Advancing Black Talent in Pharma (ABTiP)

2025 Annual Report

abtip | 5 years strong

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Message From The President

The founding of **Advancing Black Talent in Pharma (ABTiP)** was grounded in a simple, unsettling observation: Black professionals are critically under-represented in Canada's Pharmaceutical and Life Sciences sector. Countless Black women and men — highly capable, often with advanced degrees or professional designations — often find themselves without access to sponsorship, invisible to leaders, and without the informal networks that shape and accelerate career progression. I have seen this pattern repeat throughout my own career: Talent was present. Access was uneven. Year after year.

It was the frustration born of this context, paired with the resolution of our founding team to indelibly change this trajectory for future generations of promising Black professionals, that led us to create ABTiP. I'm proud of how far we've come, and am excited to share the details of our most recent accomplishments in this, our first Annual Report.

A Broader National Footprint

Though ABTiP took root in Ontario, we envisioned a national reach for the organization from the beginning. A key milestone in the journey to nationwide presence was this year's launch in Quebec. *La Belle Province* is a significant hub of pharmaceutical and biotechnology sector activity in Canada: Montreal alone is home to the Canadian head offices of several prominent multinational pharmaceutical, biotech and medtech companies. Because of cultural and linguistic ties to French communities in Africa, Asia and parts of Europe, Quebec also welcomes many newcomers to Canada who arrive highly skilled and eager to contribute to our Life Sciences sector but find opportunity hard to come by for lack of Canadian work experience. We began building a visible in-person presence underscored by two well-supported events that drove awareness of our mission, established key industry relationships, and welcomed many new Quebec-based students and professionals into our member community. Ensuring Black professionals who choose to locate anywhere in Canada can connect to, and be supported by, a national network of peers, mentors and allies is essential. Our progress in Quebec is the one of many promising signs that ABTiP is evolving into a truly pan-Canadian entity.

A Year of Focus

In 2025, the Board and our volunteer committees concentrated on executing three operational priorities:

1. *Deepen member community connections.* We delivered tailored professional development programming, created structured mentorship and leadership conversations, and provided spaces where members could discuss advancement candidly. We drove engagement instead of merely attendance at our events and programming, with active participation and follow-through.
2. *Enhance our governance structure.* We formalized board terms, clarified committee mandates, and strengthened decision-making processes to ensure continuity, accountability and discipline.
3. *Build stronger, strategic partnerships.* We approached sponsors thoughtfully, prioritizing alignment over optics. Our goal is not to be visible for the sake of visibility, but to build long-term relationships that translate into real opportunities for our members.

Of course, deliberate choices come with trade-offs. As a volunteer-led organization, we cannot do everything at once. Some initiatives were intentionally deferred to protect the quality and sustainability of those deemed to have the most impact for our members, sponsors and allies. That restraint reflects leadership, not limitation.

The road to come

As we look ahead to 2026 and beyond, our focus will only sharpen. We will continue to strengthen our presence in Quebec on our path to increasing our representation nationally. We will formalize outcome measurement to better track career progression and leadership advancement of our members. Finally, we will continue building financial sustainability to ensure ABTiP remains a vibrant, credible, and influential voice in an industry sector that delivers medicines, technology and therapies critical to the health and well-being of every Canadian.

This Annual Report proudly reflects the considerable progress Advancing Black Talent in Pharma has made since its inception just five years ago. Thanks to the support of our amazing volunteers, we have built a strong foundation for a national entity committed to ensuring Black talent is seen, supported and positioned to lead in Canada's Life Sciences sector.

Corinne

CORINNE BUCHANAN-RUSSELL
PRESIDENT

Year in Review

Major Achievements

Member Community Growth & Evolution

Member Growth & Growth Rate vs. Previous Year

102
TOTAL MEMBERS

80%
INCREASE FROM 2024

Geographic Representation:

Building Community in Quebec:

16 %
OF TOTAL MEMBERSHIP NOW BASED IN QUEBEC

83
ATTENDEES PARTICIPATED IN QUEBEC LAUNCH EVENTS

1 AWARD NOMINATION

10 EVENTS HOSTED

2 NEW SPONSORS

22 MEMBERS SERVING ON BOARDS AND COMMITTEES

9.2/10
NET PROMOTER SCORE

This translates to real growth of our network, given that 77% of members join through referral (see Section 10: *About the Organization: Our Membership*)

