



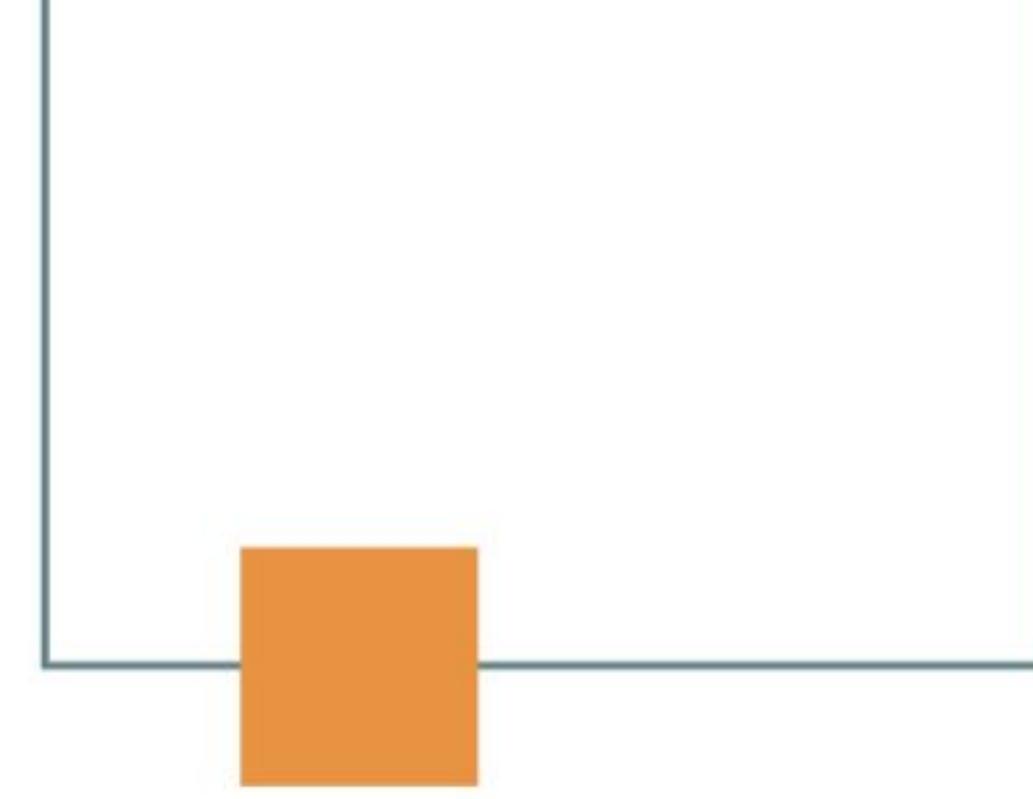
SOCIAL INNOVATION ACADEMY

2019 - 2021

IMPACT REPORT

 social
innovation
academy

 UBC SAUDER
SCHOOL OF BUSINESS
Centre for Social Innovation &
Impact Investing



The Social Innovation Academy respectfully acknowledges that Indigenous Peoples are the traditional guardians of this land that we call Canada, where we live and work.

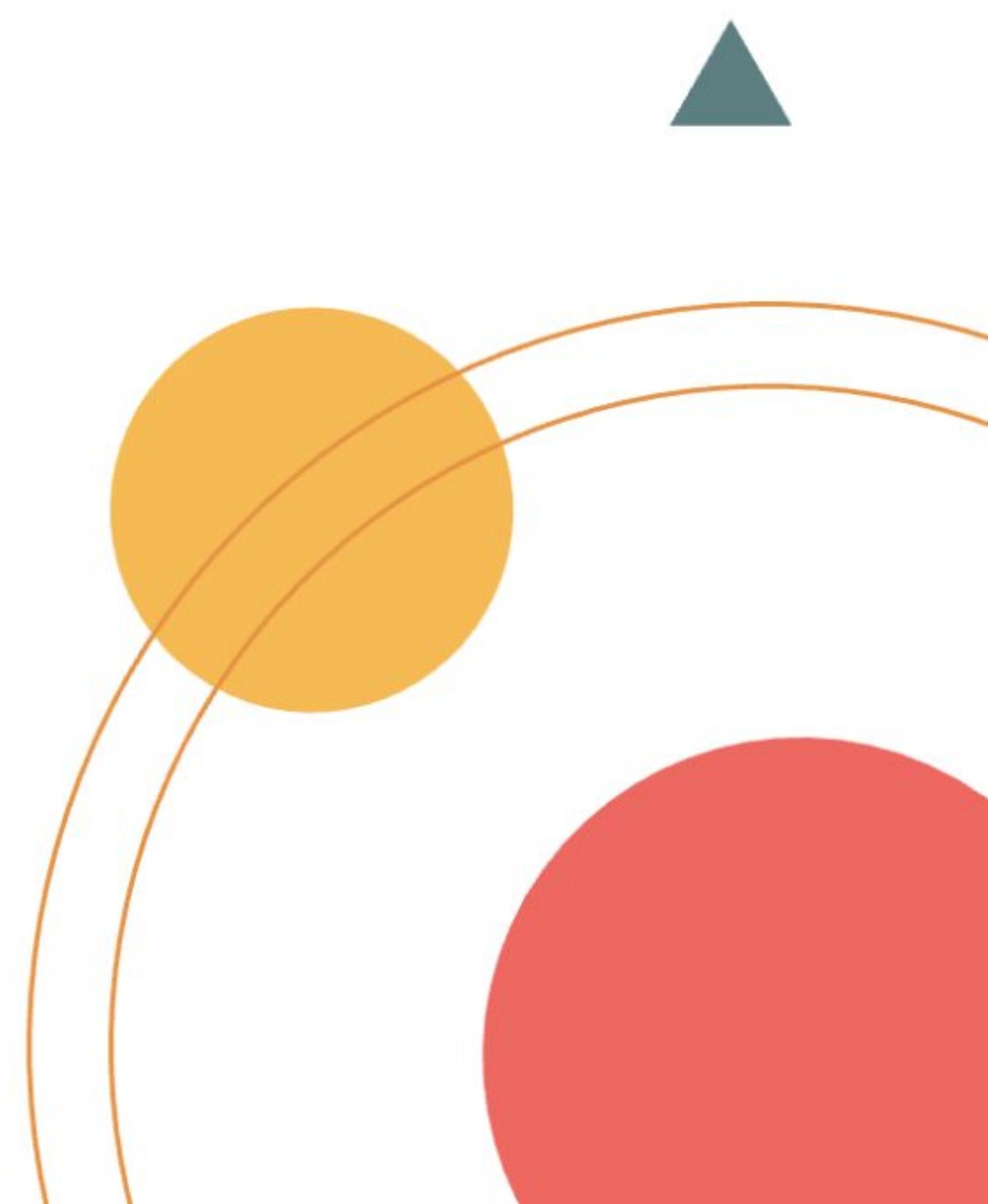
With our team and participants living all across the country, we recognize that we are guests on the traditional, unceded, and stolen territories of many First Nations, Métis, and Inuit Peoples.

