the retail sector. The best practices of retailers particularly in the area of greening retail are a primary focus of study. Students engage in an industry based project as this is an emerging topic within the retail sector.

Graduate Courses

The following courses contain significant CSR/sustainability/ethics dimensions in the graduate curriculum at the Ted Rogers School of Management:

- **MB8106 [Managing in a Diverse World]:** This course develops competencies in managing a global workforce. Specific topics include the behavioural impact of cultural differences, alternative approaches to organizational structure, cross cultural communication challenges, management of diverse groups, leadership and employee motivation techniques for global managers, conflict resolution across cultures, approaches to ethics and social responsibility in different cultures, global recruitment, selection and employee repatriation issues.
- **MB8108 [Regulatory Governance and Social Responsibility Management]:**

This course focuses on corporate social responsibility and ethical management from a legal perspective. Students learn the importance of law as a facilitator in developing successful business strategies and explore the mutuality reinforcing relationship between law and corporate social responsibility in areas such as corporate governance, environmental protection, privacy, corruption, and free trade agreements. Through an examination of these themes, the course provides students with analytical tools for identifying ethical problems and a framework for managing ethical conduct in organizations.

- **MB8205 [Global Issues]**: This course addresses the complex contexts of international organizations including private companies, government agencies and non-governmental organizations. Issues examined include trade, conflict, human rights, foreign aid, social investment, international debt, technology transfer, poverty, environment, social development and sustainable development, the roles of international and regional organizations, government policy and domestic and foreign corporations. These themes will be considered in regions of interest.
- **MB8702 [Ethics in Finance]**: This course introduces students to the practices and codes of conduct involved in finance. The course covers ethical issues and the roles of the corporate financial manager, stakeholders and other participants in the investment industry. Readings and regulations from both academia and practice will be used to illustrate theory. Cases and speakers will be employed to bring a real world perspective to the classroom.
- **MB8704 [Legal Aspects of Int Business]**: This course explores legal considerations relevant to entrepreneurs engaged in import or export as well as legal principles applicable to multinational corporations. Topics include: bilateral and multilateral trade agreements including the GATT, the EC and the Canada-U.S. FTA; legal aspects of international sales of goods and financing international sales of goods; forms of business organization abroad; licensing and franchising; international protection of intellectual property; comparative anti-trust legislation; conflict of laws and international settlement of disputes.
- **MB8705 [Issues in Information Tech Law]**: This course focuses on emerging legal problems associated with the growth of information technology in Canada and internationally. It focuses on legal protection of electronic information and technology through patents, copyright, trademarks and trade secrets, and upon contractual issues (electronic signatures, verification, written contracts, and security of information) in the procurement of products and services, focusing on Internet and other e-commerce conduits. Other topics include data protection and privacy, regulation of the Internet, harmonization of law globally, computer crime, and remedies.
- **MB8706 [Ethical Leadership]**: This course examines the vital role that ethics

plays at all leadership levels within a company. Students will discover the importance of instilling ethical values as a key to long term success. Exposure to thought-provoking cases and literature will heighten student awareness of the need to develop strong ethical leadership in dealing with customers, the community, employees, peers and the government.

- **MB8718 [Design, Commerce and Culture]**: This course provides an in-depth reflective understanding of the human designed environment, from a retail perspective. Concentrating on the main historic movements of the twentieth century, the course will address the ways in which the products of a culture are seen as representations of its cultural identity and value system. Changing social and cultural patterns, developing technology, and the economic climate will be explored. Ethical and environmental implications of the retail environment will be discussed.
- **MB8806 [Sustainability]**: This course provides students with the opportunity to pursue advanced studies on issues and themes of emerging and current significance in the field of Sustainability/Social Responsibility. It allows students to access leading edge research and to explore new and emerging theories and models of practice. The particular theme, topic, and structure of the course vary in response to changes and trends in the field, availability of specialists, and student interest.
- **MT8106 [Managing in a Diverse World]**: This course develops competencies in managing a global workforce. Specific topics include the behavioural impact of cultural differences, alternative approaches to organizational structure, cross cultural communication challenges, management of diverse groups, leadership and employee motivation techniques for global managers, and conflict resolution across cultures. Students will assess their own managerial and leadership competencies and develop a personal plan for skill development.
- **MT8108 [Regulatory Governance and Social Responsibility Management]**: This course focuses on corporate social responsibility and ethical management from a legal perspective. Students learn the importance of law as a facilitator in developing successful business strategies and explore the mutuality reinforcing relationship between law and corporate social responsibility in areas such as corporate governance, environmental protection, privacy, corruption, and free trade agreements. Through an examination of these themes, the course provides students with analytical tools for identifying ethical problems and a framework for managing ethical conduct in organizations.
- **MT8321 [Personal Data Privacy]**: The purpose of this course is to identify personal data privacy issues involved in information technology management and examine a full spectrum of possible as well as feasible solutions (technological and business) to safeguard personal data privacy. This course will

explore the principles of data privacy, the threats to privacy, international and national policy, particularly privacy enhancing technologies as they apply to the management of information systems and eBusiness.

- **MT8914 [Law, Compliance, Audit and Certification, Computer Crime]:** This course provides students with broad exposure to topics which affect the management of corporate information security and privacy, but are not directly part of it. It also provides them with the ability to extrapolate requirements and risks, based on an understanding of the underlying legal, social and compliance drivers.
- **MT8933 [Investing for Impact]:** This course is an industry-focused course on both impact investing in social enterprise as part of portfolio of investments, and on bottom of the pyramid finance such as micro---finance. Impact investing aims to create positive social and/or environmental impact, alongside financial returns. With the proliferation of new players, approaches, financial instruments and evaluation tools, the field of impact investing has significantly progressed in recent years to tackle an array of social issues. It will also cover instruments like Social Impact Bonds designed for specific projects and crowdfunding. The course is designed to be an introduction to impact investing: how the industry has emerged, why it is gaining prominence, and where it is going. It will explore its roots in micro---finance, its influence on business and philanthropy, as well as the opportunities and challenges ahead.
- **MT8935 [Capstone Project in Finance for Social Innovation]:** A Capstone Project will be completed after coursework, and will be created as a course taught by a single instructor. The projects will use archival data, policy analysis and interviews with industry professionals. The capstone project will consist of a paper completed using archival data or policy analysis on a topic related to financing social innovation. The workload will be the equivalent of a readings course. 1 Credit

Part II: Principle 3 | Method

“We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.”

A large part of the TRSM educational frameworks, materials, processes and environments pertaining to CSR, sustainability and ethics are reflected in other parts of this report, such as the courses taught to our students, the research and presentations being undertaken by our professors, and the work of our Centres and Institutes. In addition, TRSM students have demonstrated leadership on these issues through a wide variety of events.

TRSM-based CSR/Sustainability/Ethics Related Student Events

TRSM is home to a vibrant community of undergraduate students who are keen on organizing and supporting a diverse range of CSR-related events.