Notable Achievements This Year:

- Our member community grew by 80% from 2024
- We launched the Catalyst Program
- We landed in Montreal – ABTiP hosted its first, in-person events outside of Toronto
- We welcomed new corporate sponsors – **Elite Digital**, and **Merck** – to our mission
- Nominated for the WLP Shine Bright Diversity Initiative of the year award for a second year after winning in 2024.
- Remarkable Board Member achievements:
  - **Corinne Buchanan-Russell** & **Charlaine Thompson-Simmonds** obtained Accredited Board Certification
  - **Mesrak Lissanu** won the 2025 WLP award for excellence in Diversity, Equity & Inclusion. She was one of two ABTiP nominees, alongside **Charlaine Thompson-Simmonds**

2025 Event Highlights

2025 marked a year of significant growth for the Events and Program Committee, including the recruitment of a new board member to co-lead the committee and the creation of five new volunteer positions.

This initiative, spearheaded by 2025 Director of Events and Programs, **Gabriela Dobos**, was driven by the strategic intent to transition board members from an operationally focused role to one centered more firmly on governance. Establishing a dedicated volunteer team within events and programs not only supported this shift but also created meaningful opportunities for members to develop valuable skills through "on-the-job" learning—reflecting the professional development principles embedded in our ABTIP mission.

By articulating clear responsibilities and a compelling value proposition for prospective volunteers, the Committee laid a strong foundation for sustainable engagement. All committee volunteer roles were successfully filled by December 2025.

As Gabriela transitions from the Board to pursue other priorities, we extend our sincere thanks for her leadership and contributions to the continued success of our events and programs.

Montréal in the Spotlight: Celebrating Black Talent in Pharma

March 27 | Resto Palme, Montréal

March marked a significant milestone in ABTiP's growth with its first in-person event in Quebec, *"Montreal in the Spotlight: Celebrating Black Talent in Pharma."* Held at Resto Palme in the heart of the city's downtown, the evening quickly sold out, signaling both pent-up demand and the importance of creating tailored spaces for Black pharma and life sciences professionals in Quebec.

The event blended structured and informal elements: attendees connected over networking, heard opening remarks and inspiration from ABTiP leadership and local industry voices, and enjoyed entertainment and light refreshments that reflected Montreal's vibrant culture. Door prizes and a warm, celebratory atmosphere invited students, early-career professionals, and senior leaders in attendance to build relationships that extend beyond a single evening. Feedback shared publicly highlighted the pride and affirmation participants felt seeing Black talent centered in a major pharma hub like Montreal, reinforcing ABTiP's role as a catalyst for regional community-building.

Social-With-A-Purpose (SWAP) - Toronto

October 8 | Privilege T.O., Toronto

Our Socials-With-A-Purpose (SWAP) networking events are arguably our most popular in-person event, attracting Black professionals, students, allies, and sponsors all at various stages in their careers. Designed as casual yet structured networking evenings, our SWAPs create space for connection, insight, peer support and community building.

The Changemaker Forum

June 11 | TIFF Lightbox Theatre + Luma, Toronto

ABTiP's third annual Changemaker Forum convened leaders and professionals from across Canada's Pharma and Life Sciences sector in an engaging exploration of a critical question: how do we collectively become the change we want to see in our Canadian Life Sciences world, one marked by a more inclusive, equitable culture and mindset?

For the first time, our event program featured three distinct segments and spanned two venues: a discussion panel and film screening at Toronto's TIFF Lightbox Theatre, immediately followed by a networking reception at Oliver & Bonacini's heralded Luma Restaurant. This year's panelists were **Lori-Ann Beausoleil**, Co-Founder of the Board Diversity Network and former PwC Partner, and **Fabien Marino**, Vice President, Central Pharmacy Services at Shoppers Drug Mart. The discussion, moderated expertly by ABTiP vice-president Angelina Brathwaite, provided Lori-Ann and Fabien the platform to share candid reflections and insights on leadership, resilience, and accountability in advancing equity.

In acknowledgement of the positive change and impact driven by leaders in our professional community, ABTiP presented the Changemaker Award to **Cal Rolle** and the Rising Star Award to **Anna Olanrewaju (Ampaw)**.

The Changemaker Forum reflects ABTiP's ongoing commitment to elevating Black talent and strengthening inclusion across the Canadian life sciences community.