Recognition is only a starting point. We are proud to have Indigenous representation at all levels of our organization, from our advisory board, to our leadership team, to our participants. Within our programs, we actively reflect, learn, and strive to take meaningful action to decolonize our practices.

As we continue on our journey towards reconciliation, SIA is committed to supporting Indigenous youth through our programs, and using our platform to highlight the impactful work being done by Indigenous entrepreneurs and founders everywhere.

We encourage all readers of this report to learn about the land where they reside: native-land.ca

For those starting this journey of learning and unlearning, we highly recommend enrolling in Indigenous Canada, a course led by the University of Alberta: coursera.org/learn/indigenous-canada





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GLOSSARY

SOME OF OUR FAVOURITE BUZZWORDS, EXPLAINED

Before we share more about the Social Innovation Academy, we have to acknowledge this: the social innovation and social finance ecosystem is riddled with jargon and acronyms that are confusing, even to people who have worked in this sector for years.

If this is unfamiliar territory to you, welcome! We hope this glossary helps to provide some clarity around what it is that we do, and why we do it.

SOCIAL INNOVATION

The process of developing and deploying effective solutions to challenging and often systemic social, cultural, or environmental issues in support of social progress.

Stanford Graduate School of Business

SOCIAL FINANCE OR IMPACT INVESTING

Proactively investing in businesses, organizations or funds that generate both social, cultural, or environmental benefits alongside financial returns.

MaRS Discovery District

SOCIAL ENTERPRISE

An organization or program that is mission-driven, aiming to sell goods or services to earn a revenue, while also helping achieve positive social, cultural or environmental objectives.

Community Foundations of Canada

SOCIAL PURPOSE ORGANIZATIONS (SPOs)

A social purpose organization can be a charity, nonprofit, social enterprise, co-operative, or for profit social enterprise. In all cases, a social purpose organization is advancing a social, cultural or environmental mission.

Community Foundations of Canada

SOCIAL FINANCE FUND

Led by the Government of Canada, the Social Finance Fund is a disbursement of \$755 million to impact investing funds across the country over a ten-year period, with the aim to give SPOs access to new funding.

Government of Canada

IMPACT MEASUREMENT

An ongoing process in which investors identify targets, define a strategy, and then report on their progress toward meeting those goals. Commonly used impact measurement frameworks include the UN Sustainable Development Goals, the Global Impact Investing Network (GIIN), and IRIS+.

Impactivate

OUR ORIGINS

A Path Forward for the Next Generation of Social Impact Leaders

By the Social Innovation Academy (SIA) Team

We are often asked how the Social Innovation Academy came to be. While SIA was officially launched by the UBC Sauder Centre for Social Innovation and Impact Investing in 2019, with support from HSBC Bank Canada, the origins of the program stemmed from an internship program that had been evolving for a number of years, along with our own experiences as students pursuing our undergraduate degrees.

Starting in 2007, the teams at SauderS3i and entrepreneurship@ubc established internships on UBC campus that formed the foundations for SIA. The trend we noticed was continuing: many students were learning the fundamentals of finance, marketing, accounting, and operations, but they were most engaged and excited when traditional business tools and frameworks were used to help solve environmental, social, and cultural challenges that were important to them. However, beyond a broad interest in using business as a force for good, students didn't have the knowledge, skills, or networks to begin pursuing a career in social innovation or social finance. In addition, we recognized that while there were excellent accelerator and entrepreneurship development programs, not all students and young people wanted to become social entrepreneurs. We created the Social Innovation Academy to establish a clear pathway to allow talented students and graduates to work with leading organizations within the social innovation and social finance sector.



As we realized that the social innovation ecosystem was growing rapidly, we asked: How we could expand our internship experience to a national scale, creating a country-wide program that would help create the stepping stones that would allow young people to transition into a career in social innovation? What type of training would help these students become better equipped for their first experiences working in the real world? How could we break down the barriers for students who don't come from a traditional business background to gain access to the field of social innovation?

With the generous support of HSBC Bank Canada, the UBC Sauder School of Business, and the Federal Investment Readiness Program, we launched our first Social Innovation Fellowship and Summer Analyst Internship in 2019 and have worked with 112 alumni in just two years. Having been in our participants' shoes not too long ago, we have been able to use our own experiences to design programs tailored to the personal and professional development needs of our Fellows and Analysts. We are committed to continual improvement and we constantly alter the way we train, advise, and mentor the young leaders we are fortunate to work with.

This report captures the progress we have made in the two years since launching SIA, witnessing our experiment turn into a national initiative that has attracted some of the most thoughtful, humble, and dedicated young leaders in the country.