- Jennifer Reynolds (President & CEO, Women in Capital Markets), hosted by Ryerson Women in Leadership (RWIL) and Ryerson University Finance Society (RUFFS). [Jan. 31, 2017]
- “Sustainability Forum” hosted by the Ryerson Global Management Group. [Mar. 2, 2017]
- “Alumni Panel & Financial Ethics” hosted by the Ryerson Financial Planning Association. [Mar. 9, 2017]
- CSR Case Competition hosted by the CSR Students’ Association at the Ted Rogers School of Management. [Mar. 18, 2017]
- “Breaking Stereotypes in Business Technology Management” hosted by the Women in Information Technology Management Association at Ryerson University. [Nov. 12, 2017]
- “Empowerment Workshop” hosted by the Women in Information Technology Management Association at Ryerson University. [Jan. 23, 2018]
- Panel Discussion – “WomEn Can Do I.T.” – hosted by the Women in Information Technology Management Association at Ryerson University. [Feb. 8, 2018]
- “Women Learn to Code: Intro to Python” hosted by the Women in Information Technology Management Association at Ryerson University. [Feb. 13, 2018]
- Masai Ujiri (President, Toronto Raptors) & Teresa Resch (VP Basketball Operations, Toronto Raptors) – “Leadership Diversity in Sports” – hosted by Women in Leadership Association (WiLA) at the Ted Rogers School of Management. [Feb. 27, 2018]
- Panel Discussion – “Diversity in Management” – hosted by Women in Leadership Association (WiLA) at the Ted Rogers School of Management in partnership with Women in Management (WMA) at the Degroote School of Business. [Mar. 16, 2018]
- TRSM Enactus students crowned champions at the Enactus Canada National Exposition for their youth education program in Peru. [May 14-16, 2018]
- “Breaking Stereotypes in Business Technology Management” hosted by the Women in Information Technology Management Association at Ryerson University. [Nov. 11, 2018]

- All Ryerson University Institute for the Study of Corporate Social Responsibility events (see below) are co-sponsored by three TRSM student organizations: the Ryerson CSR Student Association, the Ryerson Commerce and Government Association and the Ryerson Law and Business Student Association.

Part III: Principle 4 | Research

“We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.”

This section of the report is divided into 4 subsections: Research Centres/Institutes, Journal Articles, Book Chapters & Reports and Presentations.

Research Centres/Institutes

[See Part IV for events organized by these Centres/Institutes]

Centre for Labour Management Relations (CLMR) - <http://www.ryerson.ca/clmr/>

Founded in Nov. 2010, the Centre for Labour Management Relations (CLMR) at Ryerson University stimulates the next generation of diverse changemakers and thought leaders to initiate cutting edge inquiry into how historical and emerging cultural, demographic, economic, environmental, political, and social trends affect all aspects of employment, labour and work, and empowers them to act as catalysts in shaping the domestic, national and global landscapes of labour management relations.

The CLMR promotes contemporary, collaborative, equitable, fair, and progressive approaches for labour and management to work better together, and with other stakeholders (e.g., academia, community, government, law, media, and policy), in ways that inform innovative policy and drive positive change to achieve greater productivity and profitability for businesses, improved job and income security for workers, and increased equality and justice for communities.

Diversity Institute - <http://www.ryerson.ca/diversity/>

The Diversity Institute conducts and coordinates multi-disciplinary, multi-stakeholder research to address the needs of diverse Canadians, the changing nature of skills and competencies, and the policies, processes and tools that advance economic inclusion and success. Our action-oriented, evidence-based approach is advancing knowledge of the complex barriers faced by underrepresented groups, leading practices to effect change, and producing concrete results.

Institute for Hospitality and Tourism Research - <http://www.htmresearch.ca/>

The mission of the Institute for Hospitality and Tourism Research is to facilitate and conduct research of scholarly value and significance to the tourism and hospitality field, and to mobilize knowledge through traditional and nontraditional channels to reach academic, student, and professional audiences, which enhance the research reputation and impact of Ryerson University, particularly in the tourism and hospitality field.

Institute for the Study of Corporate Social Responsibility (CSR) -

<http://www.ryerson.ca/csrinstitute/>

The Ryerson University Institute for the Study of Corporate Social Responsibility is an interdisciplinary academic institution dedicated to becoming a recognized Centre of Excellence on social responsibility (SR) issues, through its multi-stakeholder activities and research, bringing together actors from government, private sector, and civil society (including academia) for constructive engagement and learning on SR issues.

Privacy and Big Data Institute - <http://www.ryerson.ca/pbdi/>

Privacy, Security, and Data. In our connected lives, these concepts are all inter-related and have profound impacts on our modern lives, in both visible and invisible ways. They impact our relationships, careers, shopping, travel, and even the concept of our own identity as individuals.

The Privacy and Big Data Institute is meant to uncover, examine, and question these connections through a multi-disciplinary network of our own. By bringing together industry, academia, government, and engaged citizens, we hope to provide a forum in which these issues can be discussed and studied through multiple perspectives.

Ted Rogers Leadership Centre - <http://www.ryerson.ca/tedrogersschool/trlc/>

The Ted Rogers Leadership Centre offers a setting for scholars, students and business leaders to research, identify, publish and otherwise communicate best approaches to ethical business decision-making and leadership.

The student-oriented mission of The Ted Rogers Leadership Centre (TRLIC) is to help a substantial number of students develop the core competencies that ethical leaders need to excel in the businesses of today and tomorrow. The goal is to provide students with opportunities that allow them to intentionally decide to become leaders and to understand how they need to change and grow to become successful, ethical leaders.

TRSM – Journal Articles, 2017 – 2018

- Ahi, P., Searcy, C., & Jaber, M. Y. (2018). "A probabilistic weighting model for setting priorities in assessing sustainability performance". *Sustainable Production and Consumption*, 13, 80-92.
- Alkoby, A., & Alon-Shenker, P. (2017). "Out of the Closet and Up the Ladder? Diversity in Ontario's Big Law Firms". *Windsor Yearbook of Access to Justice/Recueil annuel de Windsor d'accès à la justice*, 34(2), 40-72.
- Bertolini, D., & Arlotax, C. (2017). Why Michigan v. EPA Requires that the Meaning of the Cost/Rationality Nexus Be Clarified. *Fordham Environmental Law Review*, 29(2), 125-155.
- Burton, N., & Bradish, C. (2018). "Discursive power in commercial-rights management: examining the origins of ethical framing of ambush marketing". *International Journal of Sport Communication*, 11(2), 200-218.
- De Lange, D., & Dodds, R. (2017). "Increasing sustainable tourism through social entrepreneurship". *International Journal of Contemporary Hospitality Management*, 29(7), 1977-2002.
- Detlor, B., Nosrati, F., & Crippa, C. (2017). "Connecting people with their communities through proximity-based digital storytelling". *Proceedings of the Association for Information Science and Technology*, 54(1), 650-651.
- Dixon, S. M., Nordvall, A. C., Cukier, W., & Neumann, W. P. (2017). "Young consumers' considerations of healthy working conditions in purchasing decisions: a qualitative examination". *Ergonomics*, 60(5), 601-612.
- Dodds, R., & Ramsay, G. (2017). "Is economically incentivized participation creating a greater interest into environmental certification? A case study from Lake Simcoe, Canada". *Journal of outdoor recreation and tourism*, 20, 31-33.
- Dodds, R., & Holmes, M. R. (2018). "Education and certification for beach management: is there a difference between residents versus visitors?". *Ocean & Coastal Management*, 160, 124-132.
- Dodds, R., & Walsh, P. R. (2018). "Assessing the factors that influence waste generation and diversion at Canadian festivals". *Current Issues in Tourism*, 1-5.
- Gholami, R., Ravishankar, M. N., Shirazi, F., & Machet, C. (2017). "An exploratory study on sustainable ICT capability in the travel and tourism industry: the case of a global distribution system provider". © Association for Information Systems.

