



TOOLKIT FOR INCLUSIVE AND RELEVANT BUSINESS SUPPORT FOR INDIGENOUS ENTREPRENEURS



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Acknowledgments

This toolkit is a shared path to empower Indigenous entrepreneurs. It's a guide, enriched by the wisdom and collaboration of many Indigenous Peoples, the FSC Indigenous Foundation and Impact Hub Network. We acknowledge the Indigenous Peoples who have lent their voices and experiences in the creation of a tapestry of knowledge and support. We pay respect to their Elders and Ancestors of past present and future.

This toolkit was prepared by Anh Nguyen and co-authored by Ayesha Slater (Indigenous Yirrganydji) supervised by Tom Johnson, with contributions by Mariana Nunes, Silvia Gorda Tellez, Fredy Duque, Katherine Coronado, and Laurence Portal. It was designed by Mavi Morais (Indigenous Kariri-Sapuyá) with support from Mary Donovan and Al Siew.



We also especially thank IPOs, ESOs, BSOs, consultants, and entrepreneurs who participated in co-creating this toolkit:

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JULIUS LUWAYA

Peza Foods Ltd, Zambia

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Organization: Associate Director, Indigenous Mikwam Makwa Ikwe, Women Entrepreneurship Knowledge Hub (WEKH) Indigenous, Canada

Mission: Build an inclusive innovation ecosystem for Indigenous women entrepreneurs across Canada

Mean Morn (ម៉ែន មន) and Sreyngang Khen (ខេន ស្រីណាង)

Heritage: Kui from Cambodia

Organization: Kui Community Council for Saving Funds, Cambodia

Mission: Mobilize savings to invest in community development and provide financial support for members in need while maintaining economic independence, fostering community solidarity, and preserving Indigenous identity

Paulino Nájera Rivera

Heritage: Bröran from Térraba, Costa Rica

Enterprise: Rincón Ecológico Cultural Térraba, Costa Rica

Mission: Strengthen the human-nature connection and raise awareness of the importance of forest and nature through forest therapy tours and accommodations.

Vanda Witoto

Heritage: Witoto from Brazil

Enterprise: Ateliê Derequine, Brazil

Mission: Empower women economically and politically, strengthen Indigenous culture, and tell their story of existence and culture through traditional arts

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Heritage: Cook Islands

Enterprise: Rima Ora, New Zealand

Mission: Promote and preserve Indigenous Cook Islands culture through handcrafts and traditional arts.



Acronyms

BSO: Business support organization

DEI: Diversity, equity, and inclusion

ESO: Entrepreneurship support organization

FAO: The Food and Agriculture Organization of the United Nations

FPIC: Free, Prior, and Informed Consent

FSC-IF: FSC Indigenous Foundation

IPO: Indigenous Peoples organization

NGO: Non-governmental organization

OECD: Organization for Economic Cooperation and Development

UNHCR: United Nations High Commissioner For Refugees

UNPFII: United Nations Permanent Forum on Indigenous Issues



About Impact Hub

Impact Hub is a locally rooted, globally connected network of impact makers working together in over 110 locations to accelerate the transition to a just and sustainable world where business and profit are used to serve people and the planet. To realize this purpose, Impact Hub pursues impact-making through two pathways of activity: entrepreneurial support and collaboration, and through two thematic lenses: Climate Action and Diversity, Equity and Inclusion.

About FSC-IF

The FSC-IF is a global Indigenous organization with a mission, values, and actions driven by, for, and with Indigenous Peoples. We support and promote Indigenous Peoples' self-development, self-governance, and self-reliance through Indigenous-based solutions, multi-sectoral partnerships, and funding.





The essence of the toolkit

This guide is a compass for organizations journeying to uplift Indigenous entrepreneurs. It's more than just a collection of tools; it's a starting point for aligning business support with the deep-rooted values and needs of Indigenous communities. These pages are for Indigenous support organizations who walk alongside Indigenous entrepreneurs, helping them grow ideas into realities that honor their cultural, social, and economic aspirations.

Who are Indigenous Peoples?

Like the diverse landscapes we come from, 'Indigenous' has many meanings. Indigenous Peoples are the guardians of unique cultures, traditions, and relationships with the earth, water, sun, and sky. This guide respects the United Nations Permanent Forum on Indigenous Issues' approach, celebrating the self-defined identity of Indigenous Peoples.

The path of Indigenous entrepreneurship

Indigenous entrepreneurship is more than business; it's a way of life, interwoven with community, culture, and the land. It's a journey of balance, walking in the footsteps of ancestors while embracing modern opportunities and challenges. This path is not just about profit; it's about cultural values, social responsibilities, and sustainable practices.

"The Earth is here, and we need to protect and take care and love it... I think that now is the time for us to do the same thing. And it doesn't really matter if it is difficult, if it is tiring. We have to persevere because those of us that have children will eventually have grandchildren and great-grandchildren and many future generations."