ABTiP is grateful for the support for the Changemaker Forum provided by Event Sponsor Eli Lilly, and Event Contributors Metrix Group, Bayer, and The Art of Leardership for Women.

"We can't rise as individuals; we must rise as a collective, bringing innovation, leadership and success"

— Lori-Ann Beausoleil

Event Sponsors:

Social-With-A-Purpose (SWAP) - Montréal

December 3, 2025 | Kwizinn Vieux-Montréal

Building on the momentum of the inaugural Montréal event in March, ABTiP returned to the city in December with a Social-With-A-Purpose (SWAP) gathering. The strong turnout of both new and familiar faces reflected the network's expanding reach within Quebec and the growing traction of ABTiP's mission in the province.

True to the SWAP format, the evening emphasized casual yet structured—creating space for authentic conversations, relationship-building, and community strengthening across career stages and organizations. This return to Montréal marked an important evolution from initial engagement to ongoing regional activation, reinforcing ABTiP's role in cultivating inclusive professional networks and supporting the visibility and advancement of Black talent across Canada's life sciences ecosystem.

> ***"As an ally to the cause, it was a pleasure seeing old colleagues and meeting some others for the first time. I also had a chance to meet some brilliant ambitious minds coming up the ladder!"***
> —Strategic Commercial Advisor with nearly 30 years experience in Pharma

Relationship-building outcomes

The Montréal SWAP brought together Black professionals, students, and allies of varied career levels, providing meaningful connection opportunities and leaving attendees feeling energized and inspired.

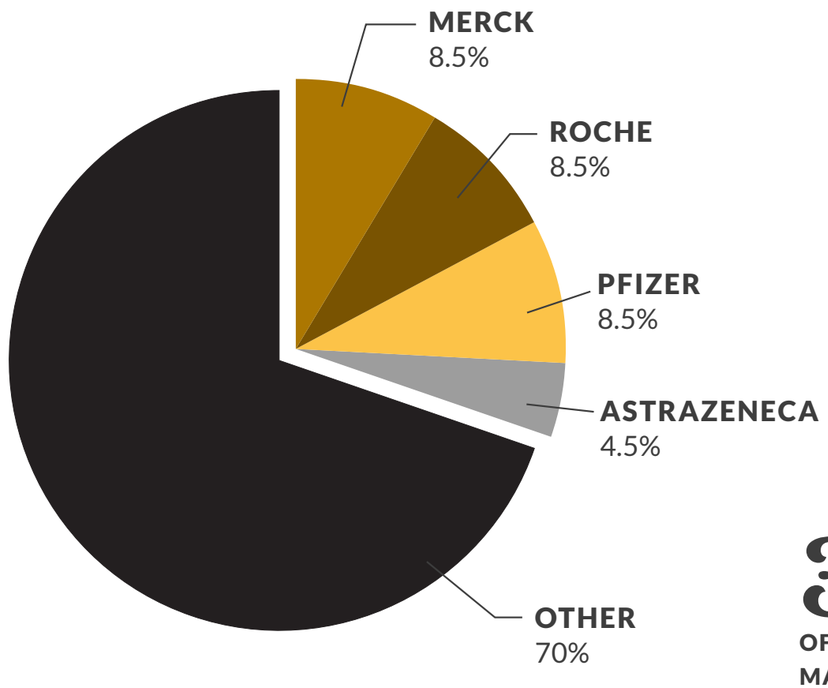
Spotlight on S.W.A.P Montréal

Attendance

With 23 attendees at the December SWAP event, we maintained the enthusiasm and interest generated at our inaugural Montréal launch event in March. The continued engagement and growth in our Montréal-based membership indicates our in-person programming, and our mission, resonates with the Montréal professional community.

Attendee segmentation

The event attracted attendees from major multi-national pharmaceutical companies, indicating strong relevance of the programming to the industry, and offering an enriching networking environment for participants.



30%
OF ATTENDEES FROM MAJOR PHARMA COMPANIES

Program Highlights

Catalyst Coaching Program (in partnership with The Pangaea Group)

ABTiP's inaugural Catalyst Coaching Program provided attendees with tailored career guidance, structured into three working sessions: goal setting, skill and network development, and long-term strategic planning. Experienced industry coaches partnered with participants to accelerate professional growth and advancement.

