



Analysis from the Diversity Connectors Survey

Top 3 Priorities for Diversity Connectors

1. Access to a pool of partner-based partnerships and joint funding
2. Continued mutual learning and best practice exchange between diverse incubators
3. Connection with the corporate sector for operational funding

Expertise/Specialisms

Training and Services	
	FabriQ
For all entrepreneurs	
Provide advice regarding technical business areas, e.g. tech, HR, and finance	APNI
Pre-incubation support incubation (early stage)	TERN
Pre-incubation	DELITELABS
Incubation, design thinking	La Ruche
Incubation	DELITELABS
Digital interventions and learning content	TERN
Ideation, financing structure	Kurdish House
Developing business models for entrepreneurs	Koop SF 34
Activation/ empowerment (capacity building)	DELITELABS
Mentoring & coaching	DELITELABS
Crowd-sourced mini MBA with external business experts	DELITELABS
For incubators	
Capacity building, Design of Curriculum	PLACE
For cities	
Strategy development ICC	Council of Europe
For start-ups	
Support for over 400 startups	1MillionStart-ups
Acceleration of technological start-ups	Cloud Incubator Hub
Tech business high growth startups expertise and events	The Shortcut
Methodologies	
Mentoring methodologies	TERN
Incubation methodology	FabriQ



**DIVERSITY
CONNECTOR
FOR START-UPS**



Work Specifically with Under-represented Groups

Social enterprises	La Ruche Impact Hub Odessa
Women entrepreneurship	La Ruche
Migrant businesses	Vienna Business Agency
Arab/Kurdish/Iranian cultural appreciation and provision of professional training to this audience	Kurdish House
Connections with African Professionals	APNI
Building special programs for diverse groups	Social Impact Hub
Work with migrants, disabled and women start-ups	1MillionStart-ups
Work with diverse businesses	DELITELABS

Social innovation

	Social Impact Hub
--	-----------------------------------

Recruiting entrepreneurs

	PLACE DELITELABS
--	---

Private Sector Partnerships

Establishing partnerships (private & public) etc.	PLACE
Advice on connecting with large corporations and businesses throughout Europe	APNI
Private sector partnerships development	TERN
Working with corporates	Social Impact Hub
Advice for global investors, corporates and organizations	1MillionStart-ups DELITELABS

Specific geographic/topical knowledge

Knowledge about the Swedish setting	Alingsås Business Center
Initiatives to lower carbon emissions (consumer to industrial scale)	Kurdish House
Database of potential businesses, NGOs, government partners from Lublin region	City of Lublin
Economic Research on Dublin	Dublin City Council



DIVERSITY
CONNECTOR
FOR START-UPS



Access to Finance

Experience in facilitating access to loan capital

[TERN](#)

Public Funding

Knowledge of EU funding opportunities

[Alingsås Business Center](#)

[City of Lublin](#)

Performance and impact evaluation

[ICC, Council of Europe](#)

Networks/Cooperation

Start-ups events throughout Europe

[Cloud Incubator Hub](#)
[Alingsås Business Center](#)

Connections with the Startup Europe ecosystem

[Cloud Incubator Hub](#)

Connection with Italian and European cities

[FabriQ](#)

Participation in common projects

[City of Lublin](#)

Contact with Austrian Angel Investors, Association and Founder is a Board Member of European, Business Angel Network.

[1MillionStart-ups](#)

Members of startup300

[1MillionStart-ups](#)

Very good connections to the startup ecosystem in Austria

[1MillionStart-ups](#)

Organization of Start-ups events throughout Europe

[Cloud Incubator Hub](#)

Other Expertise

Project management

[Impact Hub Odessa](#)

Community building and development

[Impact Hub Odessa](#)

Diversity issues and economic development

Melting Pot

Grassroots volunteer/community based ecosystem building

[The Shortcut](#)

International talent pool programmes

[The Shortcut](#)



DIVERSITY
CONNECTOR
FOR START-UPS



Biggest innovation/unique best practice

Activation/empowerment, pre-incubation and incubation for a diverse group

In collaboration with corporate trainers and mentors, we started with short 6 week courses and continued building towards full incubation, adding different partners to complement and provide network opportunities for entrepreneurs and community building.

[DELITELABS](#)

Diverse Programme working with Corporates

Diverse programme and formats gathering people from diverse background - youth, women, suburbans with inclusion of corporates in their empowerment

[La Ruche](#)

Working with a local Network to Integrate Entrepreneurs

Working with a local network of actors who can integrate the entrepreneurs at the end of their journey with, working with them from the outset so that the pipeline flows as organically as possible. Lessons learned: keep doing it! (more available on demand)

[PLACE](#)

Workshop of public sector, companies and organisations working with under-represented Groups

Common workshop brought the public sector, companies and organisations working with underrepresented groups, with focus on immigrants, together in a common workshop to see how we can work together; A second workshop is planned in October.