- Graben, S., & Biber, E. (2017). "Presidents, Parliaments, and Legal Change: Quantifying the Effect of Political Systems in Comparative Environmental Law". *Virginia Environmental Law Journal*, 35(3), 357-419.
- Gruzd, A., Jacobson, J., & Dubois, E. (2018, August). "Information Visualizations as a Tool to Study Users' Social Media Privacy Concerns". *In Proceedings of the Annual Conference of CAIS/Actes du congrès annuel de l'ACSI*.
- Ha-Redeye, O. (2017). "My Friends Muddy the Waters: How a Statement of Principles Became a Public Fiasco". *Ethics Primer at King Law Chambers*.
- Higón, D. A., Gholami, R., & Shirazi, F. (2017). "ICT and environmental sustainability: A global perspective". *Telematics and Informatics*, 34(4), 85-95.
- Hodson, J., Jackson, S., Cukier, W., & Holmes, M. (2018). "Between the corporation and the closet: Ethically researching LGBTQ+ identities in the workplace". *Equality, Diversity and Inclusion: An International Journal*, 37(3), 283-297.
- Holmes, M. R., Dodds, R., Deen, G., Lubana, A., Munson, J., & Quigley, S. (2018). "Local and organic food on wheels: exploring the use of local and organic food in the food truck industry". *Journal of foodservice business research*, 21(5), 493-510.
- Jacobson, J., Lin, C. Z., & McEwen, R. (2017). "Aging with technology: Seniors and mobile connections". *Canadian Journal of Communication*, 42(2).
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- Jami, A. A., & Walsh, P. R. (2017). "From consultation to collaboration: A participatory framework for positive community engagement with wind energy projects in Ontario, Canada". *Energy research & social science*, 27, 14-24.
- Kellershohn, J., Walley, K., & Vriesekoop, F. (2017). "Healthier food choices for children through menu pricing". *British Food Journal*, 119(6), 1324-1336.
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- Klein, L., & Dodds, R. (2017). "Perceived effectiveness of Blue Flag certification as an environmental management tool along Ontario's Great Lakes beaches". *Ocean & coastal management*, 141, 107-117.
- Klein, L., & Dodds, R. (2018). "Blue Flag beach certification: an environmental management tool or tourism promotional tool?". *Tourism Recreation Research*, 43(1), 39-51.
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- Langer, P., Carl, D., & Walsh, P. R. (2017). "Examining the Effects of Environmental Policy on Shale Gas Production: The Case of Alberta, Canada". *Journal of Geoscience and Environment Protection*, 5(09), 93.
- Levin, A., & Alkoby, A. (2017). "Shouldn't the Bench be a Mirror? The Diversity of the Canadian Judiciary. The Diversity of the Canadian Judiciary (September 8, 2017)". *Oñati Socio-Legal Series*, 7(4).
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- Liu, Y., Mai, F., & MacDonald, C. (2018). "A Big-Data Approach to Understanding the Thematic Landscape of the Field of Business Ethics, 1982-2016". *Journal of Business Ethics*, 1-24.
- MacDonald, C., Colombo, S., & Arts, M. T. (2018). "Genetically engineered oil seed crops and novel terrestrial nutrients: Ethical considerations". *Science and engineering ethics*, 1-13.
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- Webb, K., & E. Tovilla (2017). "Examining the emerging environmental protection policy convergence in the Ontario municipal drinking water, wastewater and stormwater sectors". *Water Quality Research Journal of Canada* 52(3), 209 – 228.
- Webb, K., & M. Martin (2018). "Water Quality Protection of the Canada-U.S. Great Lakes: Examining the Emerging State/Non-state Governance Approach". *International Journal of Innovation and Sustainable Development*, Vol/Issue,1-20.

TRSM – Book Chapters and Reports, 2017 – 2018

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- Chraibi, R. & Cukier, W. (2017). Muslim women in senior management positions in Canada. In J. Mahadevan & C. Mayer (Eds.), *Muslim Minorities, Workplace Diversity and Reflexive HRM* (pp. 162-182). Routledge.
- Dulhanty, A. (2017). *Google inc./alphabet inc.: Privacy in the business of personal information*. SAGE Publications: SAGE Business Cases Originals.
- Dodds, R. (2018). Strategies and Best Practices for Greening Festivals. In H. Seraphin & E. Nolan (Eds.), *Green Events and Green Tourism: An International Guide to Good Practice* (Ch. 1). Routledge.
- Dodds, R., Dimanche, F., & Sadowski, M. (2018). Planning for growth in islands: The case of Cuba (Ch. 7). In M. McLeod & R. Croes (Eds.), *Tourism management in warm-water island destinations* (pp. 95-107). Wallingford, UK: CABI.
- Dodds, R., Jenkins, B., Smith, W. & Pitts, R. (2018). Willingness-To-Pay vs Actual Behavior: Sustainable Procurement at Festivals. In T. Onmacht, J. Priskin & J. Stettler (Eds.), *Contemporary Challenges of Climate Change, Sustainable Tourism Consumption, and Destination Competitiveness Vol: 15* (Ch. 4). Emerald Publishing.
- Filson, G. C., & Adekunle, B. (2017). *Eat Local, Taste Global: How Ethnocultural Food Reaches Our Tables*. Wilfrid Laurier Univ. Press.

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- Graci, S. & Maher, P. (2018). Tourism. In G. Baldacchino (Ed.), *The Routledge International Handbook of Island Studies* (Ch. 10). Routledge.
- Hartman, L. P., DesJardins, J. R., & MacDonald, C. (2017). *Business ethics: Decision making for personal integrity and social responsibility – 4th Edition*. McGraw-Hill.
- Jacobson, J. & Shade, L. (2018). Paying Our Dues: The Culture of Unpaid Internships. In K. Asquith (Ed.), *Advertising, Consumer Culture, and Canadian Society* (Ch. 16). Oxford University Press.
- Jamieson, W. & Engelhardt, R. (2018). *The Planning and Management of Responsible Urban Heritage Destinations in Asia*. Goodfellow Publishers.
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- Quarter, J., Mook, L., & Armstrong, A. (2017). *Understanding the social economy: A Canadian perspective*. University of Toronto Press.

TRSM – Presentations, 2017 – 2018

- Alon-Shenker, P., (2017), "Towards a Diversity Approach to Equality at Work: The Case of Age Diversity", *Labour Law Research Network Conference*, Toronto, Canada-Ontario.
- Alon-Shenker, P., (2018), "Boomers, Gen X and Millennials: Overcoming age discrimination faced by younger and older workers", *Lancaster Human Rights and Accommodation Conference*, Vancouver, Canada-British Columbia.
- Babin, R., (2017), "Anticipating Digital Disruption: The Robots are Coming", *Toronto Region Board of Trade*, Toronto, Canada-Ontario.
- Babin, R., (2017), "How the Introduction of Process Automation, such as RPA, Cognitive Computing and AI, will affect people and organizations", *Enterprise Transformation (ET) Canada Exchange*, Mont-Tremblant, Canada-Quebec.

- Babin, R., (2017), "The Role of Trust in Outsourcing", *IACCM Americas Conference*, Toronto, Canada-Ontario.
- Banerjee, R., (2018), "Missed at the Margins: An Empirical Analysis of Earnings Disparities of Recent Canadian Immigrants across the Distribution, 2006 ? 2014", *Canadian Industrial Relations Association (CIRA)*, Canada.
- Bates, K., (2017), "Exploring the gender gap in Canadian venture capital: Women investors identify the barriers and solutions", *ASAC annual meeting*, Montreal, Canada-Quebec.
- Berger, I., (2017), "Participatory Philanthropy: A Donor- Fundraiser Hybridization Process in Charitable Settings", *Ninth International Symposium on Process Organization Studies*, Kos, Greece.
- Berger, I., (2018), "Immigrant organizations and their role with the young 1.5 and 2nd generations: a theoretical model", *Thirteenth International Conference of ISTR*, Amsterdam, Netherlands.
- Bertolini, D., (2017), "Decomposing Bhasin v Hrynew: Towards an Institutional Understanding of the General Organizing Principle of Good Faith in Contractual Performance", *The Canadian Law of Obligations Conference*, Vancouver, Canada-British Columbia.
- Bertolini, D., (2017), "Good Faith, Honesty and the Bhasin v. Hrynew decision: Where to From Here?", *Ryerson University, Law and Business Department Annual Workshop*, Toronto, Canada-Ontario.
- Bertolini, D., (2017), "Michigan v. EPA: The Inescapable Normative Nature of the Cost Concept", *Society for Benefit-Cost Analysis 2017 9th Annual Conference*, Washington DC, United States of America.
- Bertolini, D., (2017), "Why Michigan v. EPA requires the meaning of the cost/rationality nexus be clarified", *Canadian Law and Economics Association Annual Meeting*, Toronto, Canada-Ontario.
- Bertolini, D., (2018), "Decomposing Bhasin v Hrynew: Towards an Institutional Understanding of the General Organizing Principle of Good Faith in Contractual Performance", *13th Annual International Conference of Contract*, Orlando, United States of America.
- Bradish, C., (2017), "Women, sport, participation and leadership: Establishing a Canadian call to action", *25th Conference of the European Association for Sport Management (EASM) Congress*, Bern, Swaziland.