The Thriving Professional Series

Another program new for 2025 was *The Thriving Professional*: a virtual series designed to address the unique challenges Black professionals face in maintaining self-wellness, a common casualty of striving to break the barriers impeding career growth.

The four-session series featured in-depth, thoughtful examinations of:

- How to strengthen emotional intelligence, well-being & resilience (with psychotherapist **Natalie Haynes**)
- How to build wealth and economic security for the future, both for oneself and for family (with IG Wealth Management financial advisors **Nadège Koskamp** and **Daniel Constantine**)
- How to accelerate digital literacy in a tech-evolving world (with CIBC digital leader, **Brian Neckles**); and
- How to successfully navigate healthcare by advocating for one's own physical and mental health (featuring **Dr. Sean Wharton**).

Based on positive member feedback on the quality and relevance of each part of the series, *The Thriving Professional* will return early in 2026, featuring new programming that further equips Black professionals with the tools needed to thrive.

Coffee Connect

One of ABTiP's most engaging programs, Coffee Connect creates space for meaningful one-on-one conversations between ABTiP members and industry leaders. Whether looking for career insights, mentorship, or to expand your network, Coffee Connect offers members a chance to connect authentically with professionals across Canada's life sciences and pharmaceutical industry.

National Pharmaceutical Congress (NPC) Bursary

ABTiP congratulates the recipients of second annual ABTiP-National Pharmaceutical Congress (NPC) Bursary!

This bursary recognizes emerging talent and aspiring leaders within our community who demonstrate a commitment to advancing diversity, innovation, and excellence across Canada's life sciences ecosystem.

Four outstanding members, **Semira Abdella**, **Manar Ali**, **Ezekiel Bissah**, and **Nyla Mitchell**, were selected to attend the 19th Annual NPC, held on November 4th at the Mississauga Convention Centre.

Feedback from bursary recipients highlighted that personal connections and meaningful engagement were among the most valuable aspects of the experience. Their participation reflects ABTiP's mission to develop, engage, and empower Black professionals in pharma — ensuring that our voices and perspectives continue to shape the future of the industry.

Challenges & Opportunities

For ABTiP, 2025 was a year that tested our organizational resilience while simultaneously affirming the relevance and urgency of our mission. We navigated internal and external headwinds with honesty, creativity, and a commitment to continuous improvement. What emerged is an organization more self-aware and better equipped to deliver on its promise to Black talent in Canada's pharmaceutical and life sciences industry.

Navigating Our Organizational Growing Pains

Like many volunteer-driven non-profits, ABTiP felt the weight of board and committee member turnover in 2025. When passionate, skilled people move on, whether due to career transitions or personal commitments, organizations must absorb the knowledge and energy of their contributions as a means of pressing forward. We did. The continuity of our programming, the quality of our events, and the enthusiastic engagement of our community are a testament to the dedication of every board member who stepped up, sometimes doing double duty, to ensure we delivered on our commitments to our members and partners.

A more structural challenge surfaced in the tension between governance and operations. As a lean non-profit with a board-led model, ABTiP's directors wear two hats: setting the strategy of the organization and executing it. Understandably, this is both a strength and a constraint. The dual nature of our director role fuels accountability and ownership, but also places significant demands on the time and capacity of our leaders who volunteer for these positions. At our strategic planning meeting in September, the board directors named this tension openly and committed toward a more sustainable model: one where governance and operations are better defined, supported, and distributed across our growing volunteer base.

Building the Intelligence to Do Better

One of the most forward-looking decisions of 2025 was the formation of a **dedicated data analytics function**, co-led by Amanda Larosa and Corinne Buchanan-Russell. For an organization whose mission is grounded in advancing representation, the ability to measure what we do, and what it produces, is essential. This new capability plugs directly into our Events and Marketing & Communications subcommittees and will enable us to use real insight to sharpen programming decisions, improve member experience, and communicate our impact with greater credibility to sponsors, partners, and the communities we serve.

Opportunities We Are Actively Pursuing

Strategy is defined by how one deals with constraints in the pursuit of goals that matter. The challenges of 2025 have focused our attention on a set of opportunities that will define ABTiP's growth in 2026 and beyond.

First, we are committed to **diversifying our funding base**. Our core stream of pharma industry support remains valued and important, but it should not be the only stream. In 2026, ABTiP will actively explore grant funding, academic partnerships, and relationships with aligned organizations and sectors beyond pharma to build greater financial resilience and independence.