HISTORY

2007 - 2018	2019	2020	2021
Impact investing internship run by SauderS3i	Launched the SIA Analyst Program with 12 Analysts across 4 organizations	Second Analyst Program Cohort: 17 Analysts across 8 organizations	Third Analyst Program Cohort: 15 Analysts across 8 organizations
	Launched the Fellowship Program with 43 Fellows	September	September
		Second Fellowship Cohort: 50 Fellows	Third Fellowship Cohort: 52 Fellows

IMPACT TO DATE

Established in May 2019, the Social Innovation Academy (SIA) is a national initiative for youth who want to solve pressing environmental, social, and cultural challenges through careers in social innovation or social finance.

Since our launch, we have been generously supported by HSBC Bank Canada and the Investment Readiness Program, and powered by the UBC Sauder Centre for Social Innovation & Impact Investing.



Since May 2019, SIA has supported youth and impact organizations Canada-wide:

93	Fellows Completed a 7-month training certificate program
91	Social Value Fund Associates Provided training through SIA's social finance curriculum
29	Summer Analysts Completed 4-month internships with SIA and partners
102	Impact Organizations Supported on 4 to 12-week pro bono projects

SIA's programs for youth, aged 18-30:

We are developing the next generation of impact investing fund managers, social entrepreneurs, and non-profit leaders through a clear career development track.

● Youth ● February – March

We recruit youth, 18-30, from diverse backgrounds (colleges, universities, running family businesses and community initiatives).

● Fellows ● September – March

During the academic year, ~50 Fellows are selected to participate in a training and development program and apply their learnings to projects with social enterprises, non-profits, charities, and co-operatives. Simultaneously, we provide training and personal & professional development for our sister organization, National Social Value Fund.

● Analysts ● May – August

Fellows are first in line for paid, four-month internships with impact investment funds, advisory firms, and accelerators from coast-to-coast.

SOCIAL INNOVATION FELLOWSHIP

SEPTEMBER TO MARCH

The SIA Fellowship is an experiential learning program for youth, aged 18-30, eager to develop technical & transferable skills. Fellows then apply these skills to support the business and research needs of impact organizations.

Fellows commit 10 hours per week over seven months to the following:

TRAINING MODULES

Virtually-delivered workshops curated by SIA and led by expert partners.

- **Foundations:** Values-based modules covering Anti-Racist and Anti-Oppressive Practices, Reconciliation, Understanding Unconscious Bias, and Inclusive Design.
- **Impact Analysis:** Skills development in Systems Thinking, Impact Gaps Canvas, Stakeholder Mapping, Theory of Change, Impact Measurement
- **Business Analysis:** Skills development in understanding the Business Model Canvas and Legal & Regulatory Considerations
- **Fellowship-Specific:** Marketing Strategy, Market Research, Design Research

EXPERT PARTNERS INCLUDE:



PERSONAL & PROFESSIONAL DEVELOPMENT

We value a holistic approach to growth and learning. Over the course of the program, Fellows receive one-on-one mentorship and career planning support, meet industry professionals through SIA's coffee chat program, and attend virtual socials with their national community of like-minded peers. In 2020, we launched our Conversation Circles Program: alumni-led discussions on mental wellbeing.

CHALLENGES

Challenges are the hands-on learning component of the program, where teams of 3-5 Fellows complete an eight-week project for an impact organization in need of support. Challenge scopes are typically within the realms of market research, financial modelling, marketing & communications, branding & design, and impact measurement. Teams are managed by SIA Challenge Advisors.

CURRICULUM & PROGRAM DESIGN

FOR SOCIAL VALUE FUND ASSOCIATES



The Social Value Fund Associate Program, the sister program to the Social Innovation Fellowship, is powered by National Social Value Fund (NSVF). NSVF supports student-led Social Value Funds, across five cities in Canada, in making impact-first investments that address local issues in their respective communities.

The Social Innovation Academy designs social finance-specific curriculum and programming for National Social Value Fund. Each year, approximately 50 SVF Associates take part in SIA training modules and personal & professional development.

SOCIAL FINANCE TRAINING MODULES

SVF Associates participate in the same Foundations, Impact Analysis, and Business Analysis modules as Social Innovation Fellows.

Social Value Fund-specific modules include:

- **Fund Operations:** Fundamentals of deal flow origination, impact reporting, and investor reporting
- **Structuring Deals:** Understanding equity, debt, quasi-equity/debt, and other deal structures
- **Financial Modelling:** Building financial valuations and waterfall models

PERSONAL & PROFESSIONAL DEVELOPMENT

Like Social Innovation Fellows, Social Value Fund Associates receive the same access to personalized mentorship, a network of professionals to meet over virtual coffee chats, and alumni-led wellness discussion groups.

To learn more about the National Social Value Fund, visit nsvf.ca

To inquire about access to SIA curriculum and training modules for your own organization, contact us at hello@socialinnovationacademy.ca.

ANALYST PROGRAM

PARTNER ORGANIZATIONS

The Analyst Program is a paid, four-month summer internship hosted in collaboration with SIA partners in cities from coast-to-coast. Analysts are placed with a host organization, who issues and manages locally-based projects. 75% of Analysts' weeks are spent working on projects with their host organization, and the remaining 25% of their week is dedicated to national-scale projects managed by the Social Innovation Academy team.

Partner organizations include accelerators and incubators, family offices, impact investing platforms and funds, and advisory firms.



Responsibilities of partner organizations:

- Provide physical work space for Analysts (when working in-person is permitted)
- Issue projects related to social innovation and social finance to Analysts
- Mentor and check in one-on-one with Analysts

Interested in partnering with us to host Summer Analysts at your impact investing fund, accelerator, or advisory firm?

Contact us at: hello@socialinnovationacademy.ca

ANALYST PROGRAM

MAY TO AUGUST

The internship is divided into three components:

The Summer Analyst Program is designed to help youth and students set themselves up for a career in social innovation and social finance. In the same way that accounting students have the CPA route, or design students can pursue the agency path, SIA aims to create the same sense of security and a career trajectory for impact-driven youth and students.

■ SIA-Issued Projects ■

The Analyst Program is designed for cross-country collaboration. National-scale projects, managed by the SIA team, connect Analysts through projects that benefit communities Canada-wide.