- Chan, A., (2017), "Institutional Framework, Investor Protection, and the Chinese Capital Market", *2017 International Symposium on Economics and Social Science*, Tokyo, Japan.
- Church, R., (2017), "Changing Organizations from Inside: The Role of Lesbian and Gay Free Spaces in the Recursive Process of Changing Workplace Heterosexism", *Academy of Management*, Atlanta, United States of America.
- Cukier, W., (2017), "Celebration vs. Accommodation: An Asset-Based Approach to Disability in Organizations", *Critical Management Studies*, Liverpool, England.
- Cukier, W., (2017), "Changing Representation in Leadership? The landscape of senior leadership representation of women and visible minorities in two Canadian cities", *17th International Diversity in Organizations, Communities & Nations Conference*, Toronto, Canada-Ontario.
- Cukier, W., (2017), "Disaster Mitigation and Management & Welcoming Syrian Refugees to Canada", *IEEE Conference*, Ryerson University, Toronto, Canada-Ontario.
- Cukier, W., (2017), "Engineering Diversity in Entrepreneurship: A study of three municipalities", *2017 National Metropolis Conference*, Montreal, Canada-Quebec.
- Cukier, W., (2017), "Muslim Women in Professional and Leadership Roles in Canada. Panel on Muslim Minorities and Workplace Diversity: An International Perspective", *77th Annual Meeting of the Academy of Management*, Atlanta, United States of America.
- Cukier, W., (2017), "Nasty Women: When Leadership and Gender Stereotypes Collide", *2017 ILA Women and Leadership Affinity Group Conference*, Troy, United States of America.
- Cukier, W., (2017), "Paradigm Peace towards a Multi-Paradigm Research Agenda in Diversity and Equality Research", *European Group for Organizational Studies (EGOS) Conference*, Copenhagen, Denmark.
- Cukier, W., (2017), "Reimagining Disability and Employment: A Collaboration-Based Approach to Closing the Labour Gap", *Canadian Disabilities Studies Association*, Toronto, Canada-Ontario.
- Cukier, W., (2017), "Representing Canada? Visible minorities' representation in senior leadership positions across major Canadian cities", *2017 National Metropolis Conference*, Montreal, Canada-Quebec.

- Cukier, W., (2017), "Ryerson University Lifeline Syria Challenge: In Advancing Social Innovation as a Field in Higher Education", *Ashoka U Exchange*, Miami, United States of America.
- Cukier, W., (2017), "Social Innovation for Integration and Inclusion", *Metropolis North*, Atlanta, United States of America.
- Cukier, W., (2017), "Social Innovation in Refugee Resettlement: New models of newcomer inclusion", *European Group for Organizational Studies (EGOS) Conference*, Copenhagen, Denmark.
- Cukier, W., (2017), "Where are all the Women [and Visible Minorities and Aboriginal] Guests? An Analysis of Three Canadian Current Affairs Programs.", *Canadian Communication Association (CCA) Conference*, Toronto, Canada-Ontario.
- Cukier, W., (2018), "Advanced Digital and Professional Training (ADaPT): A Preliminary Case Study", *International Conference - The Future of Education*, Florence, Italy.
- Cukier, W., (2018), "Beyond Gender? 'Comply or Explain' and Diversity on Corporate Boards.", *Equality, Diversity and Inclusion 2018 Conference*, Montreal, Canada-Quebec.
- Cukier, W., (2018), "Competing Discourses on Muslims in Canada: the Institutional Environment of Organizations", *Academy of Management Annual Meeting*.
- Cukier, W., (2018), "Diversity Leadership across Ontario Universities: An Exploratory Analysis.", *TAMUG Conference on Inclusion and Diversity in Higher Education*, Galveston, United States of America.
- Cukier, W., (2018), "Edward Burtynsky's Photographs and the Changing Anthropocene", *College Art Association Conference Annual Conference*, Los Angeles, United States of America.
- Cukier, W., (2018), "Gender and the Innovation Agenda", *Annual Conference of the Canadian Association for Programs in Public Administration*, Regina, Canada-Saskatchewan.
- Cukier, W., (2018), "Leveraging Social Innovation to Drive Diversity and Inclusion: A New Look at an Old Problem", *Ashoka U Exchange*, Boston, United States of America.

- Cukier, W., (2018), "Pathways to Success: Social Mobility of Immigrants and the Role of Entrepreneurship", *2018 National Metropolis Conference*, Calgary, Canada-Alberta.
- De Lange, D., (2017), "A stakeholder theory view on an investors' paradox: Are and when are investors interested in sharing-economy firms?", *Corporate Responsibility & Sustainable Development: 4th International Symposium*, France.
- De Lange, D., (2018), "Collaborative Business Models for a Circular Economy", *CSSI 2018*, Copenhagen, Denmark.
- De Lange, D., (2018), "Cultural factors shaping institutions: Do firms benefit in public-private partnerships?", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Deng, C., (2017), "Do Locally-Based Independent Directors Reduce Corporate Misconduct?", *Accounting, Auditing and Corporate Governance Practices in China*, Suzhou, China-PRC.
- Deng, C., (2017), "Translating through Institutional Contexts: A Field Study on the Formation of a Performance Management System.", *Craft of Accounting Workshop of the CAAA 2017 Annual Conference*, Toronto, Canada-Ontario.
- Dimanche, F., (2017), "Do tourists care about environmental preservation? The case of visitors to protected areas in Spain", *Travel and Tourism Research Association Europe conference*, Angers, France.
- Dimanche, F., (2018), "Cleaning up housekeeping: A Revinat benchmark study on the cleanliness of Canadian hotels", *Hotel Association of Canada Annual conference*, Toronto, Canada-Ontario.
- Dimanche, F., Koç, B., & Griffin, T., (2018), "How do immigrants affect international tourism flows and the labour market?", *IAFOR International Conference*, Barcelona, Spain.
- Dodds, R., (2017), "Green or Garbage", *Association of American Geographers Conference*.
- Elmi, M., (2017), "Big Leap: Mobile Banking and Remittances in Somalia's Development", *The Canadian Association for the Study of International Development Annual Conference*, Toronto, Canada-Ontario.
- Elmi, M., (2017), "Where are all the Women [and Visible Minorities and Aboriginal] Guests? An Analysis of Three Canadian Current Affairs Programs.", *Canadian Communication Association (CCA) Conference*, Toronto, Canada-Ontario.