Paulino Najera, an Indigenous Borran entrepreneur





Opportunities in Indigenous entrepreneurship

Indigenous entrepreneurship offers unique opportunities to uplift communities in a holistic manner, encompassing social, cultural, and economic dimensions.¹ Central to this approach is the integration of traditional knowledge and practices into business, contributing to sustainable and regenerative economic models. Indigenous entrepreneurs often excel in areas like agro-forestry, biodiversity,² medicinal plants, arts, crafts, and ecotourism, leveraging their deep connection with the land and their cultural heritage.³ This approach not only supports community development but also contributes to global efforts in sustainable resource management.⁴

Challenges Indigenous entrepreneurs face

Despite these opportunities, Indigenous entrepreneurs face significant challenges. A major obstacle is the limited understanding of modern economic systems and difficulties in accessing capital.⁵ These challenges are often compounded by systemic discrimination and legal barriers that prevent access to conventional financial services, with many institutions reluctant to accept communal properties as collateral.⁶ Additionally, the remote locations of many Indigenous communities place them at a disadvantage, distancing them from mainstream development support systems, markets, and networking opportunities.⁷ For Indigenous support organizations, it's crucial to understand these distinct opportunities and challenges to provide tailored and effective support to Indigenous entrepreneurs.

Business support for Indigenous entrepreneurs

Business support is vital for nurturing Indigenous entrepreneurs, helping them grow and realize their dreams. When tailored to be relevant and accessible, this support not only strengthens Indigenous business owners but also makes the broader entrepreneurial ecosystem more inclusive.

However, many existing business support models are steeped in Euro-centric values, often focusing on profit rather than the social and community-centric goals that are important to Indigenous enterprises.⁸ These models are less accessible and relevant to Indigenous entrepreneurs, underscoring the need for a more adaptive approach.⁹

Indigenous businesses, especially those in early stages, benefit from tailored support. This includes business and financial training, mentorship, seed funding, and community connections. While not all programs can offer seed funding, other forms of support like essential business tools and access to workspaces can be incredibly valuable. More established businesses need support in market capture, compliance with safety and health standards, branding, and building networks.¹⁰

Effective support for Indigenous entrepreneurs requires a deep connection with Indigenous communities and a solid understanding of entrepreneurship. Collaborative efforts between Indigenous Peoples' Organizations (IPOs) and Business Support Organizations (BSOs) can create powerful synergies, leveraging diverse expertise to provide impactful support.



PRINCIPLES OF ENGAGEMENT WITH INDIGENOUS STAKEHOLDERS

TRUST

BUILD TRUST BY UNDERSTANDING AND RESPECTING INDIGENOUS KNOWLEDGE, HERITAGE, AND COMMUNITY NEEDS. ADDRESS BIASES AND POWER DYNAMICS. CREATE SAFE SPACES FOR FEEDBACK AND LEARNING.

INCLUSION

"NOTHING ABOUT US WITHOUT US." INVOLVE INDIGENOUS PEOPLE AND LEADERSHIP AT EVERY STAGE. USE LOCAL LANGUAGES AND LET THE COMMUNITY GUIDE THEIR NARRATIVE.



ACCOUNTABILITY

REFLECT ON PAST ACTIONS, PRACTICE OPEN COMMUNICATION, AND IMPLEMENT FREE, PRIOR, AND INFORMED CONSENT (FPIC) IN ALL INTERACTIONS.

STRATEGIC PARTNERSHIPS

COLLABORATE WITH INDIGENOUS-LED ORGANIZATIONS AND INFLUENCERS. BUILD RELATIONSHIPS WITH LOCAL COMMUNITIES FOR ENHANCED PROGRAM DESIGN AND OUTREACH.



Section 1: Team Preparation

Indigenous communities, cautious of historical unfulfilled commitments, require transparent and resource-backed engagement. Prioritize their perspective by acknowledging your organization's history, mandating diversity equity and inclusion training, and integrating Indigenous voices into your team's structure.

