

OVERVIEW: THE STATE OF DIVERSITY WITHIN ONTARIO INCUBATORS

Innovate Inclusion conducted a scan of four leading Ontario government funded Incubators. We analyzed the ethnic diversity of advisory boards, executive teams, start-up teams and mentors. Additionally, we noted diversity focused programming available at each location.

The underrepresented communities considered included African Canadian, Latin Canadian, and Indigenous.

The objective of this report on The Current State of Diversity Within Ontario Incubators was to make recommendations designed to support the challenges that underrepresented entrepreneurs face while launching and growing their business with a focus on technology.

KEY FINDINGS/

- » Boards lack overall Diversity, particularly from the identified underrepresented communities;
- » Diversity increases as decision making power decreases;
- » Lack of value is placed on the diversity of mentors, particularly from the identified underrepresented communities.

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REPORT



We hope our report empowers stakeholders to understand the importance of making a conscious effort to target and include underrepresented entrepreneurs within all facets of their organization.

Sarah Juma, Chair

[innovate inclusion]