SUMMER 2019 SIA Analysts collaborated to build a Canada-wide database of deal flow organizations and 2,400 social purpose organizations, categorized into sectors (food, climate, health, education).

SUMMER 2020 17 Analysts supported 20 social purpose organizations on capacity-building projects, creating impact measurement frameworks, financial models, marketing strategies, and market research studies.

SUMMER 2021 In partnership with New Power Labs and SETSI, SIA led a national scan to understand how impact investing funds, foundations, and accelerators are integrating equity, diversity, and inclusion frameworks into their internal practices and investment and venture selection processes.

■ Host Organization Projects ■

Managed by their host organization, Analysts support their local communities by working on projects that have an immediate impact on the social innovation sector within their cities.

EXAMPLE Esplanade Québec | Incubator | Montréal

Esplanade is an incubator and collaborative workspace in Montréal that offers workshops, training, and events for their network of social entrepreneurs and the wider community.

DELIVERABLE An impact measurement guide and framework to empower and equip social entrepreneurs in the Esplanade network to measure, manage, and maximize their impact through a series of tools.

■ Speaker Series & Conversation Circles ■

In partnership with the Good & Well Social Impact Internship Program, we run a weekly speaker series and coffee chat program for all SIA Analysts. As a team, we deep-dive into discussions on systemic inequities, racial injustice, and use meeting times as a safe space for learning, reflection, and meaningful action.

SUPPORT FOR IMPACT ORGANIZATIONS

The Social Innovation Academy exists to develop the social innovation ecosystem by offering support to Canadian-based impact organizations (social enterprises, charities, non-profits, co-operatives, impact investing funds).

SIA Fellows and Analysts have supported **102 projects** to date.

TESTIMONIALS

"Our experience working with the Social Innovation Academy was exceptional. Every Fellow we worked with brought their own comprehensive perspective and was committed to understanding our organizational goals and objectives for our new venture. Working with SIA solidified our belief at Bootcamps for Change that youth are not the leaders of tomorrow, they are the leaders of today."

Katie Heggtveit (she/her)
Bootcamps for Change
Toronto, ON

"We needed to work towards understanding the landscape of our industry better in order to inform our organizational decisions moving forward and the work of the Fellows helped very much in this regard. They were able to cut through the rhetoric of 'feel good' stories and deliver actual numbers to quantify our opportunity. We will use their work as a springboard for more analysis and connections in our sector. Our experience was overwhelmingly positive!"

Chris Nichols (he/him)
Co-Founder, Wood Shop Workers Co-operative
Vancouver, BC

MARKET RESEARCH



IMPACT MEASUREMENT



FUND MANDATE & DUE DILIGENCE



MARKETING STRATEGY



FINANCIAL MODELLING



BUSINESS DEVELOPMENT



CASE STUDY

THE BLACK DUCK CAFÉ

Written by: Calvin Gallina, Ritwik Kumar, Keshiv Sharma
October - November 2020



LEARNINGS

■ Researching Beyond Numbers ■

Our team was tasked with reinventing a business that was much more than a café. Before its closure, the Black Duck was a central pillar in the town of Sackville: it was a safe space for the LGBTQ+ community, a hub for arts and culture, and a model business for sustainable operations. To rebuild it as a centerpiece of the community, we had to go beyond the StatsCan data and determine what the people of Sackville valued. A key practice in developing this understanding was interviewing youth, leaders, and business owners in the community.

■ How to Successfully Start a Food Service Business ■

Restaurants and cafes often operate on razor-thin margins, and the Black Duck is no exception. During this project, we had the opportunity to work with JustUs coffee roasters – an East Coast coffee supplier with decades of experience starting cafés – where we gained exposure to this side of the business. We learned what food service companies need to be successful in their unforgiving industry, what pitfalls they may encounter along the way, and how sensitive companies are to fluctuations in key projection areas.

■ Social Issues on Canada's East Coast ■

In addition to designing three new businesses for Sackville, our team wanted to address some of the social issues that prevailed in the Sackville community. We learned that Sackville faces higher than average rates of homelessness, joblessness, food insecurity, and mental health problems, which are compounded by a consistent decline in population. We were able to work closely with the Tantramar Youth and Student Action group to develop an understanding of such issues and how they may be incorporated into the new business.

DELIVERABLES

Our team developed three new business ideas for the Black Duck building: a café which would operate on a youth-run co-operative model, a co-working space for students and professionals, and low-income housing units for those in need. We structured the three business models in a way that made the building profitable, while also alleviating some of the social issues prevalent in the community. Along with a business plan, we developed workable financial models for the three businesses, allowing the stakeholders to project the financial performance of each business unit and alter the plan if necessary.

A group of youth in the Mount Allison and the Tantramar region were interested in transitioning the Black Duck, a popular café that just closed due to COVID, to a collective ownership model primarily owned and operated by youth. Our SIA team worked in collaboration with these youth and other stakeholders to generate ideas on how to best utilize the Black Duck building and the financial feasibility and projected profit of those ventures.

EQUITY DIVERSITY INCLUSION

To SIA, **equity, diversity, and inclusion (EDI)** is the ongoing process of improving our practices to ensure that every youth in our country feels welcome and qualified to apply for our programs. Youth are selected through a standardized, fair process. Within our programming, we strive to foster inclusive and genuine relationships in all interactions with SIA participants.

We're excited to share our learnings with you here!

DEFINITIONS

One of the tenets of EDI is to remove any barriers or knowledge gaps that might exist for those who want to engage with your organization. A simple way to start this process is by defining terms to allow everyone to be brought up to speed.

■ Equity ■

Equity refers to achieving the same access to opportunities for folks from underrepresented and marginalized communities.

■ Diversity ■

Diversity refers to the differences found among members of a community, which can be attributed to varying lived experiences and perspectives in gender identity or expression, ethnicity, ancestry, sexual orientation, physical or mental disability, religion, socio-economic status, and other demographic factors.

