

DEEP DIVE INTO DEEP TECH INCUBATION

DIVERSITY AND INCLUSION IN DEEP TECH



To take deep tech innovation from ideation to market requires a strong, committed team with diverse expertise and different experience from a wide range of backgrounds. Many tech companies are finding the diversity and inclusion gap in deep tech to be a hindrance to success. Empirical data shows that more diverse teams have a direct impact on increasing the productivity and profitability of the organization.

There is an opportunity for all members of the deep tech ecosystem to identify ways to improve and emphasize diversity and inclusion to better serve deep tech entrepreneurs and startups and position them for success.

WHAT YOU NEED TO KNOW ➡

TO HELP WITH THIS INITIATIVE, HERE ARE SOME STEPS THAT CAN BE TAKEN TO CREATE A MORE DIVERSE AND INCLUSIVE TECH ECOSYSTEM

- Focus on trying to build the pathway for participation for underrepresented groups
- Provide access to mentors who have “been there and done it”
- Look at the role the board plays in influencing how hiring processes are being run at the company
- Allow women and minorities or underrepresented founders to fail just like traditional founders

RESOURCES

National Science Foundation's I-Corps • The National GEM Consortium's i4 • America's Seed Fund

WHAT DEEP TECH THOUGHT LEADERS HAVE TO SAY

There's an opportunity for those in the deep tech space to fully embrace groups that have been previously underrepresented.

DR. BONITA LONDON

STONY BROOK UNIVERSITY



Boards can play a big role in driving change.

DEB KEMPER

GOLDEN SEEDS



If we focus on the technology and the problem that technology is trying to solve, and not who is solving it, we'll achieve diversity as hiring will be focused on problem solving only.

DR. MRIGNAYANI KOTECHA

O2M TECHNOLOGIES



Today is a great time to be an entrepreneur. The barrier to entry has been reduced.

DR. DAPHNE PREUSS

CATALYTICAL



It's not the challenge of diversity, it's about the opportunity of inclusion.

DR. GRANT WARNER

HOWARD UNIVERSITY



Check out the [Diversity and Inclusion in Deep Tech](#) webinar for more insights from our deep tech thought leaders. For more on the *Deep Dive into Deep Tech Incubation* initiative, visit our [Deep Tech resources page](#).