



## Sustainability Catalyst Internship Program

### Graduate student opportunity: Summer 2025

The Sustainability Catalyst Internship Program offers University of Toronto graduate students paid opportunities to work with partners on real-world sustainability solutions faced by their organizations. The internships run part-time from May to September and are managed by the President's Advisory Committee on the Environment, Climate Change, and Sustainability (CECCS) for students in the Greater Toronto Area. Students will move through the internship as a cohort and will receive career development and project management support from a dedicated mentor within the partner organization, as well as from the CECCS Sustainability Catalyst Project Manager.

The pay rate for the summer 2025 program is \$32.31/hour for a 250-hour project. Internships are open to all graduate students enrolled in a full-time program in the 2024-2025 academic year at U of T. This is a non-appointed role with the University of Toronto.

Visit [sustainability.utoronto.ca/catalyst](https://sustainability.utoronto.ca/catalyst) to learn how the program works and be sure to confirm your eligibility before applying.

**Applications close at 11:59 PM on Sunday March 30, 2025.**

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**Project Title:** *Climate-Resilient Urban Agriculture Toolkit*

**Organization:** [Ecosource](#)

**Work Location:** Hybrid - remote and on-site at Iceland Teaching Garden, St. Hilary Elementary School 2-5070 Fairwind Dr Mississauga, ON L5R 2N4

**Work term:**

This is a 250-hour position. The intern will work approximately 14 hours per week (or 2 work days) from May 1st to August 29, 2025. The intern will split their time between the Iceland Teaching Garden and working at the Ecosource office or remotely from home. To reduce the risk of working outside during peak heat hours, the intern may work earlier in the morning or later in the evening during their scheduled visits to the Iceland Teaching Garden. Desk work at the Ecosource office or remote from home will be carried out during Ecosource's regular operating hours of 9:00am to 5:00pm, Monday to Friday.

**Project Description:**

Urban agriculture has been identified as a priority through the City of Mississauga's Urban Agriculture Strategy (2022) to promote food security, a pressing direction given the City's declaration of a food security emergency in late 2024. Addressing food security is a complex challenge. Through urban agriculture skills training for youth, our program supports access to fresh, culturally relevant, healthy food and builds climate resiliency and community wellbeing, recognized in both the City of Mississauga's Climate Action Plan (2019) and Healthy City Strategy (2024).

In recent years, we have observed the impacts of climate change on our growing season, including extreme weather and increased plant disease and invasive pests. These challenges have often led to decreased harvest, reducing our ability to support local food security. As a result, we'd like the intern will support the development of a climate-resiliency toolkit. This toolkit will be used at the garden to track climate impacts over time and help us better mitigate them in the future. The intern will present their work at an end of summer showcase to train up our staff and volunteers, support community members in learning about climate-smart food growing and support youth in taking leadership on climate action in their communities.

The intern will support work at our Iceland Teaching Garden, a 15,000 sq. ft. urban agriculture space in Central Mississauga, where we have years of experience engaging youth volunteers in weekly, drop-in style garden stewardship sessions through sustainable and climate resilient land stewardship practices which produce food for distribution to local food banks.

### **Project Activities:**

The intern will support an applied research project focused on climate-resilient urban agriculture. The primary project deliverable is to develop a toolkit that provides resources for tracking metrics related to climate impacts in urban agriculture. These may include tracking irrigation water usage, soil moisture levels, days of extreme weather, and more.