- Fabro, M. & Macdonald, C., (2018), "Leading to Inclusion: Increasing Leadership Opportunities for Women in Canada", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Fallis, C., (2017), "The Retirement Years ? Will they be Golden Years?", *CIFPs Annual National Conference*, Ottawa, Canada-Ontario.
- Farrar, J., (2017), "Taxpayer responses to tax authority privacy breaches: A moderated mediation analysis", *Accounting, Behavior, and Organizations (ABO) Research Conference*, Pittsburgh, United States of America.
- Farrar, J., (2017), "The effects of interpersonal fairness, informational fairness, and delay on taxpayers' compliance intentions", *Behavioral Tax Symposium*, Reston, United States of America.
- Farrar, J., (2017), "The influence of revenge and financial incentives on tax fraud reporting", *Southern Ontario Behavioral Decision Research Conference*; Kingston, Kingston, Canada-Ontario.
- Farrar, J., (2018), "The dimensions of tax fairness: An empirical investigation", *McGill Institute for the Study of Canada Conference*, Montreal, Canada-Quebec.
- Graben, S., (2017), "Gap Analysis: Gender and Impact Benefit Agreements", *Indigenous Bar Association Meeting*.
- Graben, S., (2017), "Measuring the Liberalization of Indigenous Property against Controlling Market Liberalization", *2nd Beetz-Laskin Conference*, Montreal, Canada-Quebec.
- Graben, S., (2018), "A feminist analysis of impact benefit agreements (IBAs)", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Graci, S., (2017), "Best Practices in Sustainable Indigenous Tourism from Around the Globe", *Sustainable Indigenous Tourism Symposium*, Nanaimo, Canada-British Columbia.
- Graci, S., (2018), "Sustainable Indigenous Tourism: Thoughts from the Think Tank", *IMPACT*, Victoria, Canada-British Columbia.
- Gruzd, A., (2017), "Social media data stewardship: The ethics of social media data use for research", *Data Power Conference*, Ottawa, Canada-Ontario.
- Gruzd, A., (2017), "The Ethics of Social Media Data Use for Research", *Data Power Conference*, Ottawa, Canada-Ontario.

- Gunn, F., (2017), "Are We Being Nice Yet? Examining Deep Acting in Retail Disability Service Training", *European Association for Education and Research in Commercial Distribution Conference*, Dublin, Ireland (Northern).
- Gunn, F., (2018), "Access based consumption, a study of access vs. ownership in luxury fashion retail", *ACRA/AMA 2018 Conference*, Toronto, Canada-Ontario.
- Haider, M., (2017), "Does the education-employment mismatch for Canadian-educated workers differ between Canadian-born citizens and immigrants?", *Annual conference of Canadian Economics Association*, Antigonish, Canada-Nova Scotia.
- Halinski, M., (2017), "Accommodating or overloading: An analysis of men and women (and their spouses) in dual-earner couples", *Academy of Management*, Atlanta, United States of America.
- Halinski, M., (2017), "What makes work meaningful for employees at different levels: an enrichment perspective", *Administrative Science Association of Canada (ASAC)*, Montreal, Canada-Quebec.
- Halinski, M., (2018), "Employee engagement in a centralized organization: Interactive effects of job resources and proximity to head office", *Academy of Management*, Chicago, United States of America.
- Heckbert, L., (2018), "Closing the Gender Gap in Corporate Advancement: Insights and Solutions from Behavioural Economics", *University of Ottawa GSLEDD conference*, Ottawa, Canada-Ontario.
- Hernandez, J., (2017), "The Corporatization of Small Scale Retail in Canada", *American Association of Geographers Conference*, Boston, United States of America.
- Hillebrandt, A., (2017), "Examining how cheaters value justice in the workplace", *Annual Meeting of the Academy of Management*, Atlanta, United States of America.
- Jacobson, J., (2017), "Social media data stewardship: The ethics of social media data use for research", *Data Power Conference*, Ottawa, Canada-Ontario.
- Kemper, A., (2017), "Colonization as commerce: a business history research agenda", *Canadian Business History Association Conference*, Toronto, Canada-Ontario.

- Kemper, A., (2017), "Parting ways: How decarbonization is restructuring corporate political strategy", *4th International Symposium on Corporate Responsibility & Sustainable Development*, Pau, France.
- Lamb, D., (2017), "The role of unions in mitigating economic vulnerability", *Labour and Employment Relations Association Conference (LERA)*, Anaheim, United States of America.
- Lan, G., (2017), "Chinese State-Owned Enterprises and Mixed Ownership Reform: Potential Implications for Anti-Corruption Initiatives and Canadians?", *Towards New Governance Strategies for Preventing Corruption: Law, Theory and Practice*, Toronto, Canada-Ontario.
- Lebel, K., (2018), "Get that Son of a Bitch Off the Field: A Digital Analysis of Donald Trump's War Against the NFL", *International Conference on Social Media and Society*, Copenhagen, Denmark.
- Lee, S., (2017), "The Effect of Virtual Reality on Empathy, Responsibility, and Donation Behaviour of Time and Money", *Wilfrid Laurier University*, Waterloo, Canada-Ontario.
- Lee, S., (2018), "Returnable Packaging: How a Simple Environmental Marketing Message can be More Effective", *Lazaridis Symposium*, Wilfrid Laurier University, Waterloo, Canada-Ontario.
- Levin, A., (2017), "PbD by Regulation: The Case Study of Ontario", *Privacy by Design Workshop: Can Engineers and Organizations do it*, Tel-Aviv, Israel.
- Lewis, D., (2018), "Consumer Adoption of the Mobile Wallet: The Role of Initial Trust", *AMA ACRA*, Ryerson University, Toronto, Canada-Ontario.
- Liu, G., (2017), "Stock Price Response to the SEC Administrative Proceedings against Auditors of U.S.-Listed Chinese Companies", *The Ninth International Symposium on Multinational Business Management*, Nanjing, China.
- Liu, G., (2018), "Did the SEC Administrative Proceedings against Chinese Auditors Affect Audit Quality?", *2018 International Conference on Pacific Rim Management*.
- MacDonald, C., (2017), "A Big-Data Approach to Understanding the Thematic Landscape of the Field of Business Ethics, 1982-2013", *Society for Business Ethics*, Atlanta, United States of America.
- MacDonald, C., (2017), "Building a Culture of Compliance", *Pharmaceutical Compliance Congress Canada*, Toronto, Canada-Ontario.

- MacDonald, C., (2017), "Business Ethics and (or as) Critical Thinking", *Global Business Ethics Teaching Workshop*, Bentley University, Massachusetts, United States of America.
- MacDonald, C., (2017), "Information Governance: Critical Processes for Proper Oversight", *Conference Board of Canada (webinar)*, Canada.
- MacDonald, C., (2017), "Trump and Transparency", *7th Annual Day of Dialogue: Spotlight on Corruption*, *Transparency International*, Toronto, Canada-Ontario.
- MacDonald, C., (2017), "Trust in the Public Sector: Meaning & Mechanisms", *Municipal Internal Auditors' Association*, Toronto, Canada-Ontario.
- MacDonald, C., (2018), "Collateral Damage: SMEs and the Burdens of Non-Governmental Regulation", *Society for Business Ethics*, Chicago, United States of America.
- Mashatan, A., (2017), "Mathematics of Blockchain: A Double-Edge Sword Helping Criminals and Thwarting Fraud", *The IV AMMCS International Conference*, Waterloo, Canada-Ontario.
- Morgan, H., (2017), "Refugee entrepreneurship: Envisioning and fostering refugee entrepreneurship as a pathway to economic integration", *Migration and Diaspora Entrepreneurship (MDE)*, *Workshop on Refugee Entrepreneurship*, Bermen, Germany.
- Nikoofal, M., (2017), "The Role of Insurance in Reducing the Frequency and Severity of Fire Losses", *Annual Meeting of the American Risk and Insurance Association*, Toronto, Canada-Ontario.
- Nippak, P., (2017), "Recruitment Challenges of a Pharmacist-led Asthma Intervention Program", *Better Breathing Conference*, Toronto, Canada-Ontario.
- Okafor, O., (2018), "Deploying Whistleblowing to Combat Corruption and Fraud in Nigeria: Perceptions of Anti-Corruption Agents", *CSEAR (North America)*, Toronto, Canada-Ontario.
- Okafor, O., (2018), "Roles of Non-Traditional Gatekeepers on Health Care Governance: Case Study of a Canadian First Nations", *Administrative Sciences Association of Canada (ASAC)*, Toronto, Canada-Ontario.
- Okafor, O., (2018), "The Role of Accounting in Aboriginal Health care: Evidence from Canada", *AAA Conference*, Washington, United States of America.

