



Fund for Innovation
and Transformation

Fonds pour l'innovation
et la transformation

Inclusive Innovation

The Fund for Innovation and Transformation (FIT) supports small and medium-sized organizations testing innovative solutions to advance gender equality and empower women and girls in the Global South.

FIT is particularly interested in funding inclusive innovations in order to foster a lasting impact in the communities involved in testing.

For FIT, inclusive innovation refers to the inclusion of marginalized groups especially women and girls who are oppressed based on sex, age, social class, disability, religion, ethnic origin, sexual orientation etc. within some aspect of the innovation process.

FIT has adapted a *Ladder of Inclusive Innovation* identified by Heeks & al.,¹ to help understand how gender and inclusion can be incorporated into an innovation, and specifically in testing environment. Six levels are identified: Intention, Consumption, Impact, Process, Structure, Post-structure. The levels of inclusivity are akin to steps on a ladder because each level involves a gradual deepening of the extent of inclusion of the excluded group in relation to the innovation process.

For FIT, innovation must be 'inclusive' in at least two ways: the process by which it is achieved and the problems/solutions it attempts to address. In other words, an innovation is inclusive through its:

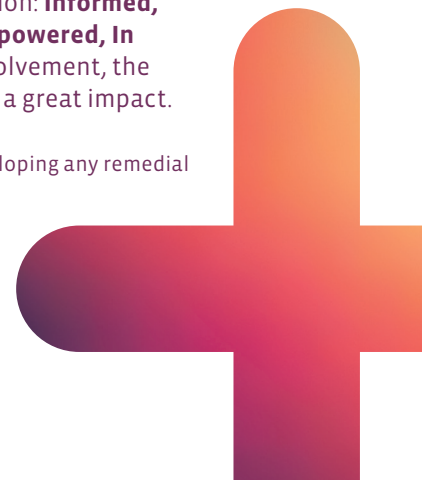
¹ (Heeks et al. 2013, 4–6)

² Gender sensitive here refers to an innovation that indicates gender inequalities awareness, but without developing any remedial action or measures.

Inclusive Impact (Level 3): The innovation will directly or indirectly contribute to the empowerment of women and girls and/or gender equality. Based on the FIT Gender Equality Marker system, GE2 and GE3 innovations are the ones that best reflect the intended inclusive impact of FIT.

- **GE2:** The innovation testing project identifies and acknowledges the existing differences and inequalities between women and men **AND** articulates policies and actions which address the different needs, aspirations, capacities and contributions of women and men. The innovation will indirectly contribute to the empowerment of women and girls and/or gender equality.
- **GE3:** The innovation testing project is gender sensitive² **AND** seeks to address and positively targets the root causes of gender inequality for girls, boys, women and men. Gender equality is the principal objective the innovation and was designed specifically to address gender inequalities and would not otherwise be undertaken. The innovation will directly contribute to the empowerment of women and girls and/or gender equality.

Inclusive Participation (Level 4): The innovation will involve people or groups, especially women and girls, who are living in the Global South to be a part of the innovation that will impact them; including them in the process of identifying problem, generating and developing new ideas and solutions that will change, save or improve their lives (as both recipients and innovators); involving them in the sub-processes of the innovation that include invention, design, development, production, distribution.. It is important to note that there are 5 levels of participation: **Informed, Consulted, Collaborated With, Empowered, In Control**. The higher the level of involvement, the greater the possibility of achieving a great impact.





BROADER IMPACT

6

Post-Structural Inclusion

5

Inclusion of Structure

4

Inclusion of Process

INCLUSION OF PROCESS

- 5. In Control
- 4. Empowered
- 3. Collaborated With
- 2. Consulted
- 1. Informed

FIT GEM
GE2
GE3

3

Inclusion of Impact

2

Inclusion of Consumption

1

Inclusion of Intention

NARROW IMPACT

