

Innovation Fund Denmark's Gender Equality Plan

Innovation Fund Denmark is committed to championing diversity in all aspects of the Funds work, from staff and hiring practices to applications and grants. The Fund seeks to represent the diversity found in society, whether it is professional orientation, ethnicity, gender, age, race, religion, disability or sexual orientation.

Furthermore, the Fund is committing itself to evaluating processes, programs and grants and identify underserved applicant groups with untapped innovation-potential, and work to get these groups fairly represented by 2025.

Historically

Innovation Fund Denmark have, throughout the years, backed or championed the diversity agenda, making it a top priority from 2017 and forwards. Some highlights:

In 2018, the Fund co-authored a report and conference regarding female talent with McKinsey & Co. Read recommendations and the full report here:

<https://innovationsfonden.dk/da/nyheder-presse-og-job/kvinder-er-losningen-pa-danmarks-talent-mangel>

The same year, inspired by the report, the Fund founded the Innowomen initiative, focusing on female role models within research and entrepreneurship. An initiative that is still going strong to this day. The Fund also launched a communications and SoMe strategy, focusing on portraying, in the start, strong female role-models.

As of 2020, the Fund shifted its focus to portraying strong role models of a diverse nature, not exclusively focused on gender alone. Examples can be found here:

<https://www.instagram.com/innovationsfonden/>

In 2019, the Fund started working on the wording of the Funds website and guidelines for the programs, aiming to use more inclusive and including language, encouraging all potential applicants to engage with the Fund. The Innofounder program, tailored to early stage startups, was the pilot.

As of 2021, the Fund have worked with internal and external experts, e.g. <https://www.developdiverse.com/>, to make sure that guidelines follow current research and best practices on attracting diversity and avoiding bias. The programs Innofounder and Innoexplorer have already been rewritten, and Inno booster and Industrial Researcher is being worked on in Q4 2021.

In 2020, the Fund cemented its commitment to serving diversity and attracting talent, in order to bring the best and most innovative projects to market, by adding "Developing the Talent Base", as one of 4 strategic cornerstones of the new 2025 strategy. Ensuring that the Fund has an: *"Added focus on diversity, which brings all talents and professional groups in play"*.

<https://innovationsfonden.dk/da/nyheder-presse-og-job/innovationsfonden-onsker-med-nye-strategiske-fokusomrader-samle-0>

In 2021, the fund championed and became a partner in the initiative Diversity Commitment, committing not just Innovation Fund Denmark, but many of the biggest funds and investors in Denmark, to concrete and measurable goals regarding female participation in grants and funding. Read more here:

<https://innovationsfonden.dk/da/nyheder-presse-og-job/innovationsfonden-er-med-i-faelles-maal-diversitet>

Innovation Fund Denmark 2021

Today, the Fund consists of:

	Women	Men	Total
Board of Directors	4	5	9
Management	5	2	7
Employees	36	24	60
Total	45	31	76

** Data pr. 1-12-2021, including temp- and student staff*

Every year, the Fund will add the current gender mix across employees, upper management and Board of Directors to the Funds official website, and monitor the spread in order to ensure a fair representation across genders.

All new employees, as well as old, are presented with a video-course on bias as part of their onboarding, and the Fund is actively looking for other courses to add to the current curriculum regarding diversity and bias-training.

Internal resources has been dedicated to ensure, that checks on bias and diversity will be performed on website, program guidelines and internal panels whenever appropriate.

All panels and committees that Innovation Fund Denmark employs must consist of suitable subject matter experts, as well as have the desired, societal diversity. The goal is for each committee to represent the professional and socio-demographical diversity that is considered ideal to perform the tasks assigned by Innovation Fund Denmark.

An internal taskforce is actively looking at all internal processes and initiatives, to make sure, that the diversity and talent agenda as specified in the Funds 2025 strategy is being implemented.

Going forward

As part of the Funds 2025 strategy and international and national commitments, the Fund has tasked an internal taskforce with structuring the Funds many current diversity initiatives and making sure, that all the right processes is in place, in order to serve all potential applicants.

The fund will also produce a separate strategic document, outlining all diversity goals, underserved target groups, internal processes and external partnerships regarding talent, diversity and bias-training that will guide the implementation of the 2025 strategy.

This document will be finalized at the end of Q2 2022, and the Fund strongly encourages all potential partners to reach out regarding collaboration on this important agenda.

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On behalf of Innovation Fund Denmark



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