- Okafor, O., (2018), "Whistle-blowing as a Veritable Tool for Curbing Corruption and Fraud in Nigeria", *CSEAR (North America)*, Toronto, Canada-Ontario.
- Rosenberg-Yunger, Z., (2017), "Pharmacists' Perspectives on the Ontario Naloxone Pharmacy Program.", *Health Quality Ontario Conference*, Toronto, Canada-Ontario.
- Rosenberg-Yunger, Z., (2017), "Recruitment Challenges of a Pharmacist-led Asthma Intervention Program", *Better Breathing Conference*, Toronto, Canada-Ontario.
- Rosenberg-Yunger, Z., (2018), "Canadian Pharmacists Perspectives on Medical Assistance in Dying", *Bioethics Seminar, Joint Centre for Bioethics*, Toronto, Canada-Ontario.
- Rosenberg-Yunger, Z., (2018), "The Ontario Naloxone Program for Pharmacies", *The Ontario Public Health Convention*, Toronto, Canada-Ontario.
- Schneider, T., (2017), "Fossil fuel reserves reporting and unburnable carbon: Investigating conflicting accounts", *Centre for Social and Environmental Accounting Research (CSEAR) Annual Conference*, St Andrews, Scotland.
- Schneider, T., (2017), "Hydro-power and Accountability in the Italian Alps", *Critical Perspectives in Accounting conference*, Quebec City, Canada-Quebec.
- Schneider, T., (2017), "Triple Bottom Line Evaluation of Energy Retrofit Spending in Social Housing: Shovel Ready or Shovel Worthy?", *American Accounting Association - Accounting and the Public Interest Section mid-year Conference*, Washington, United States of America.
- Schneider, T., (2018), "Resource Classification in the context of the UN Sustainable Development Goals", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Scott, K., (2017), "All Quiet on the Organizational Front: Knowledge Hiding and Silence", *Annual Conference of the Society for Industrial Organizational Psychology*, Orlando, United States of America.
- Scott, K., (2017), "Deviance begets deviance: Knowledge hiding and abusive supervision over time", *Annual Conference of the Society for Industrial Organizational Psychology*, Orlando, United States of America.
- Scott, K., (2017), "The deviance cycle: Abusive supervision and knowledge hiding", *European Association of Work and Organizational Psychology Congress (EAWOP)*, Dublin, Ireland.

- Scott, K., (2017), "Work engagement and well-being from a social exchange perspective", *Association for Psychological Science 29th Annual Convention*, Boston, United States of America.
- Shaw, N., (2018), "Helping the Local Community with Crypto-Currency: A Case Study", *International Conference on HCI in Business, Government, and Organizations*.
- Shirazi, F., (2018), "The Big Man and the Iron Lady: How Moral Foundations and Gender Affect Preference for Tyrannical Leadership", *International Leadership Association*, West Palm Beach, United States of America.
- Singh, V., (2018), "Housing Affordability: Do culture and ethnicity play a role?", *Canadian Economics Association*, Montreal, Canada-Quebec.
- Song, F., (2017), "Are left-behind children really left-behind: A field experiment on decision-making and social preferences", *Economics Science Association (ESA) Conference*, Taipei, Taiwan.
- Spergel, M., (2017), "The Impact of Teachers' Emotional Intelligence on Students Motivation To Learn", *International Emotional Intelligence Conference*, Porto, Portugal.
- Tiessen, J., (2017), "Strategies of Japanese for-profit long-term care providers: How do firms compete?", *Japan Studies Association of Canada*, Toronto, Canada-Ontario.
- Von Kriegstein, H., (2017), "Skepticism about Business Ethics: A Typology", *Society for Business Ethics*, Atlanta, United States of America.
- Von Kriegstein, H., (2018), "Bounded Ethicality and Wide-Scope Obligations in Business", *Canadian Philosophical Association*, Montreal, Canada-Quebec.
- Von Kriegstein, H., (2018), "Developing and Validating the Business Ethics Denial Scale", *Academy of Management*, Chicago, United States of America.
- Walsh, P., (2018), "Combating Climate Change and UN Sustainable Development Goal 13", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Webb, K., and D. Ireland (2017), "Behavioural Economics and the Management, Governance and Regulation of 'Super Wicked' Regulatory Problems", *Canadian Law and Economics Annual Conference*, Toronto, Canada-Ontario.
- Webb, K., and E. Tovilla (2017), "Non-State Approaches to Tailings Dam Regulation Drawing on the B.C. Mount Polley, and Brazil's Bento Rodrigues

Tailings Dam Spill Experience", *International Impact Assessment Association Conference*, Montreal, Canada-Quebec.

- Webb, K. and Z. Khan, (2017), "Outside in and Inside Out Approaches to Combatting Bribery and Corruption: An Illustration", *Conference Towards New Governance Strategies for Preventing Corruption: Law, Theory and Practice*, York, Canada-Ontario.
- Webb, K., (2017), "Transnational Corporations, Corporate Responsibility and the Law: Analysis of an Evolving Interaction", *Ecole Supérieure de Commerce*, Pau, France.
- Webb, K., (2018), "Corporate Social Responsibility and the Law presentation", *JD/MBA Annual Conference*, Toronto, Canada-Ontario.
- Webb, K., (2018), "How are leading CSR-oriented Canadian firms referencing and engaging with the SDGs?", *Ryerson CSR Institute*, Toronto, Canada-Ontario.
- Webb, K., (2018), "Sustainable Governance and Air Quality", *Upwind-Downwind Conference*, Hamilton, Canada-Ontario.
- Wright, K. A., Dodds, R., & Dimanche, F., (2018), "Tourists' level of awareness and perceptions of the impacts of tourism in Lake Titicaca, Peru", *Travel and Tourism Research Association Canada Conference*, Halifax, NS.
- Zhang, L., (2018), "Director Tenure and Corporate Social Responsibility: The Tradeoff between Experience and Independence", *ASAC Meetings*.

Part IV: Principle 5 & 6 | Partnership & Dialogue

Principle 5 - "We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges."

Principle 6 - "We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global scale responsibility and sustainability."

TRSM holds many events that involve interactions with multiple stakeholders on CSR issues. Below is a listing of these events

Events

Ted Rogers School of Management (TRSM)

- TRSM Cares – raising \$25,000 for CAMH’s “One Brave Night for Mental Health”. [Ap. 6, 2018]
- RBC Opt-In: Women’s Career Continuation Program (co-hosted by TRSM) to assist women who’ve been away from the corporate workplace to return to their field. [2018 – Apr. 23-24, May 1-3&9-10]
- The Ted Rogers School of Management at Ryerson University hosted the 7th CSEAR (Centre for Social & Environmental Accounting Research) North America conference. [Jun. 20, 2018]

Centre for Labour Management Relations (CLMR)

- “Communication in the workplace: Civility vs. Cyberbullying”. [Mar. 14, 2017]
- “Domestic workers' freedom of association”. [Mar. 22, 2017]
- “Ontario's next steps towards women's economic empowerment”. [Mar. 31, 2017]
- “The new economy and a basic income guarantee”. [May 29, 2017]
- “Smart employers talk - Building a better economy one job at a time”. [Sep. 12, 2017]
- “Harassment in the cultural sector: How do we achieve institutional and cultural change?”. [Mar. 7. 2018]
- “Building bargaining power for precarious workers: The United Steelworkers campaign to organize security guards”. [Mar. 21, 2018]
- “Including the excluded: AMAPCEO's campaign to represent excluded workers”. [Apr. 18. 2018]
- “Is this the end of work as we know it? The impact of AI and new tech on employment”. [May 1, 2018]
- “Bargaining for the common good”. [Dec. 4, 2018]

