

Graduate Diploma in

# Social Performance Management in the Extractive Industries (SPMEI) Map

## Why a GRADUATE DIPLOMA in SOCIAL PERFORMANCE MANAGEMENT IN THE EXTRACTIVE INDUSTRIES?

Social Performance Management refers to the rigorous management of a company's community relations activities, in order to better address evolving community needs, industry constraints, and provide accountability to all stakeholders.

In a context where industry constraints and obligations must be balanced against evolving societal expectations, an uncertain global economy, and competing visions of development, managing the social risk associated with the extractive industries is increasingly challenging.

The Queen's University's Graduate Diploma in Social Performance Management in the Extractive Sector (DSPM) program has been developed in consultation with community relations and sustainability experts from industry, Indigenous advisors, as well as leading thinkers and practitioners. The program structure emphasizes the balance that must be sought between community development aspirations and business constraints. Casting a critical lens on the sometimes contentious relationship between the goals and methods of government-industry and those of communities, whose ways of life are most affected by large scale industrial projects, the program's curriculum supports students in developing insight into the role of culture as it shapes values, perceptions of risk, and receptiveness to extractive projects.

## Why QUEEN'S?

Greater public awareness and evolving international conventions have led to a demand for improved, systematic, and verifiable, approaches to community and stakeholder engagement. From impact assessment and mitigation, culturally appropriate models of community support and assistance, methods for contribution to regional economic development, as well as



dispute and conflict resolution, responsible resource companies require a unique set of knowledge and skills to fulfill this demand.

Queen's University's Graduate Diploma in Social Performance Management in the Extractive Sector (DSPM) has been designed with input from industry, government, and civil society organizations to prepare students to work in diverse contexts- from central Africa to the Andes to remote regions of Northern Canada- where Canadian extractive companies operate.

## Program STRUCTURE

The SPMEI Graduate Diploma consists of four courses, delivered in an online and asynchronous format. The program may be completed on a part-time basis over two or four 12 week terms, and courses may be applied to an M.Eng. or M.A.Sc.

## CORE Courses

- **MINE-881:** Mining Systems
- **MINE-801:** Community Aspects of Mineral Resource Development
- **MINE-803:** Community Engagement and Mining
- **MINE 804:** Mining Projects and Indigenous Peoples

*"My experience in the GCCR at Queen's was a real eye opener. I experienced a paradigm shift not only in the way I think about community relations, but also in the way I see relations between people on a fundamental level. By focusing on issues that are at the centre of the relationship between mining companies and communities, and focusing on one's own perceptions and how one builds relationship with others, the program prepares professionals to work in an environment that is very different from that of years past. It has personally helped me a great deal in how I engage with community members, and in how I make the business case for community engagement within the organization."*

*- Jonathan Warner, Both Sides  
Now Consulting*



GRADUATE STUDIES AND  
POSTDOCTORAL AFFAIRS

# Graduate Studies FAQs

## Where can I get help?

Queen's provides you with a broad range of support services from your first point of contact with the university through to graduation. Ranging from help with academics and careers, to physical, emotional, or spiritual resources – our welcoming environment offers the programs and services you need to be successful, both academically and personally. Check out the [SGSPA website](#) for available resources.

## What is the community like?

At Queen's, graduate students from all disciplines learn and discover in a close-knit intellectual community. You will find friends, peers and support among the graduate students enrolled in Queen's more than 130 graduate programs within 50+ departments & research centres. With the world's best scholars, prize-winning professional development opportunities, excellent funding packages and life in the affordable, historic waterfront city of Kingston, Queen's offers a wonderful environment for graduate studies. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown with its shopping, dining and waterfront. For more about Kingston's history and culture, see Queen's University's [Discover Kingston](#) page.

# Application FAQs

## What do I need to know to APPLY?

### ACADEMIC REQUIREMENTS

- A baccalaureate degree from a recognized university;
- B- graduating average or higher (70% graduating average or a ranking in the top third of the graduating class where number grades are not available);
- Under exceptional circumstances, consideration will be given to highly motivated individuals with relevant field experience who do not meet the B- requirement; and
- A statement of interest in the program will be required in order to ensure alignment of the applicant's academic background, work experience, and career aspirations with the objectives of the program.

Although an Engineering degree is not required, relevant work experience in the area of Mining or other Extractive industries is essential.

### ADDITIONAL REQUIREMENTS

- If English is not a native language, prospective students must meet the [English language proficiency requirements](#) in writing, speaking, reading, and listening. The following minimum scores are required: (1) TOEFL iBT: Writing (24/30); Speaking (22/30); Reading (22/30); Listening (20/30). Applicants must have the minimum score in each test as well as the minimum overall score, or (2) IELTS: 7.0 (academic module overall band score and a 7.0 for each test band), or (3) PTE Academics: 65, or (4) CAEL CE -70 (minimum overall score).

Before you start your application, please review the [Graduate studies application process](#).



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