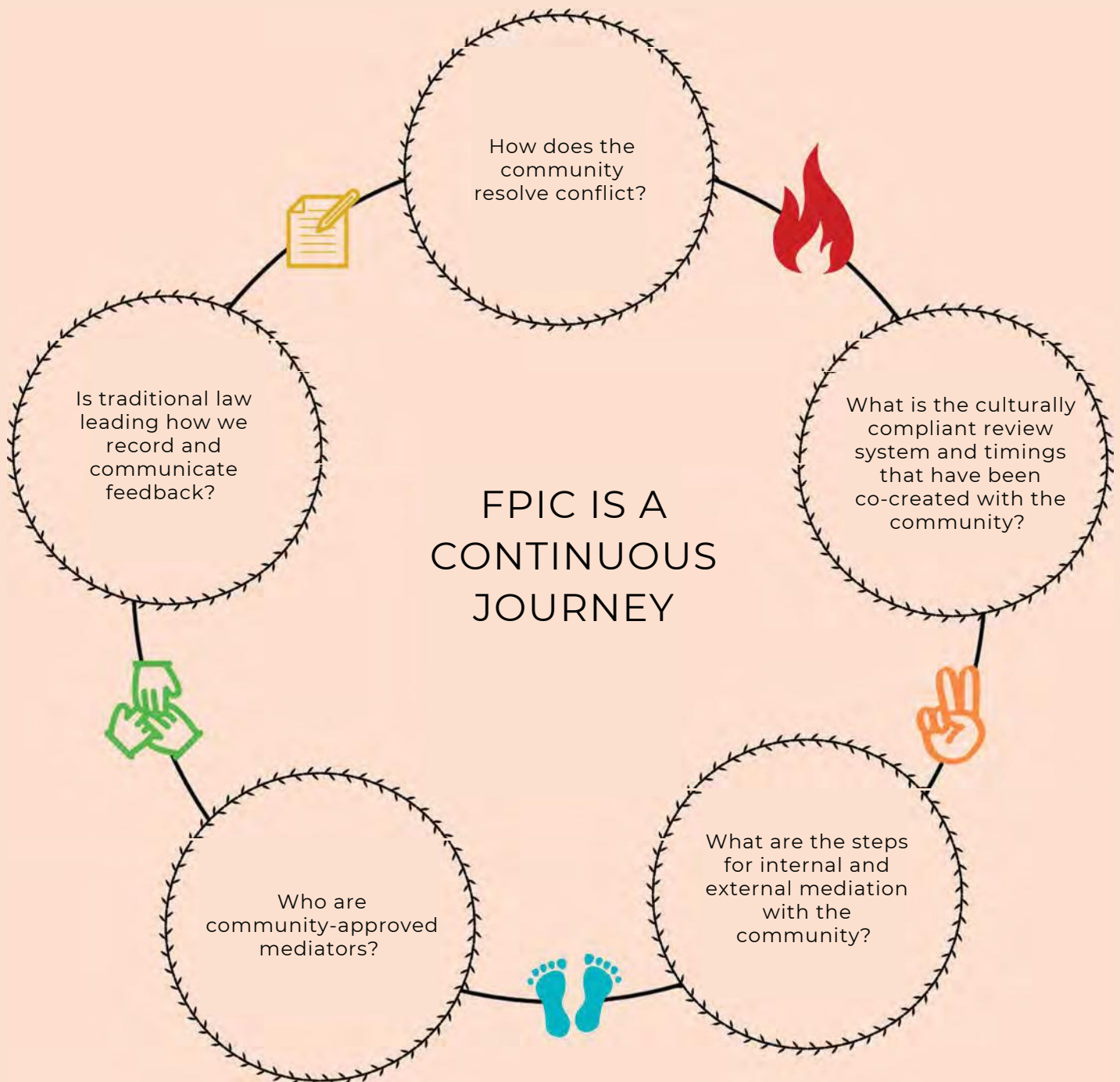
Tool 1: Team preparation checklist

Goal: To guide teams in identifying empowering behaviors and preparing for appropriate responses when engaging with Indigenous stakeholders. Use the Do's and Don'ts checklist below for preparing your team for engaging with Indigenous communities.

TEAM PREP CHECKLIST	
DO'S	
	Research and document the Indigenous community's structure, power dynamics and governance.
	Identify and use appropriate communication with traditional authorities.
	Understand Identity and Culture. Investigate how various identities intersect in the community, focusing on women and youth.
	Respect and incorporate spiritual and traditional practices in your approach.
	Create and use an Indigenous Land Acknowledgement to honor territorial and cultural ownership.
	Define and encourage actions that show respect towards Indigenous identity and culture, including the use of mother tongue.
	Prepare the team with clear steps and responsibilities for handling potential misconduct.
	Practice active listening and open-mindedness in all interactions.
DONT'S	
	Don't make assumptions about the community's needs or perspectives without thorough research and community consultation.
	Don't engage in or tolerate harmful or disrespectful behaviors towards Indigenous stakeholders
	Avoid using cultural symbols or language inappropriately or without understanding or consent.
	Don't bypass the community's traditional decision-making processes or consent protocols.
	Don't ignore feedback from the community or fail to adapt your approach based on their input.
	Define and encourage actions that show respect towards Indigenous identity and culture, including the use of mother tongue.

Tool 2: FPIC question circle

Feedback and grievance mechanism provides a necessary platform to hold all parties accountable to FPIC and resolve any conflicts or concerns between the community and other groups involved. FPIC is continuous, so in practice the following questions should be asked in every stage of delivery:



Tool 3: Brave space guidelines

Goal: Establish ground rules for communications with the group at the very beginning of the program. This encourages accountability, respect and intentions when discussing power and oppression issues. The tool below is the door way to creating that safe space. Fill in the boxes to guide you in co-creating guidelines:

Examples of communication guidelines:

Communication Guidelines for a Brave Space by AWARE-LA

Safer Space Guidelines by Mental Health Commission of Canada

Dialogue Agreements by Essential Partners

What is our intention?

What do I need to feel safe in saying something challenging?

What are the rules?

Do we agree?

How can we visualize this to refer to in group activities?

Section 2: Program Design

Many Indigenous Peoples have negative experiences when outside organizations bring Euro-centric perspectives that do not align with their social, cultural context, cosmovision, and structures. Co-designing programs with Indigenous entrepreneurs and their communities is crucial. This approach raises awareness of the community's needs, socio-cultural context, existing capitals, and accessibility barriers. This increases better engagement and builds trust.

Tool 4: Understanding workshop with Indigenous communities

An understanding workshop with Indigenous communities at the very beginning of an initiative is a helpful tool to discover their perceptions and needs, and to co-design and validate different design aspects of the program. The goal of the following activities is to understand and visualize how participants connect with Indigenous cosmovision and the program's focus. Develop shared meanings for concepts like entrepreneurship, innovation, and development.

“It was really interesting because they [Indigenous members] were describing the international tourists better than the national tourists. They were more afraid of the local tourists. [...] Based on these findings, we designed an incubation program. Actually, one important thing in order for participants to receive this program as their program is that they selected the name of the program, validated the design, the logo, everything we've got [...] They also designed the concept of the program.”