The proposed project activities include:

- Identifying 3 opportunities for tracking climate-impacts on urban agriculture at the Iceland Teaching Garden through shadowing onsite programming, desk research and consultation with the Field to Table Coordinator
- Developing 3 tracking tools based on identified opportunities and compiling these into a toolkit that will support Ecosource staff and volunteers in tracking metrics over time
- Attending regularly scheduled team meetings and one-on-one check ins with supervisors to gain feedback on toolkit development
- Presenting tracking tools at a public end of summer showcase and train at least 7 volunteers and staff members on how to use the toolkit

The anticipated project objectives are:

- Increased capacity for Ecosource staff to measure and understand the impacts of climate change on food growing activities at The Iceland Teaching Garden
- Increased capacity of youth volunteers to take leadership on climate action in their communities
- Enhanced food production and support for local food security by strengthening Ecosource's capacity to incorporate climate-resilient crop planning over time

### **Preferred Background and Skills:**

- Enrolled in the following disciplines: Environmental Studies, Environmental Science, Biodiversity and Conservation, Earth and Environmental Systems, Ecology and Evolution, Environment and Health, Environmental Ethics, Environmental Management, Global Environmental Change and other related programs.
- Demonstrated research and writing skills
- Excellent public speaking and presentation skills
- Community engagement experience
- Familiarity with benchmarking methods and tools
- Experience conducting stakeholder engagement events, including facilitation skills
- Relationship-building and community engagement skills
- Knowledge of environmental issues, specifically related to climate change and its impacts
- Aware of project monitoring and tracking
- Good organizational skills
- Knowledge of and familiarity with the City of Mississauga and the Region of Peel
- Experience in a voluntary sector or not-for-profit organization
- Experience working with diverse communities, including newcomers and vulnerable populations

Ecosource is committed to fostering equity in the workplace. In alignment with our organizational value of inclusivity, it is our aim to have a staff team that reflects the diversity of the communities we serve. We encourage applications from all qualified candidates, including Indigenous peoples, racialized persons/persons of colour, persons with disabilities, women, LGBTQ2S persons, and others. We value and welcome applicants to outline any relevant community involvement and/or lived experiences related to the job responsibilities in their applications.

*Ecosource's work takes place in the Region of Peel on the traditional territory and treaty lands of the Mississaugas of the Credit First Nation. We acknowledge the first inhabitants of these lands and those who continue to live in this region, including the Anishinabek, Haudenosaunee, Huron-Wendat, Ojibway/Chippewa and Metis peoples.*

### **Sustainability Catalyst Internship Program Requirements:**

- Students are enrolled in a full-time graduate program at U of T in the 2024-2025 academic year
- Students are in good academic standing and not on academic probation
- Students are legally entitled to work in Canada and will be residing within the Greater Toronto Area during the internship
- Students have confirmed their eligibility to work the required hours by checking the guidelines of any graduate student funding they hold. It is the award recipient's responsibility to comply with the rules and regulations of their award(s).

### **Application Procedure:**

Applicants should email their cover letter explaining why this internship is of interest to them, and their resume highlighting relevant skills and experience, as a single PDF document to [keagan.urbanowicz@utoronto.ca](mailto:keagan.urbanowicz@utoronto.ca) no later than 11:59 PM on March 30, 2025, noting the project title in the

email subject line. Only applicants selected for an interview will be contacted. Applications will be reviewed on a rolling basis. Early applications are encouraged.

If you are applying for more than one Sustainability Catalyst Internship position, you must also [fill out this internship project ranking form](#) by the application deadline to indicate your preferred projects.

### **Diversity Statement**

*The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.*

### **Accessibility Statement**

*The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.*

*The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities. If you require any accommodations at any point during the application and hiring process, please contact [uoft.careers@utoronto.ca](mailto:uoft.careers@utoronto.ca).*

### **Resources:**

CECCS and U of T Career Exploration & Education invite prospective Catalyst intern applicants to participate in the following workshops (participation in the workshops is not a requirement to apply):

- **Friday March 21, 1:00-2:30 PM - Job Applications Workshop (online).** This workshop will provide students with tips on how to highlight relevant skills and experience and tailor your application to the position(s) you are applying for. [Please register for the March 21 Job Applications workshop here.](#)
- **Monday April 7, 12:00-1:30 PM – Job Interviews Workshop (online).** This workshop will provide students with the opportunity to practice their interview skills and prepare for the internship roles they have applied to. [Please register for the April 7 Interview Workshop here.](#)