Toolkit for Inclusive and Relevant Business Support for Indigenous Entrepreneurs

Contents

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**Ashley Richard
(Indigenous Métis and Ojibway)**
Indigenous Mikwam Makwa Ikwe for the Women Entrepreneurship Knowledge Hub (WEKH), Canada

Julius Luwaya
Peza Foods Ltd., Zambia

Mean Morn (ម៉ន មាន) (Indigenous Kui)
Kui Community Council for Saving Fund in Kandas village (ភូមិអណ្ដាស), Cambodia

Sreynang Khen (ខេន ស្រីណាង) (Indigenous Kui)
Kui Community Council for Saving Fund in Koki village (ភូមិគគីរ), Cambodia

Paulino Nájera (Indigenous Bröran)
Rincón Ecológico Cultural Térraba, Costa Rica

Vanda Witoto (Indigenous Witoto)
Ateliê Derequine, Brazil

**Teariki-Terae Tearoa-Natua
(Indigenous Cook Islands)**
Rima Ora, New Zealand

Nanise Ginnen
Impact Hub Waikato, New Zealand

Pichmony Thay
Impact Hub Phnom Penh, Cambodia

Goodfellow Jeremiah Nkonkesha,
Impact Hub Lusaka, Zambia

Roma Chavez
Impact Hub Manaus, Brazil

Cristina Vindas
Impact Hub San José, Costa Rica

Gina Babinec
Impact Hub Ottawa, Canada

Maria Pia Hernandez
Territorial Mesoamerican Fund, Costa Rica

Like Mareachealee
IPACC, South Africa

Eunice Chepkemoi
Ogieks People Development Program, Kenya

Ela Lopez
Network of Rural Women of Honduras, Honduras

Gloria Esperanza Lopez
Network of Rural Afro and Indigenous Women of Honduras, Honduras

Daniel Guarcax
Sotz'il Jay Association, Guatemala

Amalia Hernandez
Federation of Agroforestry Producers of Honduras, Honduras

Efrain Castillero
Independent Guna consultant, Panama

María Areli Castellanos Vivanco
Regional Forestry Association of Totonacapan (LIMAXTUM), Mexico

Irma Lopez,
León Wall Association, Guatemala

Berta Miriam Maldonado,
Canadian University Service Overseas (SUCO), Nicaragua

Basilio Velazquez Chi
Agroecological Fund for the Yucatan Peninsula (FAPY), Mexico

Maria Pedro
AMEDIPK - YOU ARE. Community Forestry Association, Guatemala

About Indigenous entreneur contributors

Ashley Richard
Heritage: Métis and Ojibway from Pine Creek First Nation and Camperville, Manitoba, Canada
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 (ម៉ន មាន) and Sreynang 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

Teariki-Terae Tearoa-Natua
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, focusing on individual enterprises rather than communal efforts. 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
Indigenous Broran 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.