■ Inclusion ■

Inclusion refers to the deliberate and continuous steps needed to address inequities in power and privilege, focused on building a respectful and kind environment for underrepresented groups.

LEARNING PROCESS

The Social Innovation Academy has found itself in a “gatekeeping” role, as we select youth who enter the talent pipeline for jobs within the social innovation and social finance sector. Finding ourselves in this position of power, however unintentionally, means that our recruitment process has to be one with equity and inclusion at its core.

We hired EDI consultants to assess our practices and through this work, honed in on three core areas that are applicable to most organizations that recruit and manage a team: equal access to information, tools to reduce bias within the application process, and programmatic elements that make sure everyone is seen, heard, and valued.

THE SIA EDI TOOLKIT

This is just a starting point. We're excited to share detailed resources soon!

EQUAL ACCESS TO INFORMATION

Connect with community leaders

We meet with professors, instructors, and community leaders who work with youth across Canada to share the opportunity and gather feedback on our recruitment process to ensure that the program is welcoming for all applicants.

Host information sessions and office hours

We lead info sessions and office hours to answer questions from candidates about the program. During these calls, we define any terms and acronyms used.

Provide an interview guide

Our EDI consultant created a guide that outlines how to respond to questions in a Situation, Task, Action, Result, Link format and what types of questions (behavioural, skills-based) to expect. This ensures that everyone has as much information as possible, regardless of their past experience with interviews.

REDUCE BIAS IN THE APPLICATION PROCESS

Remove identifiers from applications

When reviewing applications, we hide candidates' names, locations, schools, areas of study, and self-identified information. As we don't ask for resumes and we collect applications through a Google Form, hiding these fields is easy.

Develop a simple rubric (0-3) for written application and interview questions

We start by identifying the factors for a 3/3 response and a 0/3 response, and then fill in the blanks for scores in between.

Interview in pairs and score candidates after each question

We use a Google Form tool to track scores and comments on each interviewee. The form allows us to compare scores and identify discrepancies between pairs.

INTEGRATE EQUITY & INCLUSION INTO PROGRAMMING

Provide anonymous feedback tools

Our feedback Google Form is a safe place for participants to share candid, constructive thoughts with our leadership team, encouraging a culture of continual improvement. We share and respond to this feedback on Slack.

CHECKLIST

- Identify people with deep connections to your target recruitment audience and ask them to circulate the opportunity.
- Organize a virtual info session and/or office hours using Eventbrite. Ask your community to promote your event(s) online.
- Have someone outside of your sector/field highlight words they don't know. Define these terms in plain language in your posting.
- Contact us for access to the SIA interview guide.

- Consider using an online form to collect applications, which makes hiding identifiers easier when screening.

- Contact us for access to SIA rubrics, which can be used as a guide for developing your own.

- Create a note-taking and scoring system that allows you to track each question as answered in real time.

- Encourage everyone to share their pronouns.
- Allow different team members to share their land acknowledgements.

SELF-IDENTIFIED DEMOGRAPHIC DATA

2021/2022 Social Innovation Fellows

When creating demographic surveys or reports, our recommendation is to place terms in alphabetical order.

Collecting disaggregated, self-reported gender, ethnicity, sexual orientation, and disability data from participants is a way to track the efficacy of our EDI efforts. The data collected is telling of where our gaps are and where resources should be allocated to improve inclusion of underrepresented groups. All disaggregated data is stored securely and deleted 12 months after collection.



Gender

- 15 Fellows self-identify as **cisgender men**
- 36 Fellows self-identify as **cisgender women**
- 1 Fellow self-identifies as **two-spirit**

Cisgender: relating to or being a person whose gender identity corresponds to the sex the person was identified as having at birth.



Ethnicity

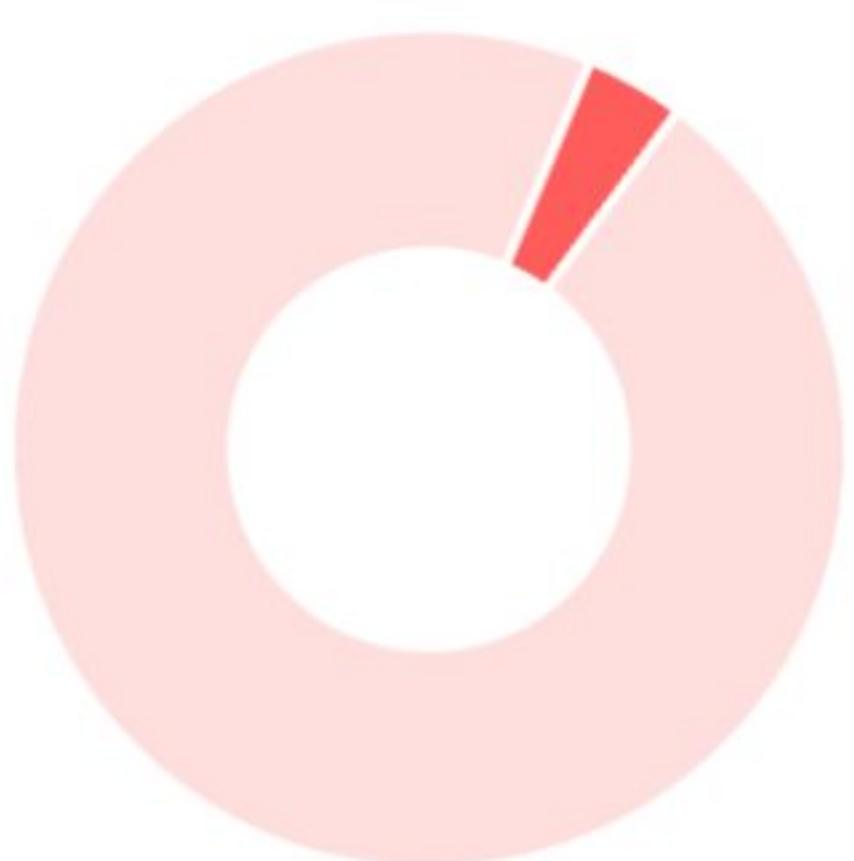
- 14 Fellows self-identify as **white**
- 38 Fellows self-identify as **Black, Indigenous, and People of Colour (BIPOC)**, specifically:

