



Self Diagnosis Tool for Mixed-Gender Accelerators

Whether you already run an Accelerator program or are in the process of designing a new programme, this self-diagnosis tool will help you identify where you have already considered gender within the programme design and implementation. It will then help you determine the key areas where additional thinking and gender lens strategies are needed and direct you

to sections of the handbook that will be most useful in addressing these gaps. Please note, your ability to answer these questions may depend on your level of involvement in the design and implementation of your programmes therefore you may need to complete this with your project partner(s).

	Is this true for you?		If you answered NO, how would you best describe your current situation		
	YES This is true for us	NO We're not there yet	Not started	In progress	Already in practice
PROGRAMME DESIGN					
The curriculum has been designed to create equal value for and be inclusive of all genders, including delivering sessions that educate entrepreneurs on gender issues and how gender relates to entrepreneurship (for example Gender 101 or Gender in Products & Services) or address key gaps in knowledge or barriers to growth for any gendered group (for example, Imposter Syndrome or Negotiation Skills for women founders).					
The programme has been designed to ensure that the timing, cost, location and format is inclusive of all genders.					
RECRUITMENT					
Marketing and communications are accessible to, and inclusive of, all genders. For example through the use of gender inclusive or targeted channels, the use of gender inclusive imagery, gender neutral language, and/or an explicit invitation to applicants of all genders.					
The application process has been designed to be accessible to and inclusive of all genders for example through the format offered, the language used or the inclusion of specific targets for applicants from women-led ventures.					



	Is this true for you?		If you answered NO, how would you best describe your current situation		
	YES This is true for us	NO We're not there yet	Not started	In progress	Already in practice
SELECTION					
All genders are equally represented among the founders the programme selects to support.					
The programme has processes in place to ensure no founder is discriminated against due to their gender during the application and selection process.					
There is gender diversity in the programme selection panel.					
DELIVERY					
All genders are equally represented among the programme facilitators and mentors. They are provided with the skills and knowledge to recognise and address gender bias within their role.					
MONITORING & EVALUATION					
The programme collects gender disaggregated data in order to understand differences in how each gender experiences and benefits from the program.					
The programme considers how gender impacts the way data is collected.					
ECOSYSTEM ENGAGEMENT					
The programme team understands that power dynamics may influence the investor/ entrepreneur relationship and plays an active role to create more equitable decisions and create access to funding for all founders based on the merits of their venture and remove any bias in relation to the gender of the founder.					
The programme team understands the systemic and regulatory issues that exist within the local ecosystem, which disadvantage certain genders, and works to disrupt negative power dynamics and affect positive change.					



Self Diagnosis Tool for Women-Only Accelerators

Whether you already run an Accelerator program or are in the process of designing a new programme, this self-diagnosis tool will help you identify where you have already considered gender within the programme design and implementation. It will then help you determine the key areas where additional thinking and gender lens strategies are needed and direct you

to sections of the handbook that will be most useful in addressing these gaps. Please note, your ability to answer these questions may depend on your level of involvement in the design and implementation of your programmes therefore you may need to complete this with your project partner(s).

	Is this true for you?		If you answered NO, how would you best describe your current situation		
	YES This is true for us	NO We're not there yet	Not started	In progress	Already in practice
PROGRAMME DESIGN					
The curriculum has been designed to meet the needs of women entrepreneurs, including specific content to address key gaps in knowledge or barriers to growth like negotiation skills or overcoming imposter syndrome.					
The programme has been designed to ensure that the timing, cost, location and format best meets the needs of women entrepreneurs.					
RECRUITMENT					
Marketing and communications have been designed specifically to attract women founders. For example through the use of targeted channels and/or imagery and language that includes and appeals to women.					
The application proces has been designed to meet the needs of women founders for example through the format offered and language used.					
SELECTION					
The programme considers intersectionality in the selection process and is deliberate about selecting women of all backgrounds and experiences for the program.					



	Is this true for you?		If you answered NO, how would you best describe your current situation		
	YES This is true for us	NO We're not there yet	Not started	In progress	Already in practice
The programme has processes in place to ensure no founder is discriminated against due to their race, sexual orientation, etc. during our application and selection process.					
Women are represented in the programme selection panel.					
DELIVERY					
Experienced women facilitators and mentors lead the program team. They are provided with the skills and knowledge to recognise and address gender bias within their role.					
MONITORING & EVALUATION					
The programme considers how gender impacts the way data is collected.					
ECOSYSTEM ENGAGEMENT					
The programme team understands that power dynamics may influence the investor/entrepreneur relationship and plays an active role to create more equitable decisions and create access to funding for women entrepreneurs based on the merits of their venture and remove any bias in relation to the gender of the founder.					
The programme team understands the systemic and regulatory issues that exist within the local ecosystem, which disadvantage certain genders, and works to disrupt negative power dynamics and affect positive change.					