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.
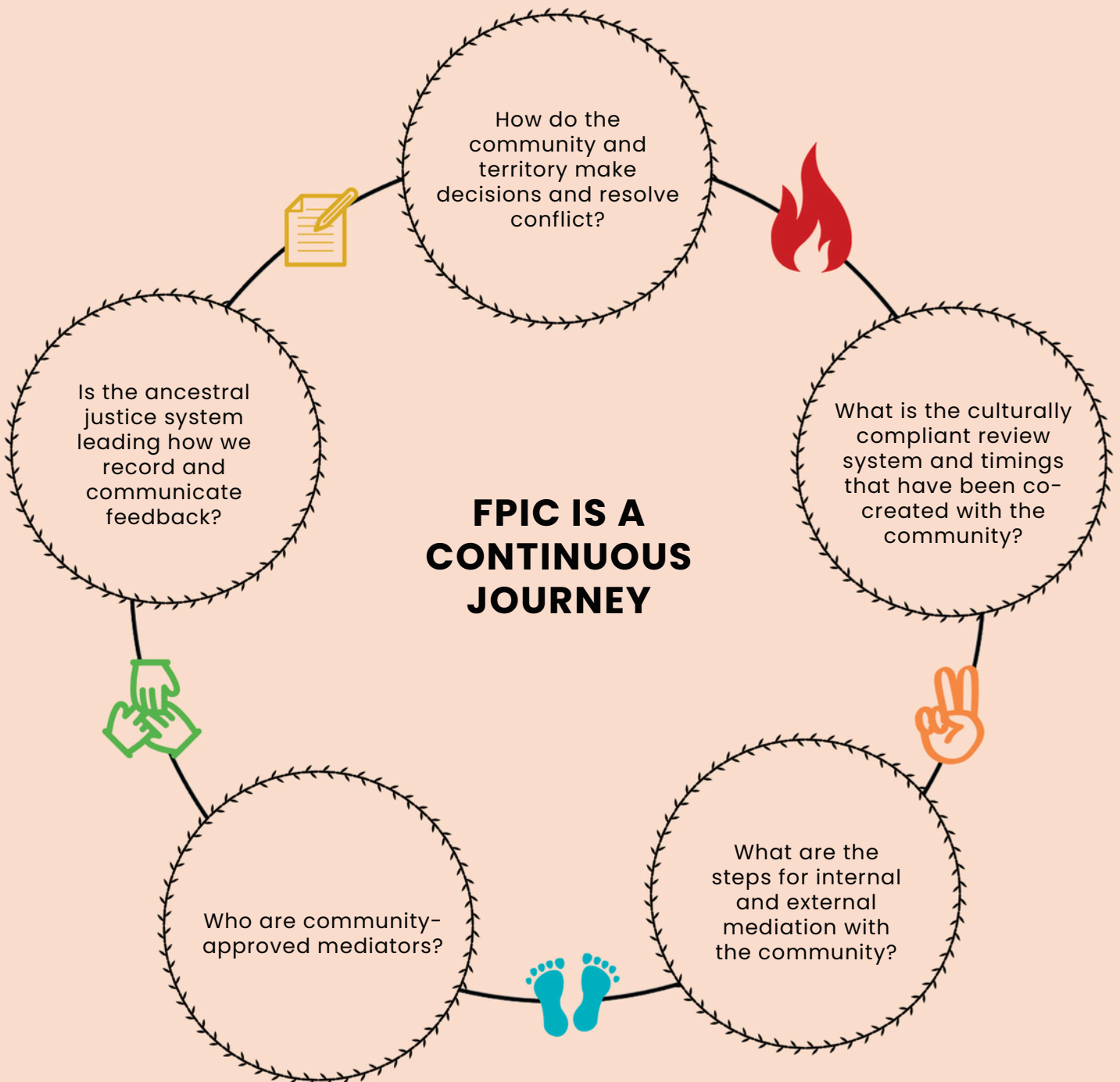
Do's and Don'ts Checklist for Team Preparation

✓ 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.

✓ Conduct risk and safeguarding assessments, covering topics such as impact on culture, local environment, business structures, sovereignty, power relations, market entry, etc.

✓ Ensure that your team includes people from the Indigenous community that you are working with through the program, in both operational and leadership roles.

✗ 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.

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 asked in every stage of delivery:

How do the community and territory make decisions and resolve conflict?

What is the culturally compliant review system and timings that have been co-created with the community?

FPIC IS A CONTINUOUS JOURNEY

Is the ancestral justice system leading how we record and communicate feedback?

Who are community-approved mediators?

What are the steps for internal and external mediation with the community?

Safe Space and 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 doorway 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 the intention?
For example" We want a consensus about how we interact for the most meaningful program experience."

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

What are the rules?

Do we agree?

How can we make this into a visual 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 workshop can be carried out through the following activities, aimed at understanding and visualizing 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

Understanding Workshop with Indigenous communities

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.