Impact Hub Costa Rica

Activity 1: Perception mapping



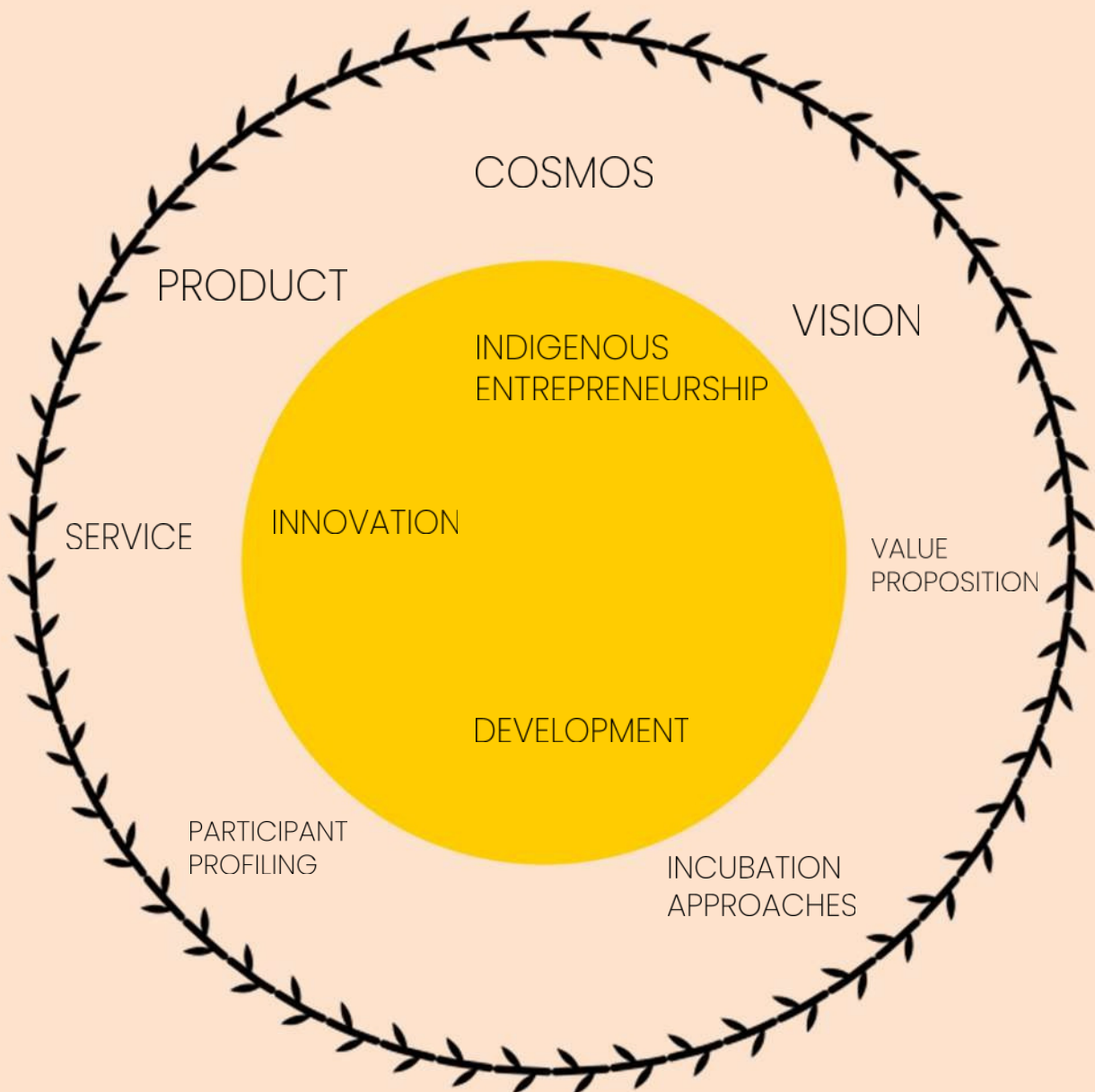
Step 1: In the middle circle, write down your own definition of the words listed.



Step 2: Create a shared definition for these terms.





Step 3: In the outer 'Cosmos' circle, write down how to integrate the Cosmosvision into the program elements listed.



Activity 2: Vision of the offer

Curate and harmonize the product or service. Write in the circles responses to the questions.

1  WHAT ARE THE CHARACTERISTICS OF A BUSINESS THAT OFFERS A SIMILAR PRODUCT OR SERVICE THAT I LIKE?

2  WHAT MAKES YOU AND YOUR OFFER DIFFERENT? HOW DO YOU DO THINGS DIFFERENTLY HERE?

3  IF YOU WANTED TO CONVINCE A CUSTOMER TO BUY YOUR PRODUCT AND SERVICE, WHAT WOULD YOU TELL THEM?

Activity 3: Customer profiling



Create the persona of the ideal customer by filling in the profile below:

MY CUSTOMER PROFILE

INSERT MY
PHOTO
HERE

MY NAME IS: _____

I AM FROM: _____

MY AGE IS: _____

MY GENDER IS: _____

MY HOBBIES ARE: _____

I LIKE YOUR
PRODUCT BECAUSE:

YOUR PRODUCT
MAKES ME FEEL:



Tool 5: Training needs mapping

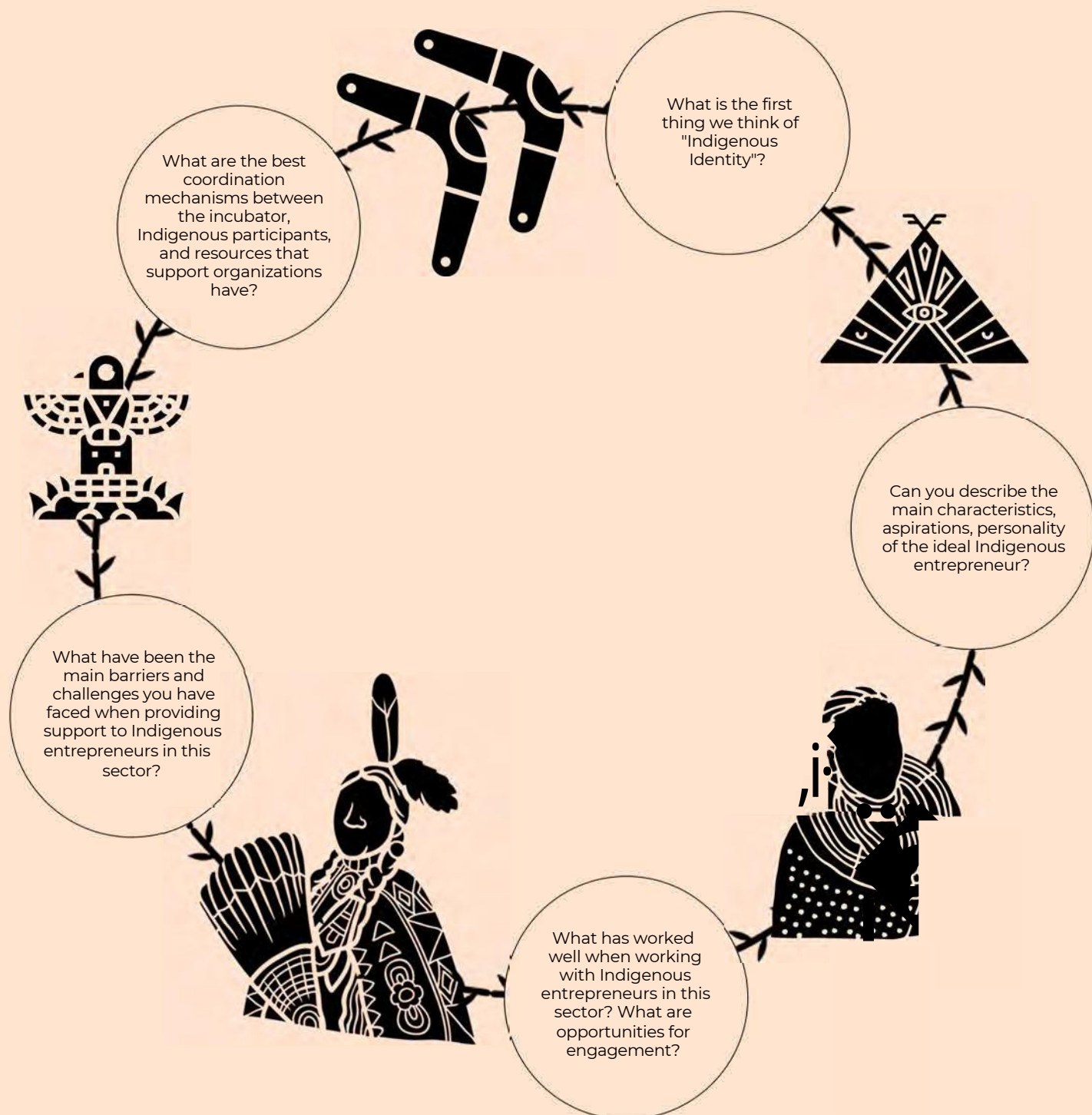
Goal: Understand the support that has been provided so far by the participants in addition to what are the needs for new ventures in this area. Follow these steps to create your own map and use the examples after step 4 to visualise what it will look like.



Indigenous participants from a workshop conducted by Impact Hub San Jose in Costa Rica used stones to vote for the training areas they needed the most.

Tool 6: Understanding workshop with allies and strategic partners

Goal: Improve support for Indigenous entrepreneurs by increasing cultural awareness. Identify challenges and needs, to boost collaboration among stakeholders. Organise a workshop with allies and strategic partners and ask these questions:



Section 3: Outreach and Scouting

BSOs tend to find it harder to reach Indigenous communities due to their locations far from the city centers and transportation links or due to their caution towards outsiders. Effective outreach and selection require dedicated commitment. Business support programs can employ a host of strategies to maximize their reach.

"We use webinars and WhatsApp videos to guide and inform candidates, making the process more accessible."

FSC-IF's Fellowship Program



Tool 7: Outreach channel mapping

Goal: Increase engagement with participants by pinpointing key community communication channels:



1. IDENTIFY

Together with the team, identify where and how most community members receive information. Ask these these questions:

What groups are potential participants likely a part of?

What platforms do potential participants use?
Who has a wide reach or influence among potential participants?

Who is in the network that can make an introduction?



2. DOCUMENT

Create a database with points of contact.



3. REACH OUT

Reach out to these people and ask them to spread the good news!

Insights:

1-Impact Hub Waikato utilized wellbeing groups and Maori iwi boards for promoting their Co-Creatives program. Additionally, they partnered with a local council aiding youths, broadening their reach to Indigenous participants. A participant learned of the program through a council member and a Facebook group ad.

2-In Panama, FSC-IF collaborated with traditional authorities to pinpoint Indigenous businesses needing support. This approach helped include often overlooked businesses and fostered trust for future community engagements.

Tool 8: Accessible application materials

Goal: Enhance the inclusivity and accessibility of application materials by addressing language, cultural, technological, and format barriers.

Step 1: Identify what are the barriers and motivations for applications.

