

# Backing visionary entrepreneurs

**Bindi Karia**

Former member EIC pilot Board, co-chair of the Gender&Diversity Working Group

European  
Innovation  
Council



# Pilot EIC Advisory Board (2019-2021) and the Gender&Diversity Working Group

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# The Gender&Diversity WG of the pilot EIC Board

- WG Objective: to provide recommendations for concrete actions to be implemented by the EIC (incl. from the EIC Work Programme 2022)
- Scope
  - gender policy actions. However, wider diversity (e.g. ethnicity, physical ability, neurodiversity, age, sexual orientation, etc) to also be addressed
  - Entire innovation ecosystem: innovative researchers, entrepreneurs, investors
- Output: recommendations included in a draft public statement from the pilot EIC Board :

[https://eic.ec.europa.eu/system/files/2021-06/EIC\\_Gender\\_Diversity%20statement\\_June%202021.pdf](https://eic.ec.europa.eu/system/files/2021-06/EIC_Gender_Diversity%20statement_June%202021.pdf)

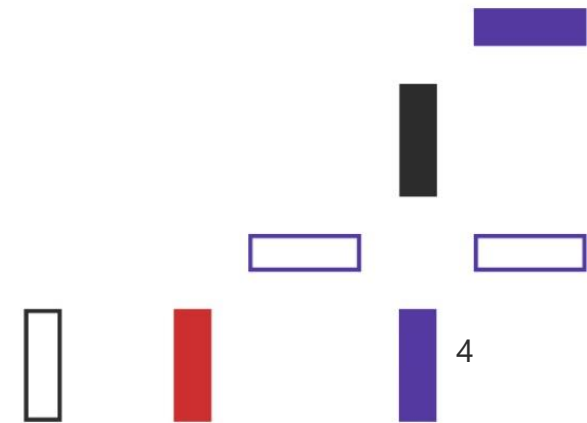


## Women in pilot EIC programmes (2018-2020)

- Since 2020, the selection of EIC Accelerator projects targets to interview 40% of women-led projects who meet all the excellence criteria.
- In the 2020 EIC Accelerator pilot this measure increased the success of women-led companies from 8% to 29%

### More data on women representation in EIC programmes

- 20% of EIC Pathfinder coordinators (18% applicants)
- 48% of EIC Pathfinder evaluators
- 29% of EIC Accelerator CEOs (18% applicants)
- 50% of EIC Accelerator jury members
- 42% of Business Acceleration Services coaches





# Pilot EIC Board recommendations- June 2021

- Target an equal share of **women leading research work packages** in EIC Pathfinder projects.
- Broaden the **definition of women-led** to recognise leading executive roles beyond the CEO, such as the CTO, CSO and COO. Extend the prioritisation approach to the EIC Transition funding.
- Support **system wide transformative change** involving the EIF, the EIB and other major funds of funds to back more women-led ventures.
- Understand, monitor and take action to **promote other aspects of diversity** in EIC supported projects, companies and investments
- Collect, harmonise and share **diversity data** across the innovation ecosystem



# EIC Work Programme 2022 – follow up to Board recommendations

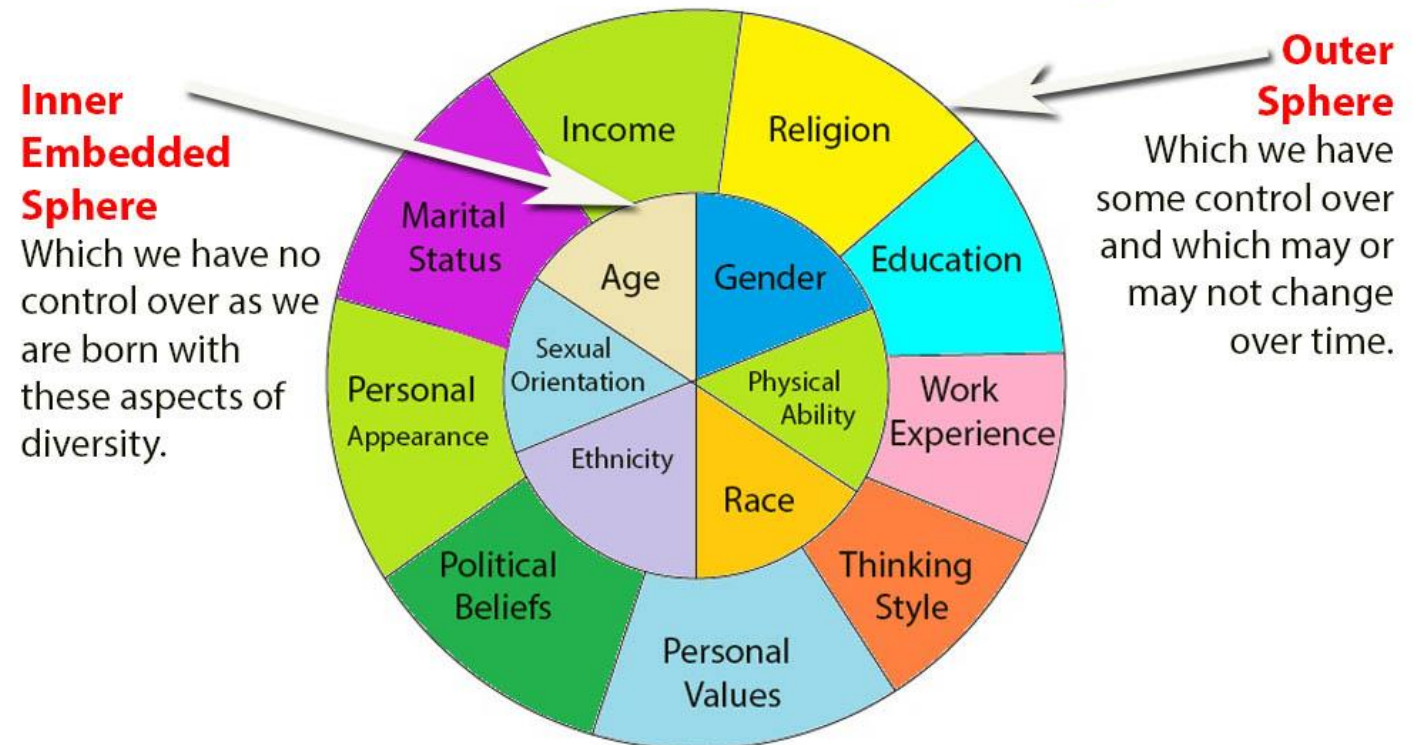
- Monitoring and encouragement of an equal share of **women leading research work packages** in EIC Pathfinder projects.
- Broader the **definition of women-led** to recognise leading executive roles beyond the CEO, such as the CTO and CSO in EIC Accelerator and Transition.
- Prioritisation approach extended to the **EIC Transition** funding.
- Contribution to a **workshop** on 11 Nov 2021 with the Women in VC group, the EIF, the EIB and DG RTD to discuss how to back more women-led ventures.
- Launch of the EU innovation gender and diversity index action to collect, harmonise and share **diversity data** across the innovation ecosystem and promote other aspects of diversity.



# Future Outlook: 'Diversity Wins'

- The McKinsey reports series has highlighted that diversity on executive teams correlates with likelihood of financial outperformance
- Gender is only one core diversity dimension
- The EIC must extend its diversity policy beyond gender

## Dimensions of Diversity





# Thank you!

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