Diversity Institute

- 2nd Annual Diversity & Inclusion in Corporate Leadership Conference. [Jun. 12-13, 2018]
- Forum – “What gets measured gets done: Diversity data and the role of Bill C-25”. [Oct. 4, 2017]
- 9th Annual Diversity@Work Conference. [Sep. 21, 2018]

Institute for Hospitality and Tourism Research

- Panel Discussion – “Who’s Been Sleeping in Your Neighbour’s Bed: Airbnb & Toronto Condominium Disruption”. [Mar. 14, 2017]

Institute for the Study of Corporate Social Responsibility (CSR)

- “Ryerson CSR Institute Talk: The Resource Curse & What Firms Can Do About It”. [Mar. 7, 2017]
- “Ryerson CSR Institute Talk: State & Non-state Regulatory Innovations - Learning from Conflict Minerals”. [Mar. 8, 2017]
- “Ryerson CSR Institute Panel: The role of revenue transparency in combating corruption, promoting accountability and enhancing resource-based development”. [May 19, 2017]
- “Ryerson CSR Institute Talk: Mining Conflicts & the Catholic Church – Exploring the Connections”. [Jul. 7, 2017]
- “Ryerson CSR Institute talk: CSR in the Caribbean Commonwealth - a Multi-Level Analysis”. [Aug. 18, 2017]
- “Ryerson CSR Institute Session/Project: Human Rights Defenders (HRDs) - Multistakeholder Statement of Support for HRDs”. [Sep. 29, 2017]
- “Ryerson CSR Institute Talk: The Changing Landscape of Corporate Disclosure – Why CSR Reporting Matters”. [Oct. 4, 2017]
- “Ryerson CSR Institute Talk: Canada's Experience with the OECD MNE Guidelines and National Contact Point”. [Oct. 11, 2017]
- “Ryerson CSR Institute Talk: Law's Sponsorship of Corporate Irresponsibility”. [Oct. 27, 2017]
- “Ryerson CSR Institute Panel: Voluntary Principles on Security and Human Rights”. [Nov. 24, 2017]
- “Ryerson CSR Institute-supported Session: CSR Careers Panel Night”. [Nov. 28, 2017]
- “Ryerson CSR Institute Talk: Consumers, e-Commerce and SLAPPs - How and Why Did We Legislate?”. [Dec. 7, 2017]
- “Ryerson CSR Institute Talk: One perspective on the Coexistence Challenge - Managing Company-Artisanal Mining Relationships”. [Feb. 14, 2018]
- “Ryerson CSR Institute Session: Support of Human Rights Defenders - Recent Developments”. [Mar. 7, 2018]

- “Ryerson CSR Institute Talk: Exploring the Extractive Sector CSR Counsellor's CSR Standards Navigation Tool for managing social, environmental, and political issues”. [Mar. 9, 2018]
- “Ryerson CSR Institute-partnered Session: UN Sustainable Development Goals - Preliminary Explorations & Insights”. [Apr. 12, 2018]
- “Ryerson CSR Institute-supported Session: Renegotiating NAFTA - Exploring the Implications”. [Apr. 19, 2018]
- “Ryerson CSR Institute Session: Exploring Mining firm-stakeholder relations - Learning from the Kinross Fruta del Norte mining project”. [May 1, 2018]
- “Ryerson CSR Institute talk: What’s the political impact of CSR? Evidence from the mining sector in Zambia, Ghana and Peru”. [May 22, 2018]
- “Ryerson CSR Institute Talk: CSR & Insurance - Exploring the Connections”. [May 30, 2018]
- “Ryerson CSR Institute Talk: Responsible Investment - Mainstreaming ESG in the Global Financial Sector”. [Jun. 15, 2018]
- “Ryerson CSR Institute Talk: Canadian Coalition for Good Governance's new Directors' Environment & Social Guidebook”. [Jun. 21, 2018]
- “Ryerson CSR Institute Session: Sustainability measurement & What makes a corporation sustainable?”. [Sep. 26, 2018]
- “Ryerson CSR Workshop: Business Support for Human Rights Defenders”. [Oct. 15, 2018]
- “Ryerson CSR Institute Session: Social Media & Disruption - Exploring Responses”. [Dec. 6, 2018]
- “Ryerson CSR Institute Session: New Privacy Protection Challenges”. [Dec. 7, 2018]

Privacy and Big Data Institute

- “The Hidden Life of Commercial Data”. [Feb. 27, 2017]
- “Challenging Surveillance: Activism in a Datafied World”. [Jun. 19, 2017]
- “Salon on Internet of Things and Privacy by Design”. [Nov. 22, 2017]

Ted Rogers Leadership Centre

- “Transparency, Accountability, and Trust”. [Feb 16, 2017]
- “Ethics, Biotechnology, and Building a Business”. [Mar. 2, 2017]
- “One Burger Won’t Make a Difference: Consumer Choice in a Collective Impact World”. [Mar. 22, 2017]
- “Ethical Practices, CSR, and the Case of M.A.C. Cosmetics”. [Mar. 30, 2017]
- “Health Marketing, Canadian Big Tobacco, and Ethical Quandary”. [Sep. 25, 2017]
- “The Black Social Economy: Understanding Self-Help Groups and Cooperatives among the African Diaspora”. [Oct. 23, 2017]
- “Finding Hope in Dissonance”. [Nov. 3, 2017]
- “An Investigative Reporter’s Perspective on Temporary Workers in Ontario”. [Nov. 6, 2017]

- Ted Rogers Ethical Leadership Case Competition. [Nov. 17, 2017]
- "Do Large Employers Treat Racial Minorities More Fairly? A New Analysis of Canadian Field Experiment Data". [Nov. 21, 2017]
- "The Role of Business in Global Climate Action: Beyond Business Ethics." [Mar. 1, 2018]
- "Exploring the Benefits of Sustainable Indigenous Tourism in Canada." [Mar. 6, 2018]
- "The Good and Bad of Generosity: A New Way of Understanding Efficiency Wages." [Mar. 12, 2018]
- "To Nudge or Not to Nudge? You Don't Really Have a Choice." [Mar. 19, 2018]
- "Providing Guidance or Playing Catch-Up: The Challenge of Regulating Disruptors." [Apr. 4, 2018]
- "Ryerson CSR Institute-partnered Session: UN Sustainable Development Goals - Preliminary Explorations & Insights". [Apr. 12, 2018]
- "Leadership in the Times of #MeToo". [Sep. 24, 2018]
- Joel Lexchin (Physician, University Health Network) – "Big Pharma and the Canadian Medical Profession – Too Close for Comfort". [Oct. 30, 2018]
- Alison Kemper (Assistant Professor – Entrepreneurship & Strategy, Ted Rogers School of Management) – "Free, Prior, and Informed Consent: The Importance of Indigenous Rights in Canadian Business Ethics". [Nov. 15, 2018]
- Leo Groarke (President & Professor of Philosophy, Trent University) – "Dissecting Images: From Aristotle to Advertising". [Nov. 26 2018]

Ted Rogers School of Health Services Management

- "Getting The Mix Right: Does Canada have the right people and the right system to deliver 21st century healthcare?" [Nov. 30, 2017]

Ted Rogers School of Hospitality and Tourism Management

- World Tourism Day: Current Trends in Indigenous Tourism". [Sept. 19, 2018]