Use the list below to help you brainstorm:



Language appropriateness and promotion of Indigenous identity



Cultural sensitivity and visual appeal



Presence of business jargon or technical terms



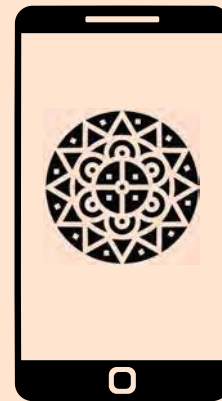
Online accessibility and technological ease



Format highlighting applicant strengths



Step 2: Review the application with an Indigenous advisor from the target community for additional insights.



Step 3: Establish support systems for applicants during the selection process.

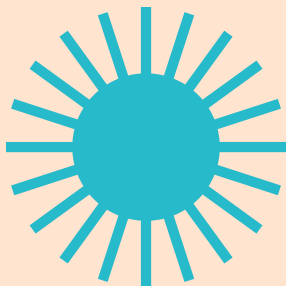
"I learned about opportunities because they came to us. The application was tough, but the support made it possible."

Mean Morn, Indigenous Kui Entrepreneur, Cambodia

Section 4: Program Delivery Support

When delivering business support activities for Indigenous Peoples, use a community first approach. Ask these questions to your team to prepare them for program delivery support:

- What did you learn from working with the community before?
- Are you ready to be flexible and responsive to the community's needs?
- Are you ready to communicate in the language preferred by the Indigenous participants, or have you organized a translator?
- Have you prioritized cultural values and traditional practices in the entrepreneurship model?
- Is your team ready to solve technical barriers and assist with digital tools?
- Does the program have practical timelines with space to have skills learned applied quickly?



“..They put their work closer to the community and work with us flexibly based on our schedules because the work arrangements and processes in the community are a little different. A lot of us work only in the afternoons because we have to care for the kids. They respect and listen and work with us from this understanding.”

Vanda Witoto (Indigenous Witoto), entrepreneur operating Ateliê Derequine in Brazil

“The first thing is basically that you have to get to know the space. I would like for you to visit the project [referring to the business] so you can see what we have done. And then you can tell me how you can work with me..”

Paulino Nájera (Indigenous Bröran), entrepreneurs operating Rincón Ecológico Cultural Térraba in Costa Rica.



Tool 9: Mentor and mentee profile matching

Goal: To gain a personal understanding of what is the right profile of an Indigenous mentor to match with the needs of an Indigenous mentee.

PROFILE OF AN INDIGENOUS MENTOR:

"I align with the program's goals and values, ensuring respect and understanding of Indigenous perspectives."

"I communicate effectively in the language of my mentee, facilitating clear and meaningful interactions."

"I have a deep understanding of Indigenous people and values, backed by experience working with Indigenous communities."

"I am flexible and accessible, offering support at times that are convenient and respectful of my mentee's needs and commitments."

"I provide candid and constructive feedback, tailored to encourage growth, confidence, and practical problem-solving."

"I am dedicated to a long-term mentorship journey, recognizing the importance of sustained guidance for the entrepreneurial success of my mentee."

"I engage in hands-on, experiential learning methods, assisting in real-world scenarios and decision-making processes."

"I will visit my mentee's business site to offer context-aware advice, demonstrating my commitment to their unique business environment and challenges."



PROFILE OF AN INDIGENOUS MENTEE:

"I need a mentor who deeply respects and understands my Indigenous culture and integrates this understanding into their guidance."

"I want to learn through practical, real-life business experiences, not just theory. I need someone to do the activity together before I do it by myself"

"I need personalized advice and mentorship that acknowledges the unique aspects of my business and community."

"I want to build a trusting relationship with a mentor who creates a safe space for open communication and learning."

"I need a mentor who is committed to my long-term success and willing to journey with me as my business grows."

"I want a mentor who visits my business, understands my specific challenges and environment, and offers relevant, realistic advice."

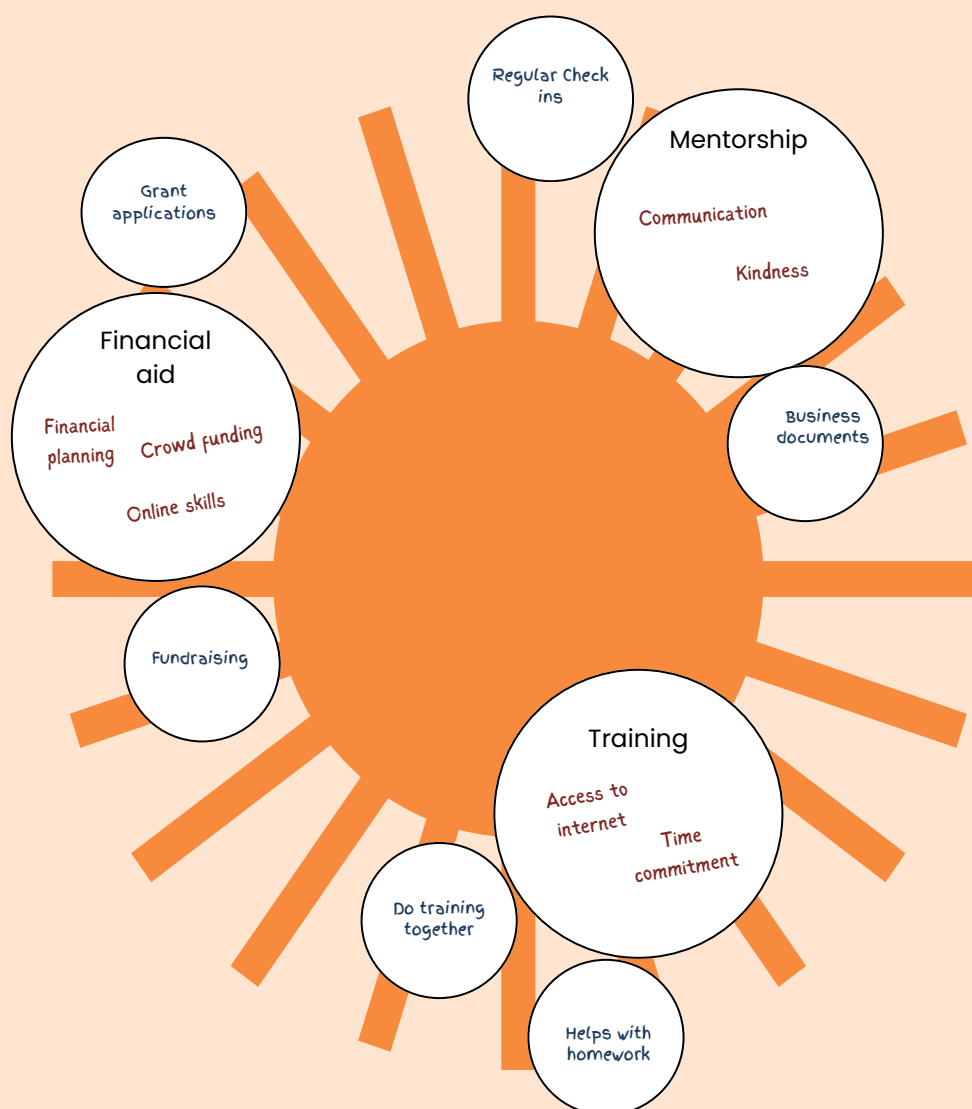
"I need a mentor who can work with my schedule and is understanding of the time commitments I have within my community."



