



Innovate
UK

Equality, diversity and inclusion programmes

19th Nov 2020

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Our role and where we can influence change

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| <p>A. Who is engaging in innovation - who is benefiting from Innovate UK funding and support (individual applicants and project teams) and who we can inspire to get involved in innovation</p> |
| <p>B. How the businesses and organisations we work with consider EDI - encouraging businesses to have policies and plans for EDI, helping early stage businesses and SMEs think about EDI as they grow and scale</p> |
| <p>C. How EDI is considered in the development of innovation - to ensure that any potential bias is addressed, risks of negative impacts are mitigated, potential new markets are explored and economic and societal benefits are maximised</p> |

Progress on this agenda is very, very slow – to influence change we need to be positioned as a **thought leader** and to **lead by example**.

0.02% of total venture capital invested in the last 10 years went to Black female entrepreneurs.

42.72% of UK venture capital invested at seed stage during the period was invested in founding teams with at least one member from an elite educational background. Elite was classified as Oxford, Cambridge, Harvard, Stanford and their respective business schools.



Diversity Beyond Gender

The State of the Nation for Diverse Entrepreneurs

By Erika Brodnock
Co-founder and Head of Research, Extend Ventures



“Too often, we have viewed ethnic minorities through the narrow lens of the ‘BAME’ category, grouping their experiences as if there are no meaningful differences between them.”

“it is time to acknowledge that the ‘BAME’ category has lost virtually all analytical value. Put simple: a ‘BAME’ person simply does not exist.”

“The government should commit to reporting ethnicity data at the ethnic subgroup level – based on the 18 ethnic group classification.”

FACING THE FACTS: ETHNICITY AND DISADVANTAGE IN BRITAIN

Disparities in education, work, and family

November 2020



19% of the UK population have a disability (the number of disabled people is increasing)

More than **1 in 5** potential UK consumers have a disability.

Businesses lose approximately **£2 billion** a month by ignoring the needs of disabled people.

The spending power of disabled people and their household continues to increase and – was estimated to be worth **£249 billion** per year to UK business (in 2017).



Young Innovators

Help young people (aged 18-30) from diverse backgrounds to start and grow sustainable businesses

- Find great ideas / potential leaders in innovation
- Create role models – encourage and inspire others
- Support young people to develop core business skills
- Build a young innovators community in the UK and connect with new partners
- Build our understanding of the challenges and opportunities for young innovators



Young Innovators – updates

Number of applications

- 90 in 2018
- 757 in 2020

Number of Award Winners

- 24 in 2018
- 64 in 2020

Building the community

- 0 to 1823 newsletter subscribers
- 411 to 1186 followers

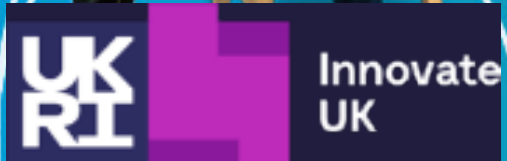
WOMEN IN INNOVATION

Awards - Wave 1

Wave 1

- 456 applications
- 15 awards

Awards - Wave 2



Wave 2

- 257 applications
- 9 awards

**WOMEN IN
INNOVATION**

Awards – Wave 3

The competition this year is more important than ever

We are particularly encouraging:

- Regional diversity
- Ethnic diversity

Wave 3

- 749 applications
- ?? awards





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Thank you



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