Black (3)	Middle Eastern/North African (3)	Pacific Islander (1)
East Asian (15)	Mixed: East Asian/White (1)	South Asian (9)
Indigenous (1)	Mixed (South Asian/East Asian (1)	Southeast Asian (4)



Sexual Orientation

- 2 Fellows self-identify as **bisexual**
- 2 Fellows self-identify as **gay**
- 42 Fellows self-identify as **heterosexual**
- 1 Fellow self-identifies as **pansexual**
- 5 Fellows **preferred not to answer**



Disability

- 2 Fellows self-identify as **persons with disability**
- 50 Fellows **do not** self-identify as persons with disability

SELF-IDENTIFIED DATA: LEADERSHIP TEAM & BOARD

We recognize that terminology is constantly evolving and not universally-agreed upon. In addition, there are other metrics of diversity that may be beneficial to track.

If you have any feedback, please email us at hello@socialinnovationacademy.ca.

We aspire to have all of our program participants see themselves reflected in our leadership team, advisory board members, and advisors. We recognize that we have a ways to go in some regards.

By collecting anonymized, self-identified data amongst ourselves, we can identify where and how we are diverse, while paying attention to and making plans to address our areas of improvement.



Gender

- Light blue: 6 members self-identify as **cisgender men**
- Teal: 4 members self-identify as **cisgender women**

Cisgender: relating to or being a person whose gender identity corresponds to the sex the person was identified as having at birth.



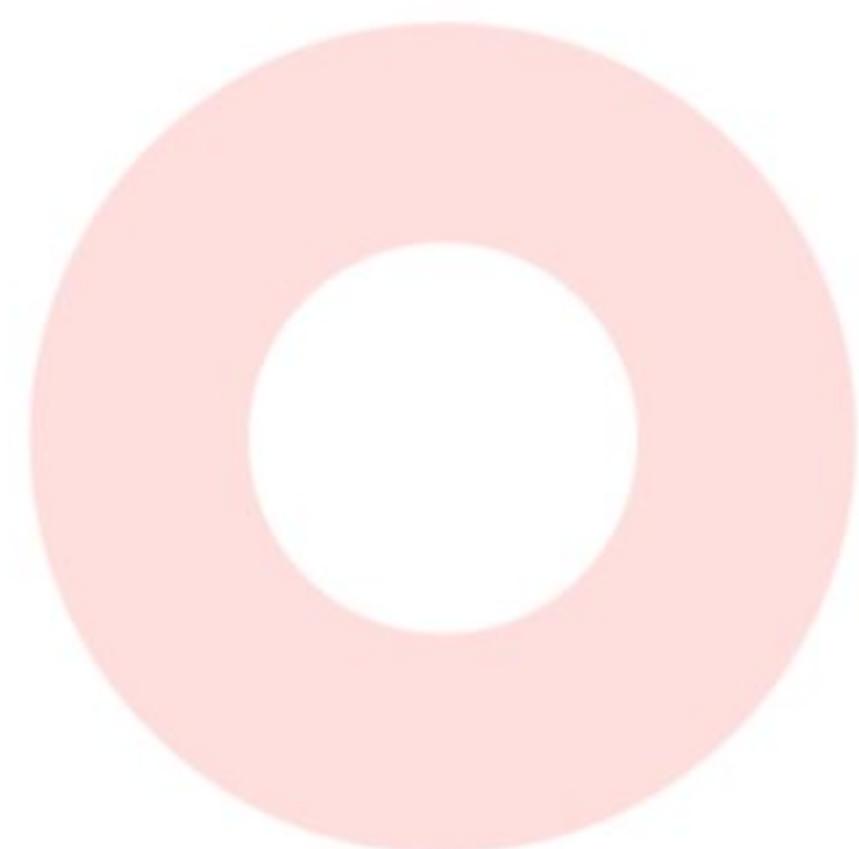
Ethnicity

- Red: 3 members self-identify as **East Asian**
- Dark blue: 1 member self-identifies as **Indigenous - First Nation**
- Teal: 2 members self-identify as **Indigenous - Métis**
- Light blue: 1 member self-identifies as **Southeast Asian**
- Orange: 3 members self-identify as **white**



Sexual Orientation

- Orange: 2 members self-identify as **gay**
- Yellow: 8 members self-identify as **heterosexual**