[Alingsås Business Center](#)

Unique Services

Offering Services in several languages

[Vienna Business Agency](#)

A Mini-business Hub for Migrants Living in a Bigger Business Hub

Started a mini-business hub for a particular migrant population (Kurdish) within a large and welcoming business hub (Impact Hub Westminster, London) that is part of a global network of Impact Hubs. Members of Kurdish House provide one another with business contacts, coaching & contracts. [Tested by doing](#)

[Kurdish House](#)



DIVERSITY
CONNECTOR
FOR START-UPS



Index of Innovation

Index of Innovation for a group of cities in the USA. The index was tested and is now effectively in use by these cities

[ICC, Council of Europe](#)

Access to Finance and Resources

There is also a 'pay-it-forward' funding model (with separate bank account) to support new arrivals.

[Kurdish House](#)

We are part of every project that enters the incubator. (Entrepreneurs) can use our resources for free as long as they need, and as soon they start making profit, they should share a percentage of those benefits.

[Koop SF 34](#)

Joint projects

Every entrepreneur takes part in other projects to start getting some revenues early and not to feel isolated

[Koop SF 34](#)

Getting the public to know immigrant entrepreneurs

Our street market where 10 women from different continents and difficulties to find jobs cook in the street aiming to get a better life. This market made us realise that through food we can have a greater impact in our city, they start to know the other services that we provide.

[Koop SF 34](#)

Combining pre-incubation with parallel part-time employment

Combining pre-incubation with parallel part-time employment in a pilot with 8 participants in 2017, together with the ice cream business Ben & Jerry's. Dual programmes are beneficial for self-sustainability of participants and enables them to engage with a programme for longer and more consistently

[TERN](#)

Social Enterprise Development

A social enterprise development initiative Intercultural Hospitality Innovation (incl. social enterprise) project for the ICC-UA network

[ICC -UA](#)

Acceleration Programme Cloud Incubation Hub

Our biggest innovation actions have been to develop acceleration programmes for young people and women. We organized a European acceleration program for young people that included more than 300 students from 23 countries (<http://euxcel.eu>), other acceleration program for 120 startups from 17 countries

[Cloud Incubator Hub](#)



DIVERSITY
CONNECTOR
FOR START-UPS



(<http://startup-scaleup.eu>) and other acceleration program for 60 women (<http://girlpowermurcia.com>). Regarding with diversity connectors, the lesson learned are:

- It is really important to work with scalable startups ALWAYS.
- Window of opportunity can be small, it is necessary to be ready.
- Working with 20 startups per incubator will be challenging.
- It is important to attract good mentors and match them with startups.
- It is difficult to know what needs are at start of startups acceleration.
- It is crucial getting close to good VCs and corporates
- Approaching well known VC and corporates is difficult
- Startups aren't necessarily VC ready, even after 6 months
- Sustainability is a crucial issue.

Scholarship programs financed and supported by corporates

[Social Impact Hub](#)

Diversity Day for local businesses (small / micro)

To be hosted next year by

[Dublin City Council](#)

Training and Incubation methodology for NEETs

We have developed a training and incubation methodology specifically dedicated to NEETs. We have already tested it over 40 young people in the City of Milan, and we have found out how difficult is to engage with this target group, mainly for motivation reasons. We are now in the process of supporting 5 of them in a more advanced incubation programme with the aim of creating 5 new companies within 6 months.

[FabriQ](#)

Putting Diversity in the middle of the project

We not only offer food of the world; we also create positive interaction among visitors at Melting Pot.

Melting Pot

Global Platform

We create a global platform and network of entrepreneurs dedicated to solving real-life problems and the global challenges of our time. Visibility is the key-precondition for startup success - only if startups are visible they can be reached by investors, consumers and other ecosystem stakeholders. For us it is important, that additionally to all the provide legal and economic education and support, to give them access to inspiration and support through role models. And as in the early stage always questions arise they

[1MillionStart-ups](#)



DIVERSITY
CONNECTOR
FOR START-UPS



can get immediate answers through our Facebook messenger and weekly "Ask Selma". They can also profit a lot through the Peer to Peer support in our Facebook group

Innovation Test: Case study from Impact Hub Odessa

We tested innovation, the ability to find new solutions that allow you to increase the social impact while reducing the costs, this on a number of programs. The most successful program was the New Countdown - a business incubator for internal migrants. "The New Counting Project operates in two directions. On the one hand, we are socializing and helping to adapt settlers to their new life and ATO participants by opening their own businesses. On the other hand, the city and the country receive new useful ideas and people with strong motivation to implement them. Two months of training and getting acquainted with experts ends with the presentation of projects, the best of them receive grant support. We learned the lessons that the environment most of all develops and motivates people. One of the key tasks of our project was the formation of an active community of interested people.

