

Inclusive Innovation Roadmap

for programs: incubators, accelerator
and innovation hubs

You're upskilling tomorrow's innovation leaders and have unique power to determine who gets to shape our future. 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

Transform outreach and recruitment

- Inclusive language and processes
- Expand recruitment methods
- Set diversity targets

Accessible and inclusive programming

- Design for neurodivergence and accessibility
- Flexible delivery options
- Expand support care

Diverse leadership and mentors

- Recruit diverse mentors and facilitators
- Provide fair compensation
- Address mentorship gaps
- DEI training

Foster inclusive networks

- Build relational networks
- Create external partnerships
- Establish safe spaces
- Build critical mass

Expand success metrics

- Broaden success measures
- Enable multiple innovation pathways
- Embrace diverse motivations

Robust MEL systems

- Listen for signals
- Create meaningful feedback loops
- Track post-program outcomes
- Use intersectional analysis

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?



Funded by CSIRO's ON Innovation Program and delivered in collaboration with the Global Institute for Women's Leadership and the Wiya Yani U Thangani Institute for First Nations Gender Justice.



Original artwork concept by
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