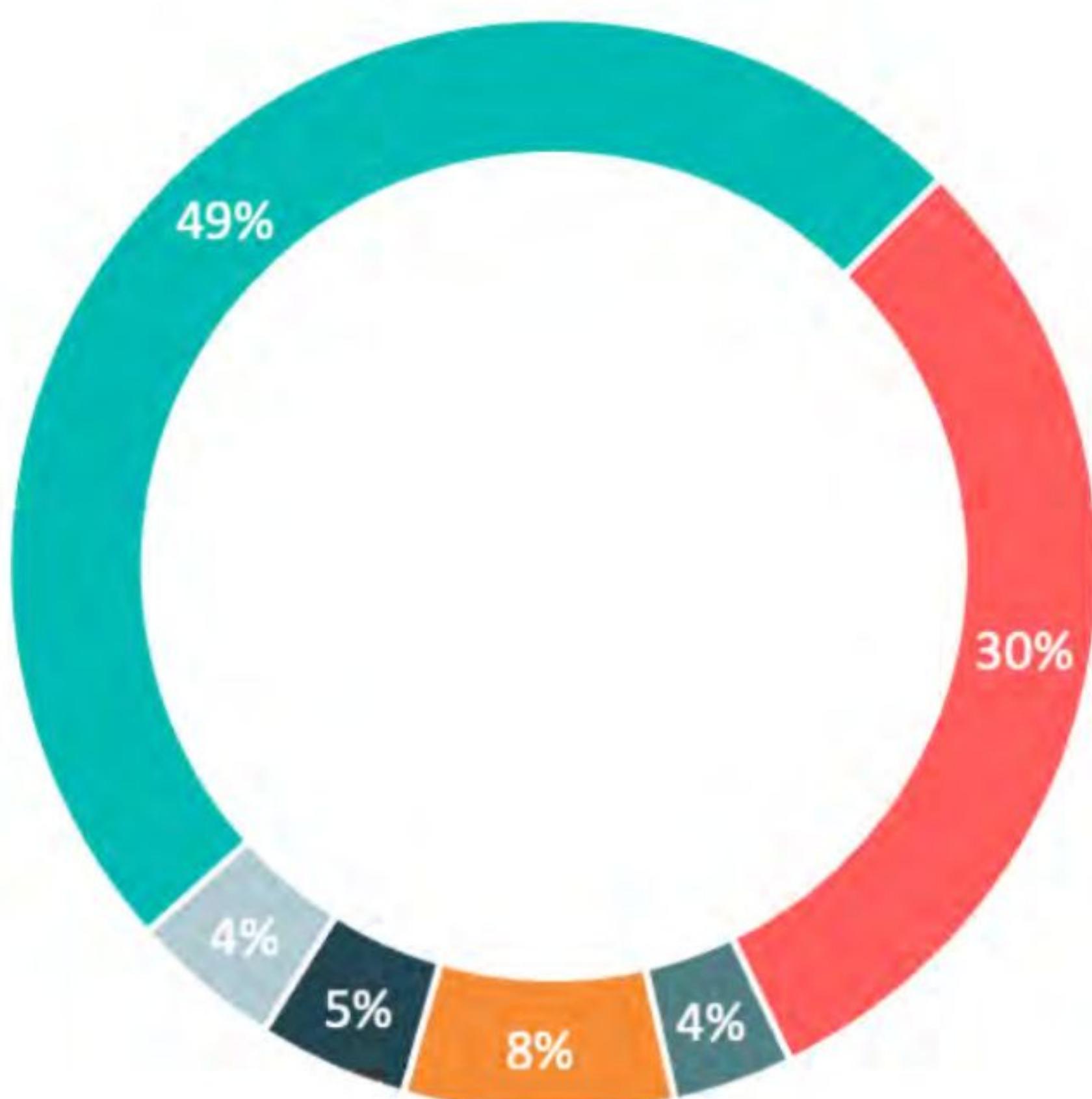


Disability

- Pink: All 10 members **do not** self-identify as **persons with disability**

ALUMNI STORIES

We have supported 112 previous Fellows and Analysts in their quests to integrate impact into their education and careers. Now, our alumni are:



- █ Working in a social innovation/social finance role (full-time or internship)
- █ Working in a corporate role
- █ Pursuing higher education
- █ Returning to school
- █ Pursuing entrepreneurship
- █ Seeking employment



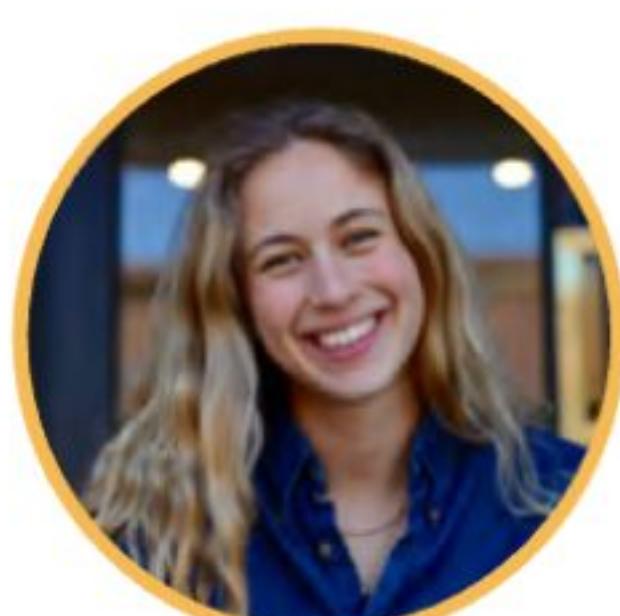
"SIA's holistic approach has not only provided me the training to grasp key social impact concepts, but it has also given me the opportunity to work with clients to create solutions for growing global concerns. Coming from a health-science background, I am grateful to be able to learn about business and impact evaluation, and also put that into application."

Sakshi Shetty (she/her) | Product Innovation Associate at BlueDot Inc; 2019/2020 Fellow



"Being surrounded by passionate individuals equally driven to contribute to various social causes, I believe that I have emerged from the past two years with an even greater sense of purpose towards building a career based on social impact. The SIA community has also introduced me to peers and mentors who have gone on to forge their distinct paths in the social innovation space. They have, on numerous occasions, been there to offer advice, support, and a listening ear when I encountered hurdles and doubts as I build my own career in the sector."

Daniel Tan (he/him) | SIA Analyst, Rhiza Capital; 2020/2021 Fellow



"During my internship with SIA, I honed the skills I had learned in school and applied them to a tangible project - the output of which left me feeling confident in my abilities and allowed me to proudly showcase the kind of work I could achieve to a future employer. Surrounded by inspirational peers, I continue learning from both present and past SIA cohorts, while building amazing friendships."