[Impact Hub Odessa](#)

How the experience of student start-ups can be brought to other groups in society

The Shortcut is showcasing that what happened with young bright students/future of the country can also happen with other groups in society, and through that show integration and optimisation of skills and resources; turn people into agents of growth and get tax payers money, as opposed to more people under government support. go check: hackjunction.com, Slush.org, dash, fallup, wave ventures, rising north, startup Sauna, Kiuas, Aaltoes and The Shortcut

[The Shortcut](#)

Biggest Needs

sharing and collaborating with network partners. DELITELABS

Work in partnership with corporates

Lobbying about social innovation towards corporates

[La Ruche](#)

Access to more companies who will be willing to take on our members for internship or full-time employment

[APNI](#)

Create a network of corporates joining the support for inclusive and social incubators

[Social Impact Hub](#)



DIVERSITY
CONNECTOR
FOR START-UPS



Improving skills and methodology to deliver programmes

Keeping innovative in our methods	La Ruche
Improving our practices	TERN
Skills in social enterprise	Intercultural Hospitality Innovation
Improve our actions	Cloud Incubator Hub
Continuous updating and fine tuning of our services	DELITELABS

Expansion/Next Steps

Expand our activities to other places scale them to other communities	Impact Hub Odessa
Help with next steps	Melting Pot
Planning the internationalisation in different areas of the world	The Shortcut

Networks and links

Link local actors across countries to enable easy practical collaborations	PLACE
Make local experiments more easily transferable by nurturing an active network of truly engaged actors who actually share practices regularly	PLACE
Provide the headspace/context to share best practices regularly away from operations by organizing the occasions and context for such sharing.	PLACE
A big new network with a lot of experience	Alingsås Business Center
Information and energy that comes from ideas exchange amongst what are now the Diversity Connector Founding Members; such connections can lead to fruitful partnerships	Kurdish House
Connect to the actors in similar fields	Intercultural Hospitality Innovation
City/Country/Europe wide/Global agreements are made with corporates or other collaborative partners e.g. Impact Hub International to support Diversity Connectors	Kurdish House
Best practices from our partners	City of Lublin
Input, exchange and cooperation with the network	1MillionStart-ups
Get acquainted with other effective incubation and acceleration models that work with other communities and sectors (for example, agriculture)	Impact Hub Odessa
Network of good practices and knowledge exchange	The Shortcut
Sharing and collaborating with network partners	DELITELABS



DIVERSITY
CONNECTOR
FOR START-UPS



Political support

	Vienna Business Agency
--	--

PR and marketing

Exposure to get the word out about Kurdish House London	Kurdish House
To get recognition locally	Koop SF 34
Recognition as key diversity actors in the city	Melting Pot

Corporate and non-corporate funding and other resources

To secure our space	Koop SF 34
Operational funding	TERN
Financial and non-financial support	APNI
Office space for mentorship	APNI
Resources to develop our platform to best serve our members	APNI
International internships or employment for our members	APNI
Financing of activities	Intercultural Hospitality Innovation
Funding, particularly Corporate, for implementing training and incubation programmes for disadvantaged groups so that they do not pay	FabriQ
Applying for international projects focused on social entrepreneurship (including support for migrants)	City of Lublin
Contact with corporates	1MillionStart-ups
Corporate and non-corporate funding	DELITELABS
Best practices on corporate value propositions	DELITELABS

Integrating with mainstream incubators

	TERN
--	----------------------

Integrating with under-represented incubators

Help with carrying our experience in the incubation and acceleration of technological startups to the social field, including people in risk of exclusion women and immigrants	Cloud Incubator Hub
Open our activities for refugees and other collectives	Cloud Incubator Hub

The Business Case

Case Studies, Economic Impact Studies / Metrics proving Diversity is better etc.	Dublin City Council
--	-------------------------------------



International collaboration projects

Collaboration	
With Singa Deutschland and TERN	DELITELABS
With Singa Deutschland and TERN	PLACE
Applied for EU funding, with Impact Hubs around Europe were unsuccessful, but may try again with a different pricing structure, depending on Brexit	Kurdish House
COSME , an EIT tender, a project to be sponsored by Unilever/ Ben and Jerry's, together with Singa Germany, DELITELABS and WowLabs	TERN
Applied to the EU funds, where the EU associated countries like Ukraine are eligible for application. No success so far	Intercultural Hospitality Innovation
GIRL POWER (2017-2018), funded by the European Social Fund, with the objective of promoting the employment of women throughout entrepreneurship. http://girlpowermurcia.com/ and MERLIN (2018-2019), funded by the European Union under ICT-32 program. The purpose is promoting entrepreneurship among young people at Universities. There is not a link because it will start next year. We are currently signing the grant agreement with the EU commission	Cloud Incubator Hub
COSME - coaching and mentoring tools for inclusive entrepreneurship	Social Impact Hub
Partner with Migration Hub Network in a DG Growth - funded project targeting migrant entrepreneurs	FabriQ
Part of the SIR initiative (EC) for social funding http://empresasocial.eu ,	Melting Pot
May apply for the third call for proposals in Interreg Central Europe (specific objective 1.2) We have to think it over, prepare our proposal and we would like to find partners for this initiative.	City of Lublin