Ted Rogers School of Retail Management

- "Ethical Leadership for Retailers". [Oct. 4, 2017]

Part V: UN Sustainable Development Goals: Teaching/Research/Thought Leadership at TRSM

The [UN Sustainable Development Goals](#) (UN SDGs) are a set of 17 goals addressing the need to end poverty, protect the planet and ensure that all people enjoy peace and prosperity, by 2030. The Ted Rogers School of Management (TRSM) at Ryerson University is a signatory to the UN Principles for Responsible Management Education (PRME). As a PRME signatory, [TRSM committed to incorporating the SDGs](#) in teaching, research, and thought leadership. In terms of teaching, there are explicit SDG teaching components in 12 TRSM courses, spanning law and regulation, hospitality and tourism, strategy, business ethics, entrepreneurship and global management, being taught to an estimated 925 TRSM undergraduate and graduate students.¹ In terms of research, the [TRSM Dean](#) sponsored special financing for SDG research by Ryerson professors, and this has led to six projects (see below) that are intended to spark further research and inform teaching here at TRSM. In terms of thought leadership, on April 12, 2018, the [Ryerson University Institute for the Study of Corporate Social Responsibility](#) and the [Ted Rogers Leadership Centre](#) held a [multistakeholder session](#) open to the public to explore UN SDG themes that are the subject of research by six Ryerson University TRSM professors. The six research projects featured in this session [were funded by the TRSM Dean](#) as part of TRSM's commitment to PRME concerning the SDGs, with the research intended to assist the respective professors in reflecting the latest thinking on the UN SDGs in their teaching.

The six UN SDG research projects discussed in this session (and their researchers) are described below, their presentations and recordings of their presentations are available [here](#):

- (1) [Cultural Factors Shaping Institutions: Do Firms Benefit in Public-Private Partnerships?](#) The research for this study suggests that national culture enters into institutions such as public-private partnerships (PPPs), thus affecting the firms engaging in those partnerships. Addressing United Nations Sustainable Development Goals related to infrastructure, cities, responsible production and consumption, climate action, and partnerships (United Nations, 2015), this study draws upon an international sample of 300 transportation firms across 26 countries and uses a negative binomial model to find support for its core proposition. The research on this topic is conducted by Dr. Deborah de Lange who is faculty in Ryerson University's Global Management Studies, with research focussing on topics related to sustainable development. She has published several journal articles, chapters and three books including, *Cliques and*

¹ The courses are: Law 533 (CSR and the Law); HTT 510 (Sustainable Tourism Development); HTT 800 (Field Studies); BUS 223 (Business Ethics); GMS 530 (Managing Sustainably Internationally); ENT 627 (Social Entrepreneurship); HTT 202 (Tourism Concepts); BUS 800 (Strategic Management); MB 8108 (Regulation, Government and Socially Responsible Management); HTT 841 (Research Data and Analysis); HTT 622 (Destination Management and Marketing); HTT 600 (Special Topic: Urban Tourism).

Capitalism: A Modern Network Theory of the Firm, Research Companion to Green International Studies, and Power and Influence: The Embeddedness of Nations.

- (2) **[A Feminist Analysis of Impact-Benefit Agreements \(IBAs\)](#)**. Feminist scholars have raised concerns about the power of Indigenous women to orient law-making to address the needs of women and the vulnerable groups they represent from resource extraction. Goal 5 of the UN SDGs aims to achieve gender equality and empower all women and girls. While the world has achieved progress towards gender equality and women's empowerment, Indigenous women have not benefited from much of these improvements. Impact benefit agreements are a key site where this concern manifests, as evidence indicates women receive less direct economic benefits from IBA's than men but bear greater social responsibilities. The author provides a gap analysis of IBA research and identify several priority research themes related to the negotiation, approval, implementation, and contestation of agreements as it pertains to Indigenous women. This analysis will contribute to the legal scholarship on the Duty to Consult and Indigenous law and to meeting UN SDG goals by identifying several ways IBA's rely on other legal devices for efficacy or accountability and, as such, engage with IBA's as regulatory devices that are simultaneously public and private, enforceable and non-enforceable, Indigenous and non-Indigenous. The research on this topic is conducted by Dr. Sari Graben LL.B (Dalhousie), LL.M. (Queen's), Ph.D. (Osgoode), who is an Assistant Professor in the Department of Law & Business in the Ted Rogers School of Management. Her primary research interests are in the field of law and resource development with a special focus on risk regulation and Indigenous peoples.
- (3) **[Leading to Inclusion: Increasing Leadership Opportunities for Women in Canada](#)**. This research seeks to establish best practices for increasing the representation of women in senior leadership positions at Canadian corporations. The goal is to determine which mechanisms are most likely to be effective, and to evaluate those mechanisms ethically. Establishing effective mechanisms for achieving a greater role for women in senior leadership positions should be thought of as an essential element of the pursuit of UN's Sustainable Development Goal #5, Gender Equality. The research on this topic is conducted by Martin Fabro and Dr. Chris MacDonald. Martin Fabro is a graduate of the Ted Rogers MBA program at Ryerson University, and a Research Associate at the Ted Rogers Leadership Centre Dr. Chris MacDonald is Chair of the Department of Law and Business in Ryerson University's Ted Rogers School of Management, and is the director of the Ted Rogers Leadership Centre. His research is focused on business ethics and social responsibility.
- (4) **[Resource Classification in the context of the UN Sustainable Development Goals](#)**. The presentation focuses on understanding the UN Framework Classification for Resource Classification (UNFC, [external link](#)) as a tool capable of assisting the achievement of many of the SDGs, including Goal 7: Affordable

and Clean Energy. The research on this topic is conducted by Dr. Thomas Schneider, who is an assistant professor of accounting in the School of Accounting and Finance at Ryerson University's Ted Rogers School of Management. He is a member of the United Nations Expert Group on Resource Classification (EGRC), primarily focused on applying (and modifying) the current UN resource classification system as a tool to help achieve the SDGs.

(5) **Combating Climate Change and UN Sustainable Development Goal 13.**

Greenhouse gas emissions contribute to global warming and this research addresses carbon tax as well as cap and trade mechanisms and their respective effectiveness in reducing carbon emissions. The context of the research is the Province of Ontario, and the research is being conducted by Dr. Philip Walsh, who is an Associate Professor in Entrepreneurship and Strategy at the Ted Rogers School of Management. He is also a registered Professional Geoscientist in Ontario.

(6) **How are leading CSR-oriented Canadian firms referencing and engaging with the SDGs?**

This research examines how leading Canadian and non-Canadian firms are referencing and engaging with the SDGs, in so doing providing preliminary support for the proposition that the SDGs are a mechanism for multi-stakeholder engagement on socio-enviro-economic issues in furtherance of the SDG objectives. Early research results suggest that the selection, nature and intensity of corporate interactions with the SDGs varies with the corporate sector, the socio-legal institutional environment of the sector and the nationality of the firms. The research for this project is conducted by Dr. Kernaghan Webb (LL.B., LL.M., LL.D.), who is an Associate Professor in the Law and Business Department at Ryerson University's Ted Rogers School of Management, and is the Director of the Ryerson University Institute for the Study of Corporate Social Responsibility. His research and writing focuses on innovative approaches to regulation, and has been quoted and followed by the Supreme Court of Canada.

Part VI: Assessment of Outcomes and Future Outlook

TRSM's work concerning CSR, sustainability, and ethics teaching, research and student activities is a work in progress. In terms of assessment of outcomes, TRSM made specific commitments to PRME in terms of UN SDG teaching, research and thought leadership work, and we are pleased to report that we have met all of our commitments. This having been said, in the next 24 months we will strive to improve our integration of CSR, sustainability and ethics activities into all that we do. We continue to develop our ideas and approaches in a way that supports the underlying objectives of the PRME.