

## Shift Health Recognized for Their Commitment to Equity, Diversity and Inclusion



**OTTAWA, January 18, 2023** – Shift Health is pleased to have been recognized by BioTalent Canada as part of its inaugural I.D.E.A.L. Bioscience Employer™ Recognition Program.

The I.D.E.A.L. program recognizes organizations in the Canadian bio-economy that embody the principles of inclusion, diversity, equity and accessibility leadership as best practices needed to promote growth and success in the biotech sector.

The program was launched in early 2022 and BioTalent Canada received applications from organizations large and small across the country. After careful evaluation of all applications received, nine recipients were selected to receive the I.D.E.A.L. Bioscience Employer designation, including Shift Health.

Dr. Ryan Wiley, President of Shift Health, stated “To be recognized as one of BioTalent Canada's inaugural I.D.E.A.L. Bioscience Employers is humbling affirmation of our efforts to create a workplace that welcomes and uplifts the fullness of human talent. But more importantly, it has heightened our commitment to working with partners across the life sciences ecosystem to ensure that inclusion, diversity, equity and accessibility are at the heart of everything we do.”

Criteria used to evaluate the submissions included an organization's alignment of IDEA principles to their vision, values, strategies and outcomes; leadership accountability for IDEA; and the priority the organization places on IDEA learning and awareness, among others.

“We developed the I.D.E.A.L. Bioscience Employer Recognition Program to showcase some of the great things happening and what's possible when organizations make equity, diversity, inclusion and accessibility a priority,” said Rob Henderson, President and CEO of BioTalent Canada. “While progress has been made in this area, more needs to be done to ensure that the bio-economy is truly diverse and inclusive.”

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### **About I.D.E.A.L. Bioscience Employer Recognition Program**

BioTalent Canada's I.D.E.A.L. Bioscience Employer recognition program strives to recognize organizations in the Canadian bio-economy that are leading the way in embodying the inclusion, diversity, equity and accessibility leader (IDEAL) principles and best practices needed to promote growth and success in the sector. More information can be found at [biotalent.ca/IDEALEmployer](https://biotalent.ca/IDEALEmployer).

## About Shift Health

Shift Health brings a science mindset to strategy consulting for the health research and innovation ecosystem. Working with governments, academia, industry, not-for-profits, healthcare providers and patient partners across Canada and around the world, Shift Health is helping to create the future of healthcare.

Scientists by training, our team embodies a science mindset in what we do and who we are. Our mission, culture and decisions are guided by five core values:

- **Passion.** We are personally and professionally motivated by the aspiration to advance human health and wellbeing, and we are sensitive to the greater social implications of our work and that of our clients and partners.
- **Substance.** We are knowledge leaders, driven to ask the right questions, gather the evidence and apply the analytical rigour that will bring us ever closer to a true understanding of client, cause and context.
- **Courage.** We are intrepid trailblazers, driven by the conviction to challenge the status quo and push our clients, our partners and ourselves to test ideas, take intelligent risks and advance innovation with the potential to achieve impact.
- **Agility.** We are intellectually nimble professionals, bringing the cross-sector experience, entrepreneurial ethos and boundless curiosity needed to understand complex challenges and deliver transformative solutions.
- **Collaboration.** We are committed to working together, recognizing that the integration of diverse knowledge, skills and perspectives within our team and across our networks is essential to our professional growth and corporate success.

We are deeply committed to embedding inclusion, diversity, equity and accessibility in our work environment and to working with our clients, partners and communities in building a health research and innovation ecosystem rooted in the principles of justice, equality and reconciliation.

### Media Inquiries

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