Lena Courcol (she/her) | Financial Analyst, New Market Funds; 2019 SIA/Esplanade Analyst

ALUMNI

2019 Analysts

Sarah Breakey

SauderS3i

Lena Courcol

Esplanade Québec

Emilia Dahl-Sam

Sauder S3i

James Dick

Innovate Calgary

Gaby Fekete

Innovate Calgary

Alizée Frachet

Esplanade Québec

Devon Haye

SVX

Alix Linaker

SauderS3i

Mica Pfeffer

Railyard Lab

Audrey Popa

SauderS3i

Ashley Wang

SVX

Alex Zybinova

SauderS3i

2019/2020 Fellows

Esraa Abdel Khalik

Pulkit Aggarwal

Logan Aitken

Gokhan Basaran

Tyson Bilton

Darren Chang

Jonathan Chen

Kaito Cunningham

Marina Darling

Jaclynn Dennis

Megan Dhaliwal

Darren Elias

Laura Foster

Erin Haubrich

Chloe Hung

Annika Jagmohan

Vicky Jiang

Ashyana-Jasmine Kachra

Aarti Kamat

Adhirath Lalgudi

Megan Lam

Matthias Leuprecht

Jenice Ma

Madison Mackley

Julie Phan

Noahm Rozen

Andrew Samo

Andrea Sayavedra

Luiza Schroeder

Sakshi Shetty

Ashmeet Siali

Harit Sohal

Aditi Sriram

Masa Sweidan

Daniel Tan

Ryan Tonkin

Phuong Tran

Jacqueline Wax

Belinda Xu

Benson Yang

Selina Yang

Hailie Zhou

Helen Zhou

2020 Analysts

Logan Aitken
Innovate Calgary

Tyson Bilton
Innovate Calgary

James Dick
Canvas Impact Advisors

Stanley Ho
*Saint John Community
Loan Fund*

Chloe Hung
Good & Well

Vicky Jiang
SVX

Devon Kraan
Canvas Impact Advisors

Antoine Marchal
Esplanade Québec

Madison McNevitts
SVX

Farah Msefer
Esplanade Québec

Dan Nejman
Pillar Nonprofit Network

Julie Phan
*National Social Value
Fund*

Aditi Sriram
VERGE Capital

Daniel Tan
*National Social Value
Fund*

Danilla Xing
*Saint John Community
Loan Fund*

Natalie Youssef
Canvas Impact Advisors

Helen Zhou
Good & Well

2020/2021 Fellows

Amir Azad

Keanna Burns

Catherine Canil

Olivia Charlebois

Peggy Chien

Valerie Chiu

Sabrina Dhalla

Katie Fajber

Alice Félix da Silva

Johanna Fernandes

Calvin Gallina

Kirah Goldberg

Niall Harney

Harry Harsimrat

Nicholas Harterre

Wendi Huang

Minyoung Hwang

Nayonika Jotsinghani

Ansh Juneja

Kristina Kim

Luke Knudsen

Ritwik Kumar

Skylar Kylstra

Noah Labinaz

Mark Laufert

Annika Lee

Marian Lee

Njoki Mbūrū

Nicholas Milum

María Montenegro

Sky Morgan

Brittany Ng

Alexa Nguyen

Nhi Nguyen

Quyen Ngyen

Luk Pham

Evangeline Philos

Saud Pirzadah

McKinley Richards

Matthew Rugel

Udeshi Seneviratne

Keshiv Sharma

Ethan Shi

Ritika Shukla

Gurmol Sohi

Yuchen Tang

Justine Tupe

Alexandra Woudzia

Susan Zhan



THE SIA TEAM



Tyson Bilton (he/him)
Program Manager



Cheralyn Chok (she/her)
Co-Founder &
Program Director



Steve Petterson (he/him)
Program Director



James Tansey (he/him)
Co-Founder &
Executive Director



Rick Colbourne (he/him)
Advisory Board Member
Associate Dean, Equity
and Inclusive
Communities and
Assistant Professor,
Indigenous Leadership
and Management at
Carleton University



Maureen Cureton (she/her)
Advisory Board Member
Senior Social Purpose
Innovation Manager at
Coast Capital Savings;
Training Facilitator at
Climate Smart Businesses



Richard Tuck (he/him)
Advisory Board Member
CEO at Wakopa
Financial Workers'
Co-operative



Ashley Wang (she/her)
Advisory Board Member
Senior Associate at
Social Venture
Connexion (SVX);
Alumna at Social
Innovation Academy



Bruno Lam (he/him)
SIA Advisor
Co-Founder at the Social
Innovation Academy;
Senior Investment
Associate at TELUS
Pollinator Fund for Good



Elena Yugai (she/her)
SIA Advisor
Founder and Growth
Strategist at Olencha
Consulting; Chair of the
Board at National Social
Value Fund

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LEADERSHIP TEAM

Bruno Lam (he/him)
Co-Founder, Learning Manager
Mariana Martinez Rubio (she/her)
Program Coordinator

PROGRAM ADVISORS

Aditi Sriram (she/her)
Andrea Wall (she/her)

PROGRAM PARTNERS

Elena Yugai (she/her)
National Social Value Fund
Alexandra Baillie (she/her)
Good & Well
Thulasi Suntharalingam (she/her)
Good & Well
Ronna Chisholm (she/her)
Dossier Creative
Shane Tierney (he/him)
Dossier Creative

FELLOWSHIP CHALLENGE ADVISORS

Miranda Babbitt (she/her)
Lena Courcol (she/her)

CONVERSATION CIRCLE LEADERS

Tyson Bilton (he/him)
Stanley Ho (he/him)
Vicky Jiang (she/her)
Ashyana-Jasmine Kachra (she/her)
Alix Linaker (she/her)
Madison Mackley (she/her)
Stevie Nguyen (they/them)
Ashley Wang (she/her)
Danilla Xing (she/her)
Helen Zhou (she/her)

ALUMNI STEERING COMMITTEE

Emilia Dahl-Sam (she/her)
James Dick (he/him)
Antoine Marchal (he/him)
Daniel Tan (he/him)
Natalie Youssef (she/her)

EDI CONSULTANTS

Bonnie Cheng (she/her)
Cobie Klein Damsel (he/him)

*This report was designed by Peggy Chien (she/her),
2020/2021 Social Innovation Fellow.*



Unit 2 – 2108 West 4th Avenue
Vancouver, BC V6K 1N6

hello@socialinnovationacademy.ca
socialinnovationacademy.ca

 [linkedin.com/company/socialinnovationacademy](https://www.linkedin.com/company/socialinnovationacademy)
 [@thesocialinnovationacademy](https://www.instagram.com/thesocialinnovationacademy)

