# Inclusive Innovation Roadmap

## for Innovators: researchers, entrepeneurs and startups

**You're solving tomorrow's problems today – but you're also shaping how innovation happens.** This Roadmap and accompanying Playbook demonstrate how your actions can transform Australia's innovation ecosystem to be diverse, equitable and inclusive.

**Inclusive Innovation Playbook**

**Dive deeper** to find detailed actions, case studies and implementation tools.

**Opportunity to provide additional info. As in:**

- Ad-hoc, short-term initiatives that overlook systemic change
- Approaches aimed at 'fixing' individuals instead of systems
- Performative inclusivity

**1 Inclusive staffing and team building**

- Build diverse teams
- Set ambitious targets
- Use inclusive language

**2 Expand your definition of success**

- Broaden success metrics
- Recognise diverse motivations
- Partner with communities

**3 Foster inclusive networks**

- Build meaningful relationships
- Create critical mass
- Engage external networks
- Address mentorship gaps

**4 Practice active allyship**

- Use your platform
- Speak up against bias
- Advocate for systemic change
- Co-create rather than lead
- Share opportunities

**5 Flexible and inclusive practices**

- Flexible timing
- Multiple participation modes
- Design for accessibility

**Transformed innovation ecosystem**

- Diverse voices leading
- Inclusive practices as standard
- Care embedded
- Continuous MEL

**Your leadership actions**

Evidence-based practices creating conditions for inclusive innovation.
Start anywhere - other actions will emerge.

## Underlying principles

- **Systems-focused approach** over individual solutions
- **Integrate multiple actions**
- **Sustained commitment** - change requires ongoing effort

## Measurement, evaluation and learning (MEL)

What signals might you feel, sense, hear or see if these actions occurred in your setting?

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