

## **Tecnológico de Monterrey's commitment to deepen the strengthening of its community's capacities in the area of sustainable development**

As part of Tecnológico de Monterrey's actions in sustainability, as of the publication in 2021 of the 2025 Sustainability and Climate Change Plan, the institution has incorporated academic courses focused on the three dimensions of sustainable development (social, economic, and environmental), and also has sought to ensure that its students, staff members, and professors deepen their knowledge on these topics.

Some examples are the following:

### **My Commitment to Integrity\***

With the aim of raising awareness of the importance of taking a proactive role and commitment to the climate crisis, since 2021, content on the environmental dimension of sustainability has been incorporated into the mandatory course ***My commitment to integrity, aimed at collaborating and teaching staff***. The syllabus of this annual course for employees includes a section on how to face climate change with an ethical and comprehensive perspective.

**Duration:** 0.25 hours

In our 2024 edition, the participation of 28,653 people (94.8%) of professors and collaborators of the institution was achieved.



*Internal courses for Tec de Monterrey's teaching staff and collaborators. 2024 Edition.*

### **Culture of Sustainability Program\***

We also launched an asynchronous training and awareness program on the culture of sustainability and climate change aimed at our institution's staff and professors.

This program is composed of three modules:

- 1- Basic knowledge of sustainability.
- 2- Attitudes and ideologies related to sustainability.
- 3- Sustainable behaviours and practices.

From its launch in May 2024 to December 2024, more than 4,050 people have managed to complete the program.



*Internal courses for Tec de Monterrey's teaching staff and collaborators. 2024 Edition.*

### **Leaders Who Transform Lives\***

With the Talent team (Human Resources), we are collaborating in the Leaders who Transform Lives program, targeting more than 3,900 institutional leaders as part of their Development Plan. This Program includes a section inviting participants to promote sustainable actions within their teams and be an example by promoting a culture of sustainability.

### **Environmental Management Training**

A 12-hour in person training was given to 100 operations staff members on topics related to environmental management. The purpose of this training is to strengthen institutional capacities to understand, measure, and mitigate the environmental impacts derived from campus

operations. The program included content on environmental impacts, waste management, water use and management, energy efficiency and conservation of green areas. The training was attended by national and regional strategic teams, as well as tactical and operational managers from all campuses.

### **Sustainable Leaders Workshops - Culture of Sustainability**

This workshop was In orderThis workshop was was offered to leaders and managers from all the regions where we have a campus as of november 2024. The objective of the workshop is to promote the understanding and the importance of fostering a culture of sustainability, as well as a deep awareness that guides decision-making aligned with visions, values and ethical principles of sustainability. To date, 273 participants have taken this workshop in both formats, in person and online, and we expect to conclude the first round of workshops by June 2025.



**Agenda de la sesión**

Momento	Presenta	Tiempo
Bienvenida	Jorge Rocha	5 min
Taller de cultura de la sostenibilidad		
Sensibilización de la crisis climática	Armando García	25 min
Entendiendo la cultura de sostenibilidad	Armando García	20 min
La cultura de la sostenibilidad en nuestros campus	Armando García	20 min
Índice de cultura de sostenibilidad	Armando García	20 min
Plan de sostenibilidad Campus Guadalajara	Armando García/Ramón Rodríguez	15 min
Estructura Comité y Grupos de Trabajo	Armando García	10 min
Cierre	Armando García/Ramón Rodríguez	5 min
<b>Tiempo total</b>		<b>120 min</b>



*Agenda of the workshops and online/in person sessions. Workshop for leaders and managers, 2024 Edition.*



In the annual course on **Human Dignity**, also mandatory for all Tecnológico de Monterrey staff, topics related to the social dimension of sustainability, particularly the gender perspective, have been incorporated. In this sense, in the 2024 edition of the Human Dignity course, several modules on diversity and inclusion were incorporated, as well as awareness to prevent gender-based violence and the incorporation of practices that allow the institution to achieve gender equality at all levels.

	<b>1.1 Hablemos de dignidad humana</b>	
Conocer qué es la Dignidad Humana desde un punto de vista antropológico y filosófico y reconocer los elementos mínimos nodales constitutivos de la dignidad en el Tecnológico de Monterrey		
	<b>1.2 Entendiendo los sesgos inconscientes</b>	
Reflexionar sobre la manera en que observamos el mundo y cómo impacta en nuestro comportamiento social limitando así potencialidades en nosotros mismos y en el entorno		
	<b>1.3 ABC de la diversidad e inclusión</b>	
Comprender por qué la Diversidad importa. Conocer los conceptos básicos de la Diversidad e inclusión para considerarse en la toma de decisiones. Este curso se enfocará en terminología básica y lenguaje Incluyente		
	<b>1.4 Sensibilización y prevención de la violencia de género</b>	
Incorporar elementos de prevención de la violencia de género para promover la participación de testigos activos y construir una comunidad segura		
	<b>1.5 Perspectiva de Género</b>	
Conocer conceptos básicos de género, masculinidades, feminismo y perspectiva de género con la finalidad de aplicarlos en el entorno donde nos desempeñamos		
	<b>1.6 Hacia la igualdad de género</b>	
Reflexionar sobre lo que comúnmente se entiende como femenino y masculino y las consecuencias que estos prejuicios tienen en la desigualdad de oportunidades socioeconómicas de las mujeres y hombres en su vida laboral y personal		

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In the case of the **student community**, in addition to the incorporation of subjects and courses related to sustainability as part of the Tec21 Model, in line with goal 4.7 of the SDGs, the My **Commitment to Integrity course is also mandatory**, which in its 2024 edition included the environmental dimension of sustainability.

During 2024, **57,367 students** took the course (70.3% of the total population) with sustainability content.

Additionally, as part of their engagement with local communities through social service, students must participate in the **Tec Social Service Induction Weeks** and **the Tec Weeks with Human Meaning**. In these courses, the student community acquires general knowledge of the Sustainable Development Goals (SDGs) and begins their relationship with partner training organizations that are executing actions that impact on an SDG in the receiving communities.

Both formats of training for students contemplate the social and environmental dimensions of sustainable development, strengthening students' knowledge and capacities in sustainability and climate action.

### Experiencias Tec21 con Sentido Humano



<https://tec.mx/es/florecimiento-humano/desarrollo-y-servicio-social>

\* For overall information for the 2023-2024 period on these courses, programs and capacity building workshops on sustainable development and/or climate change for members of our community, please visit: <https://tec.mx/sites/default/files/repositorio/sentido-humano/sostenibilidad/ruta-azul/reportes/ReporteRutaAzul2023-2024.pdf> (keywords: capacitación, curso, cursos, sensibilización).