Second, we see significant opportunity in **deepening our talent readiness programming**. Programs like the Catalyst Coaching Program and the emerging Thriving Professional initiative speak directly to what our members need: structured, accessible, high-quality development experiences that meet them at their career stage and help them move forward. We will invest in building these programs out, expanding access, and creating a member-only educational content repository that provides enduring value long after any single event.

Third, we are committed to **strengthening our organizational infrastructure**, from how we recruit and retain volunteers, to how we govern our subcommittees, to how we collect and apply data to make better decisions. These may not appear to be glamorous priorities, but they are foundational. A more resilient ABTiP is a more effective organization for the members we exist to serve.

The View From Here

ABTiP enters 2026 with the confidence of having successfully moved from idea to institution in a few short years. We have sparked a diverse and growing community, united by the purpose of increasing the representation of Black professionals in Canadian pharma and life sciences. The challenges of 2025 only deepened our resolve. With the right partnerships, the right data, and the right programs, we are ready to make 2026 our most impactful year yet.

About the Organization

Vision, Mission, Values

Advancing Black Talent in Pharma (ABTiP) is a registered Canadian not-for-profit professional organization founded in December 2021. Our mission is to bring about sustainable representation of Black professionals in Canada's Life Sciences sector, such as within Pharmaceuticals, Medtech, and Biotech industries.

ABTiP Strategic Pillars

Develop

Build awareness around the diversity of careers in the pharmaceutical and life sciences industry to cultivate a continuous pool of prospective Black talent. .

Empower

Create a community for Black professionals in the pharmaceutical and life sciences industries, providing them with the tools, support, and resources needed to thrive in their careers .

Engage

Raise awareness of barriers that impede Black talent in Canada's pharmaceutical and life sciences industries, encouraging companies to actively support the career development of Black professionals.

Board of Directors

Corinne Buchanan-Russell
PRESIDENT

Angelina Brathwaite
VICE-PRESIDENT

ABTiP wishes to recognize the contributions of three Directors who served in 2025 – **Gabriella Dobos** (Event & Congress Planning), **Kobina Quansah** (Event & Congress Planning), and **Nyasha Gondora** (Partnerships). Our success this year drew in no small part from their tireless efforts.

Thank you!

Patrick Douglas
SECRETARY & TREASURER

Nicole Brazier Fries
CO-DIRECTOR, EVENT & CONGRESS PLANNING

Jean-Claude Honoré
CO-DIRECTOR, EVENT & CONGRESS PLANNING

Jed Dadson
CO-DIRECTOR, MARKETING & COMMUNICATIONS

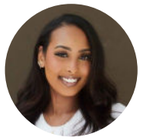
Charlaine Thompson-Simmonds
CO-DIRECTOR, MARKETING & COMMUNICATIONS

