

## OUR MISSION

While creating a self-sustaining model, businesses benefit from the detail-oriented skills of people on the autism spectrum while providing meaningful, sustainable employment.

## OUR VISION

A world of work where all people are valued for their different ways of thinking.

## OUR VALUES

Respect

Clarity

Accommodation

Accessibility

Value Focused

The founders of Mind Shift saw the world of work as an opportunity for individuals who are on the autism spectrum. These visionaries didn't use the acronym DE&I, but they did hold to those ideals. They believe that **Diversity**, the ways in which people differ, add value to our communities and workplaces. They knew that **Equity**, the fair treatment, access, opportunity and advancement is important to businesses. Mind Shift works to bring capable candidates to our strategic business partners. **Inclusion** is the act of making the environment welcoming and where individuals are respected, supported and have a sense of belonging. These elements are a part of the Mind Shift founding documents.

Diversifying a workforce doesn't ensure success. Mind Shift provides both the business and the talent a toolbox to develop natural supports within the organization. We understand that when the employee is successful, the business flourishes.