Tool 10: Resource journey mapping

Goal: This journey map is designed to navigate the support landscape and to celebrate Indigenous culture and values. It serves as a bridge between traditional wisdom and modern entrepreneurial needs, enriching the support experience with cultural depth and community connection. Follow the steps and use the image below as a reference:

1. Central Gathering Point: Draw a large circle at the centre of your map, symbolising the starting point for the entrepreneurial journey.
2. Pathways to Resources: From the central circle, draw branching pathways leading to different resource areas. These paths represent the entrepreneur's journey to various types of support.
3. Resource Areas: At the end of each pathway, create distinct areas for each type of resource.
4. Information Points: Place words in the resource areas, providing details about accessibility, criteria and other information.
5. Guidance Spots: Draw circles for mentors to provide guidance. These spots symbolise knowledge sharing and community support.
6. Share these results with the program participants and team and identify if there are any unmet resources.



Section 5: Post-Program Engagement for Indigenous Entrepreneurs

Ongoing support is essential for the sustainability of Indigenous businesses, considering that 20% of new businesses fail in the first two years, and the figure rises to 90% within five years.¹¹ The conclusion of a program doesn't signify the end of support; rather, it's a transition to a different kind of engagement. Use this checklist to prepare you and your team for post program engagement:

- Regular Check-Ins:** Establish a routine for staying in touch with entrepreneurs. This could be through scheduled calls, emails, or community visits to understand their evolving needs and challenges.
- Resource Allocation:** Identify resources within your organization and network that can be offered to Indigenous entrepreneurs, such as expert advice, technical support, or further training opportunities.
- Networking and Collaboration:** Facilitate connections with potential allies, collaborators, funders, investors, or partners. Amplify the voices and work of Indigenous entrepreneurs through various platforms.
- Impact Measurement and Showcase:** Develop methods to measure and share the impact of your program. Highlight success stories and the positive changes in the community.
- Ownership and Storytelling:** Respect and promote the ownership of stories and experiences by Indigenous entrepreneurs and communities. Encourage them to share their journeys in their own words.
- Community Engagement:** Work with the community to leverage its strengths and resources. Encourage community-led initiatives that align with the goals of the entrepreneurs.



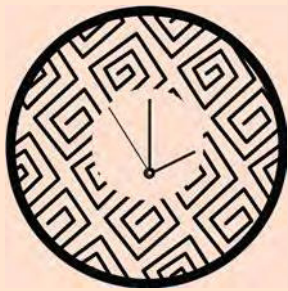
Tool II: 'Adoption' program

Goal: Provide in-house talents for 'adoption' to help participants quickly resolve some key challenges in their business and contribute resources, assets, and templates that can be used long term.



1. IDENTIFY

Identify the talents and skills that participants can 'adopt' (e.g. strategy, finance, communications and marketing, etc.).



2. TIMING

Determine the length of 'adoption' (e.g. 2-3 days, in total 45 hours over three months, etc.)



3. SHARE

Share with participants the opportunity and set up a mechanism to request 'adoption.' Give concrete examples of deliverables the adopted talents can bring, such as:

- A detailed business diagnosis and refining strategy
- New packaging standards
- Marketing templates
- Human resources documents



Final Reflections

Embracing Indigenous businesses urges us to rethink entrepreneurship's core. Indigenous entrepreneurs often view their ventures as avenues for empowering their communities, enhancing economic and political agency, fostering cultural pride, challenging stereotypes, and conserving their cultural and environmental heritage. As Vanda Witoto, an Indigenous Witoto entrepreneur, eloquently puts it,

"We want to have the possibility to tell the story about who we are because that story is not registered or often mistold. Our products are a political tool and a way to bring Indigenous women to participate in the economy and politics. This mission was very clear to us from the beginning."