Mesrak Lissanu
DIRECTOR, MEMBERSHIP DEVELOPMENT

Operating Committees

Marketing & Communications

Julienne Nzioka

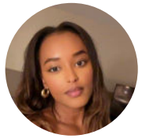


Miriam Yosief

Patricia Olenga

Yakob Makonnen

Events



Louange Ingabire

Nadege Karire

Sandra Vaughn

Yvonne Nyampong

Data & Analytics

Amanda Larosa

Kimberley Gauthier

Sabrina Charles

Uwem Tom

Partnership & Fundraising

Joyce Pitters-Hinds

Roussen Pascal

Tendai Bbosa

Membership Development

Cal Rolle

Chuks Ezike

Christine de Coteau Lavine

Our Membership

Membership Demographics

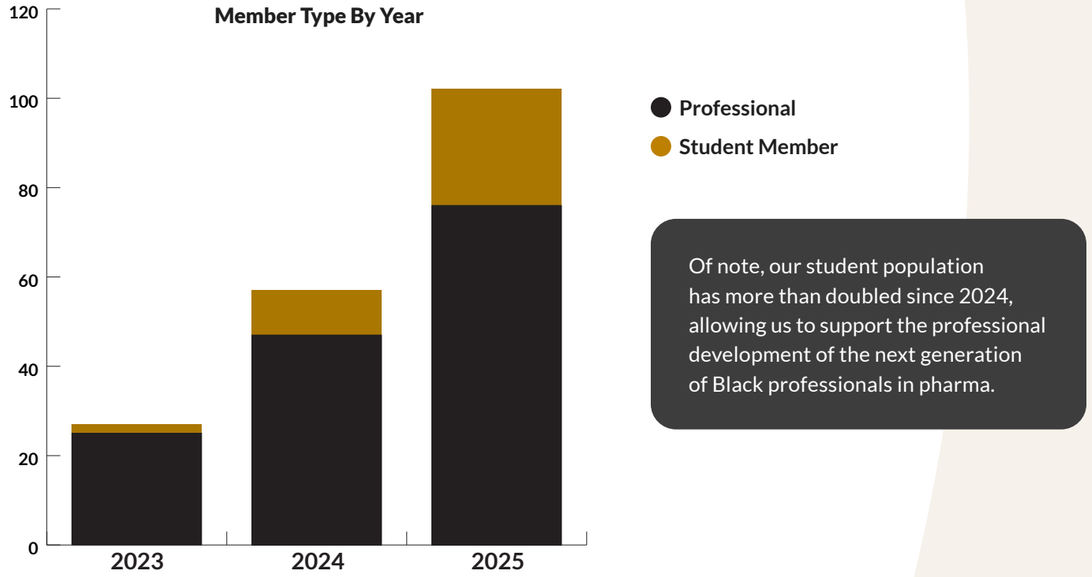
Canada's Black community has grown over 20% from 2016 to 2021, Statistics Canada projects that Black people will become the second-largest racialized group by 2041. ABTiP is uniquely positioned to connect the Pharma and Life Sciences sector to this community of professional talent, and to champion for representation in the sector that mirrors broader Black demographics in Canada.

65% Employed directly in the pharmaceutical industry

25% Undergraduate & postgraduate students

23% Employed by consulting, business, or investment companies

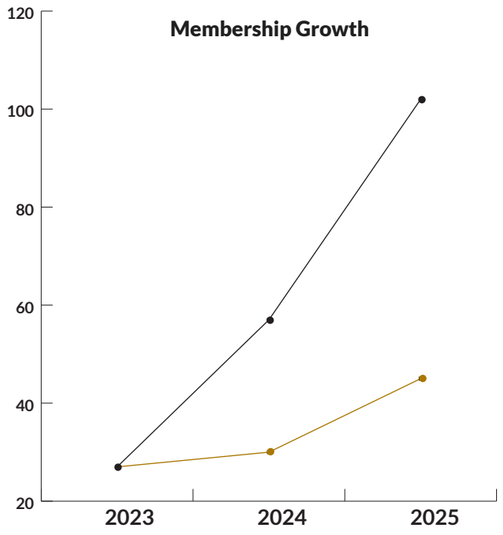
36% Employed in commercial roles



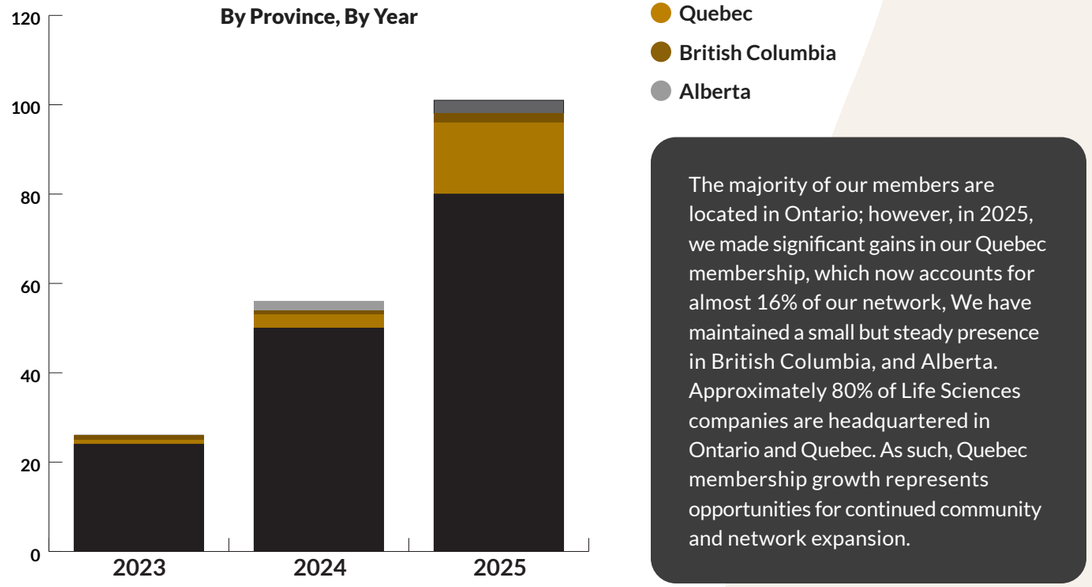
Of note, our student population has more than doubled since 2024, allowing us to support the professional development of the next generation of Black professionals in pharma.

