

BMO Celebrating Women Grant Program

Measuring Sustainability Impacts

Examples of social, environmental and economic sustainability outcomes are provided below along with examples of sample metrics. This list is not exhaustive as there are endless ways to demonstrate sustainable impacts.

Impacts can be generated through an organization’s policies, practices or products, where these advance sustainability objectives such as those of the Sustainable Development Goals (SDGs). The SDGs were adopted by all United Nations Member States in 2015 through the 2030 Agenda for Sustainable Development. For more information [click here](#).

Please refer to the BMO Celebrating Women Grant Program page on bmoformen.com to access our recording of the [Grant Program Education/Support Webinar](#) for further information on sustainability outcome examples, initiatives and impacts.

Sustainability Dimension	Examples of sustainability impacts	Sample metrics / Quantifiable results
Social	Enabling the inclusion of underrepresented populations such as women, Black, Indigenous, People of Colour, people with disabilities, LGBTQ2+ individuals, etc.	Percentage of Board members, employees, customers, suppliers or other group from underrepresented populations.
	Enhancing the quality or accessibility of all types and levels of education	Number of individuals, organizations, communities or other group benefitting; learning hours provided; change in school enrollment, attendance, or dropout rates; ratio of student to teacher/classroom. Metrics can be reported as totals and/or by targeted population group.
	Achieving positive health outcomes including physical and mental well-being	Number of individuals, organizations, communities or other group benefitting (totals and/or by targeted population group); number of healthcare facilities benefitting; health intervention completion rate.

Sustainability Dimension	Examples of sustainability impacts	Sample metrics / Quantifiable results
Social	Improving food security and access to safe, nutritious and sufficient food	Number of individuals, organizations, communities or other group benefitting; units/volume food produced, sold, distributed, or provided to individuals, organizations or another group. Metrics can be reported as totals and/or by targeted population group.
	Improving access to safe drinking water and other basic services	Number of individuals, households, organizations, communities or other group benefitting (totals and/or by targeted population group); volume of potable water sold, distributed or provided to individuals, organizations or another group.
	Improving access to safe and affordable housing	Number of individuals, households, communities or other group benefitting (totals and/or by targeted population group); number of housing units constructed, sold, provided or improved; percentage affordable housing; client spending on housing; eviction rate; client housing quality satisfaction. Metrics can be reported as totals and/or by targeted population group.
Environmental	Contributing to the global transition to an economy with net zero greenhouse gas emissions, including through reducing GHG (greenhouse gas) emissions, strengthening resilience to climate-related hazards; contributing to the science of climate change, etc.	GHGs reduced, avoided, mitigated, or sequestered; renewable energy generated, distributed, sold or provided; green/climate resilient infrastructure constructed; number of individuals, households, organizations, communities, ecosystems or other group benefitting (totals and/or by targeted population group).
	Improving the efficient use of resources, including energy, water and materials	Energy conserved; water conserved; waste diverted from landfill; waste recycled; percentage of product materials recycled, recyclable, or biodegradable.

Sustainability Dimension	Examples of sustainability impacts	Sample metrics / Quantifiable results
Environmental	Reducing waste generation through prevention, reduction, recycling and reuse	Waste diverted from landfill; waste recycled; percentage of product materials recycled, recyclable, or biodegradable.
	Ecosystem conservation and protection	Number of ecosystems, species or other benefitting; area of land protected.
Economic	Reducing poverty, income inequality and/or inequality of opportunity, including by supporting underrepresented groups, micro-small and medium-sized enterprises, etc.	Number of individuals, households, organizations, communities or other group benefitting; average wage paid relative to a benchmark (e.g. Living Wage); wage equity. Metrics can be reported as totals and/or by targeted population group.