Supporting Indigenous entrepreneurs requires transforming the whole entrepreneurial ecosystem to be more inclusive and impactful. Their unique perspectives, which blend economic endeavors with traditional wisdom and sustainability, are essential for societal change. This shift catalyzes a deeper dive into the complex intersection of identities, systems of oppression, and power hierarchies that shape individual experiences in our society. An intersectional approach allows us to consider the experiences of Indigenous entrepreneurs who are women, people with disabilities, 2SLGBTQIA+, seniors, youth, and so on.

Understanding these multifaceted identities enables the creation of spaces for authentic expression and diverse connections. It is vital for Indigenous entrepreneurs to see their experiences reflected in every program aspect, including their peers, mentors, staff, and decision-makers, ensuring their voices and rights are at the forefront of every impactful decision. As we advocate for sustainable growth and equity, our commitment to inclusivity and relevance for all, especially underserved groups like Indigenous entrepreneurs, is crucial. This toolkit aims to provide strategies to enhance business support programs, fostering a broader transformation across the entrepreneurial ecosystem.



Appendix

Glossary of Terms and Concepts

BOOKKEEPING:

Recording and organizing financial transactions for accurate, current business records.

BUSINESS DIAGNOSTICS:

Assessing business health and performance in areas like operations and finances to guide growth and improvement decisions.

CONTACT CHANNEL:

Methods for business communication with customers, including email, social media, phone, and physical locations.

DIVERSITY:

Variety in identity, age, and opinion in any context.

DIVERSITY, EQUITY, AND INCLUSION:

Promoting fair treatment and participation of all, focusing on historically underrepresented or discriminated groups.

ENTREPRENEURS:

Innovative individuals who embrace risk to solve societal problems, characterized by resourcefulness and resilience.

ENTREPRENEURSHIP:

The process of turning new ideas into ventures through creativity and innovative thinking.

EQUITY:

Creating opportunities for historically disadvantaged groups, offering resources based on needs.

FINANCIAL MANAGEMENT**STRATEGY:**

A plan for handling business finances, including budgeting and investments for sustainable growth.

FREE, PRIOR, AND INFORMED**CONSENT:**

Ensuring Indigenous peoples' rights in decisions affecting their lands or livelihoods.

HUMAN RESOURCES:

Managing business personnel, including hiring and training, for productivity and success.

IMPACT ENTREPRENEURSHIP:

Entrepreneurship focused on positive social or environmental impact.

INCLUSION:

Act of welcoming and valuing all individuals and groups.

INCUBATION METHODOLOGIES:

Approaches like mentorship and training to support startup growth.

INDIGENOUS ENTREPRENEUR:

Self-identifying Indigenous individuals engaged in business, emphasizing sustainability and community impact.

INDIGENOUS ENTERPRISE:

Ventures by Indigenous entrepreneurs or communities. Positioning: Defining a business's market identity and image to stand out from competitors.

POSITIONING

Defining a business's market identity and image to stand out from competitors.

PRODUCT AND SERVICE:

Business offerings to customers, either physical or digital.

SECTOR:

Groups of businesses in similar economic activities.

USER EXPERIENCE:

Customer satisfaction and perception from interacting with a business's products or services.

VALUE PROPOSITIONS:

Unique benefits and advantages a product or service offers to customers.

PROFILING:

Creating customer personas for targeted business strategies.



Methodology

This toolkit's research used a multi-method approach for thorough insights on Indigenous entrepreneurship. This diverse methodology ensures comprehensive, relevant findings for stakeholders.

Desk Research: Reviewed literature on Indigenous entrepreneurship for foundational knowledge and gap identification.

Community of Practice: Formed a group from four Impact Hubs in different regions (Asia, Africa, Latin America, North America) sharing experiences and best practices on Indigenous entrepreneurship.

Semi-Structured Interviews: Conducted interviews with selected Impact Hubs and Indigenous Entrepreneurs (IEs) to explore support strategies and challenges.

Validation Workshop: Hosted a workshop with diverse stakeholders (BSOs, IPOs, partners) for discussion and validation of findings.

Featured Business Support Programs

NOW-Us! Award Cambodia: Recognizes initiatives promoting diversity and self-empowerment including for Indigenous Peoples. Offers training on social justice and project management. Supported by VOICE at Oxfam International.

Raíces Incubation Program, Costa Rica: Costa Rica's first program focusing on sustainable tourism in Indigenous territories. Supported by various national and international bodies.

Co-Creatives, New Zealand: Supports South Waikato-based creative entrepreneurs, mainly Indigenous, with business training. Supported by Manato Toanga Ministry for Culture and Heritage.

Lab de Impact, Brazil: A pre-acceleration program for early-stage businesses in the Amazonia Legal region, offering mentorship and training.

Enrich Africa, Zambia: A business exchange incubation program between European investors and African startups, fostering knowledge exchange and co-creation.

Let's Get Equitable, Canada: Provides mentorship for decision makers to address equity challenges in businesses. Supported by QuakeLab and the Government of Canada.



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9. Fortin-Lefebvre, E., & Baba, S. (2020). Indigenous business support services: A case study of the Quebec entrepreneurial ecosystem in Canada. *Journal of Aboriginal Economic Development*, 12(1), 139-161.

10. Results from Impact Hub and FSC-IF consultation: Tailored support needed at different stages of Indigenous entrepreneurship.

11. Howarth, J. (2023). Startup Failure Rate Statistics (2023). Exploding Topics. Retrieved from <https://explodingtopics.com/blog/startup-failure-stats>.



Other work that shaped this research

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