Our Reach Across Canada

2025 marked exceptional growth for our member community. Total membership grew to 102 members, an 80% increase from 2024.



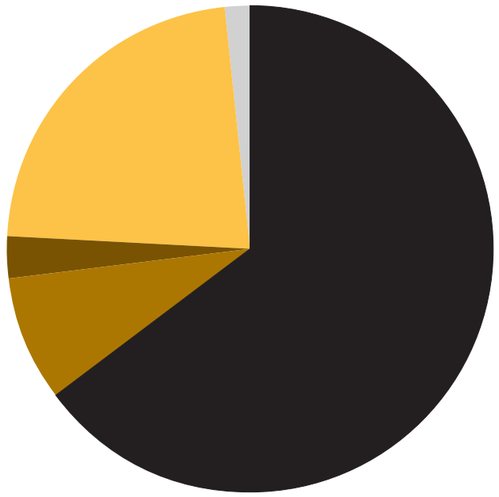
2025 was an incredible year of growth for our member community! Total membership grew to 102 members- an 80% increase from 2024.



The majority of our members are located in Ontario; however, in 2025, we made significant gains in our Quebec membership, which now accounts for almost 16% of our network, We have maintained a small but steady presence in British Columbia, and Alberta. Approximately 80% of Life Sciences companies are headquartered in Ontario and Quebec. As such, Quebec membership growth represents opportunities for continued community and network expansion.

Our Professional Members

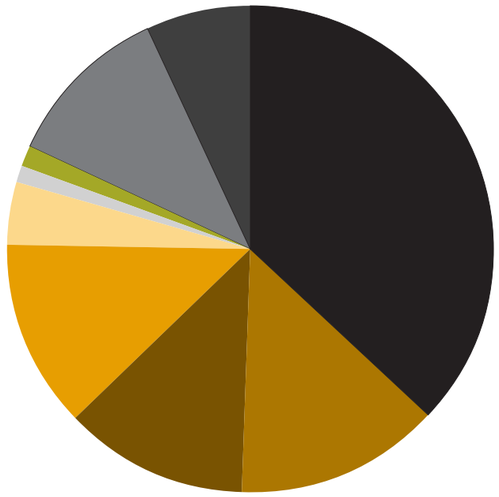
Sector



- Pharma / Biotech / MedTech
- Healthcare
- Government
- Academia / Research
- Consulting / Business / Investment
- Non-Profit Organization
- Other

Two thirds of our professional members work in Pharma, Biotech, or MedTech, and the remaining work in related or adjacent fields.

Member Position



- Commercial
- Medical
- Management
- Founder / President / CEO
- Regulatory / Policy
- Academia
- Operations / Supply / Chain
- Corporate Functions
- Strategy / Consulting

Our professional members primarily fill commercial roles, followed by similar representation in medical management, executive leadership, and corporate functions.

Membership feedback insights:

We reach new members primarily through peer or colleague referrals, but social media is a significant part of our reach:

77%

of members learned about ABTiP through colleague/peer referral

18%

of members learned about ABTiP through social media

5%

of members learned about ABTiP through their organization

New members are most motivated to join for our promise of networking opportunities, followed by advocacy on diversity and inclusion within the industry and allyship/community support. This reflects a community that is inspired to stay connected and support each other.

In contrast, mentorship opportunities and exclusive access to job postings were typically ranked as a low priority for joining ABTiP. While members may still benefit from these initiatives, they are not the top motivators for prospective new members.

90%+

of members report engaging with networking opportunities, followed by member-exclusive events (which often focus on networking and allyship).

4/5

For members seeking networking, allyship, and advocacy, ABTiP has delivered. Members reported an average of 4/5 stars for meeting their expectations.

