

Inclusive Innovation Roadmap

for Australia's innovation ecosystem

Everyone in the innovation ecosystem has unique power to drive change. Your voice, decisions, and daily actions shape who gets to participate in innovation. This Roadmap, and accompanying Playbook, show how your influence can help transform Australia's innovation ecosystem.

Inclusive Innovation Playbook

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



Current innovation ecosystem

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

1

Understand your sphere of influence

- Identify leverage points
- Focus influence
- Map impact

2

Examine your own biases and assumptions

- Self-reflection
- Notice missing perspectives
- Challenge assumptions

3

Build daily inclusive practices

- Inclusive language
- Share opportunities
- Value diverse contributions
- Create welcoming spaces

4

Champion equity in every interaction

- Challenge bias
- Amplify voices
- Support others' success
- Foster collaboration

5

Expand your definition of success

- Broaden metrics
- Recognise diverse motivations
- Community partnerships
- Embed values

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 Chloe Wegener.