Member Spotlight

Nyla Mitchell

Value & Access Intern, Ipsen

"As a graduate student pursuing a career in pharma, ABTiP has provided me with valuable access to opportunities, conversations and mentorship. Through ABTiP's events, I have made meaningful connections, gained a deeper understanding of industry and developed a greater sense of clarity in my career direction. ABTiP continues to be an extremely helpful resource as I grow in my career."

Joyce Pitters-Hinds

Experienced Life Science Professional

"As a dedicated member of ABTiP, I have witnessed the profound impact this organization has on both individual professionals and the broader community. ABTiP offers far more than access to exceptional resources and development opportunities; it serves as a vital hub for collaboration, mentorship, and meaningful engagement. Through its initiatives and the strength of its network, ABTiP empowers members to contribute to the evolution of professional excellence across Canada, fostering innovation and ethical leadership that resonate well beyond their individual fields.

"What distinguishes ABTiP is its unwavering commitment to cultivating both excellence and belonging. In a world that can at times feel isolating, ABTiP provides not only professional guidance and inspiration but also a deeply supportive environment that fosters connection and resilience. This organization exemplifies how collective purpose and collaboration can elevate individuals while helping to shape a more inclusive and progressive professional community nationwide."

2026 Operational Priorities

PRIORITY

01 **Performance & Impact Framework**

Measure KPIs & progress towards organizational performance goals.

02 **Volunteer Infrastructure & Governance**

Increase organizational capacity and improve volunteer experience.

03 **Talent Readiness**

Design and launch a tiered talent readiness program, aligned to three levels of career progression.

04 **DEI Resilience**

Ensure sustainability in stakeholder commitment to DEI. De-risk the impact of the current political backlash.

2026 Board Governance Goals

Stronger governance, lasting impact: four imperatives to sharpen Board oversight, strategy and accountability, and drive operational execution through well-structured, empowered committees.

GOAL 01

Strengthen core governance structures & policies

GOAL 02

Standardize volunteer governance

GOAL 03

Address board composition gaps & succession plan

GOAL 04

Diversify revenue, achieving 30% of revenue from non-Pharma sources

Sponsors & Partners

ABTiP thanks the following sponsors and partners for their generous contributions and continued commitment to increasing Black representation in the Canadian life sciences industry.

Corporate Partners

PLATINUM

SILVER

SILVER

Corporate Contributor

Programming Partner

Changemaker Forum

Future Outlook

As we look toward the future, ABTiP is guided by both the evolving needs of the Canadian Life Sciences sector and our unwavering commitment to equity and inclusion. The world o Life Sciences is changing rapidly — driven by digital transformation, data and AI-enabled insight, patient-centric models, and increasingly complex stakeholder environments. To thrive, organizations will need diversely skilled leaders who not only excel in science and business strategy but who also foster truly inclusive cultures where diverse talent can contribute and lead.

At the same time, conversations about Diversity, Equity, and Inclusion (DEI) are also changing across North America. While Canada's cultural and legal context remains supportive of equity and inclusion efforts, some organizations are recalibrating how they describe, disclose, or resource DEI initiatives, and public discourse has at times questioned traditional DEI language and methods. In this environment, it is important to acknowledge that the landscape is shifting without losing sight of the core human and business imperatives that underlie our work.

For ABTiP, advancing equity is a strategic priority grounded in lived experience, evidence, and the undeniable connection between diverse leadership and innovation. We recognize that terminology and public narratives will continue to evolve, but our focus remains on ensuring inclusive practices are embedded into leadership development, opportunity pathways, mentorship, employer partnerships, and measurement of real outcomes. This includes advancing intersectional equity, supporting psychological safety and belonging, and ensuring our community is prepared for the opportunities and challenges of the future workplace.

Looking ahead, ABTiP will continue to expand our programs, partnerships, and ecosystem influence, with a focus on impact and sustainability. We will strengthen structures that help Black professionals advance into roles of influence, deepen employer accountability for equitable talent outcomes, and design experiences that build future-ready leaders. Together, we are building an organization — and an industry — that not only reflects the diversity of the communities it serves but also unlocks the full potential of every leader.

Contact Information

General Enquiries

info@abtip.org

Social Media

Follow ABTiP on LinkedIn for the latest on our events, programs, and the impact our organization, members, and allies are making to increase Black representation in Canadian life sciences.

www.abtip.org