Cosmos

Product

Vision

Indigenous
Entrepreneurship

Innovation

Value
Proposition

Service

Development

Participant
Profiling

Incubation
Approaches
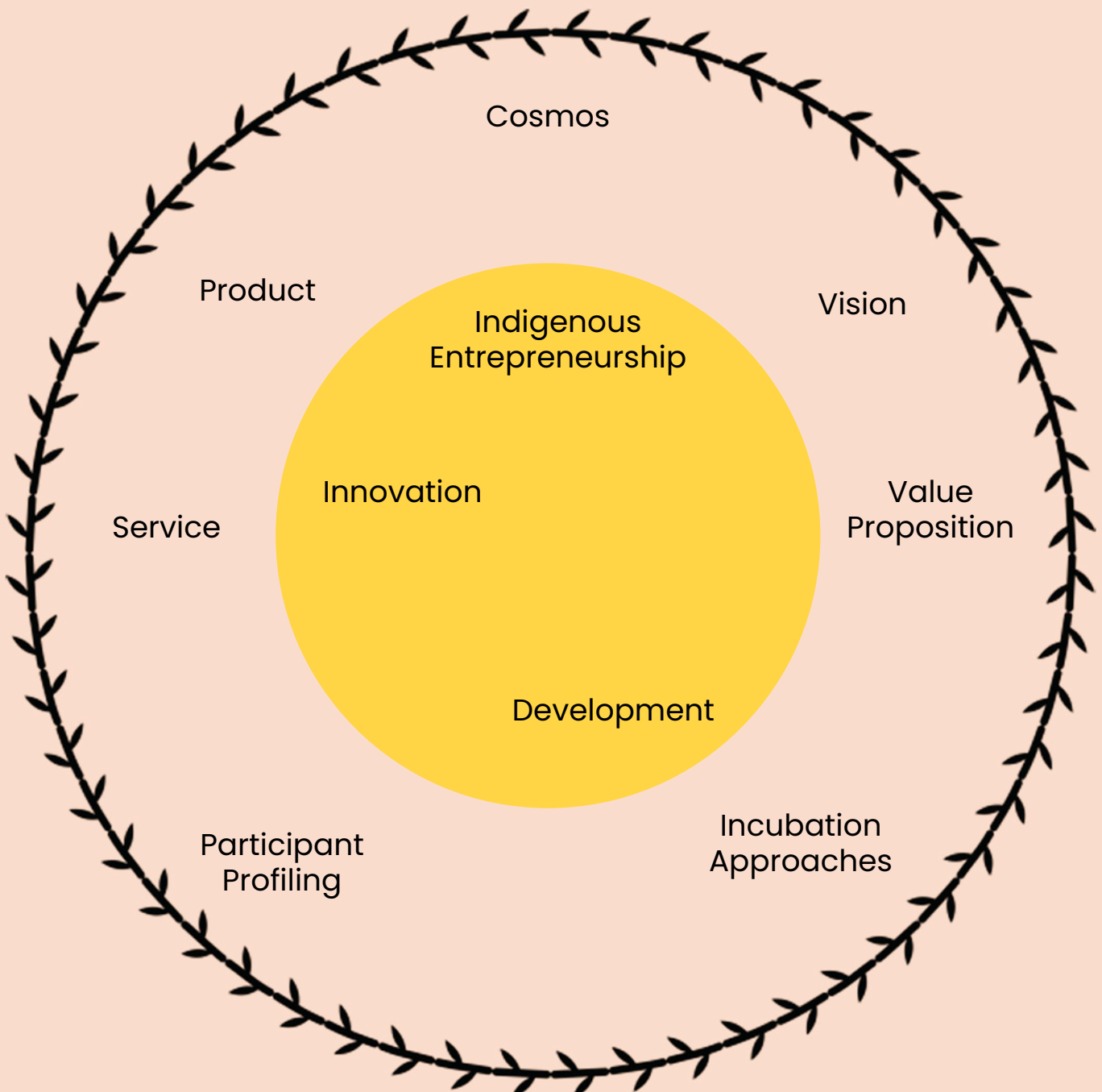
Understanding Workshop with Indigenous communities

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?

Understanding Workshop with Indigenous communities

Activity 3: Customer profile

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

My name is: _____

I am from: _____

My age is: _____

My gender is: _____

Insert my photo here

My hobbies are: _____

_____

_____

_____

I like your product because: _____

_____

_____

_____

_____

Your product makes me feel: _____

_____

_____

_____

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:

Step 1: On a piece of paper, create even spaces for training topics that the ventures would need the most.

Step 2: Invite participants to vote for the most necessary training topics for their venture. Leave space for additional areas to be listed.

Step 3: Ask participants to write down what has and has not worked: what is the most valuable/invaluable support they have received, from who, and why.

Step 4: Write down the institutions that have worked or are working in the territory in this sector on the and their resources.

Tiktok works for awareness but not much conversion

ONLINE MARKETING

Temika IH Lusaka, digital marketing expert with 1:1 training

I am afraid of public speaking

THE PITCH

Free, online, confidence training for public speaking

Business plan writing

Our brand represents our culture.

BRANDING

Tourists love this as its a authentic take home gift

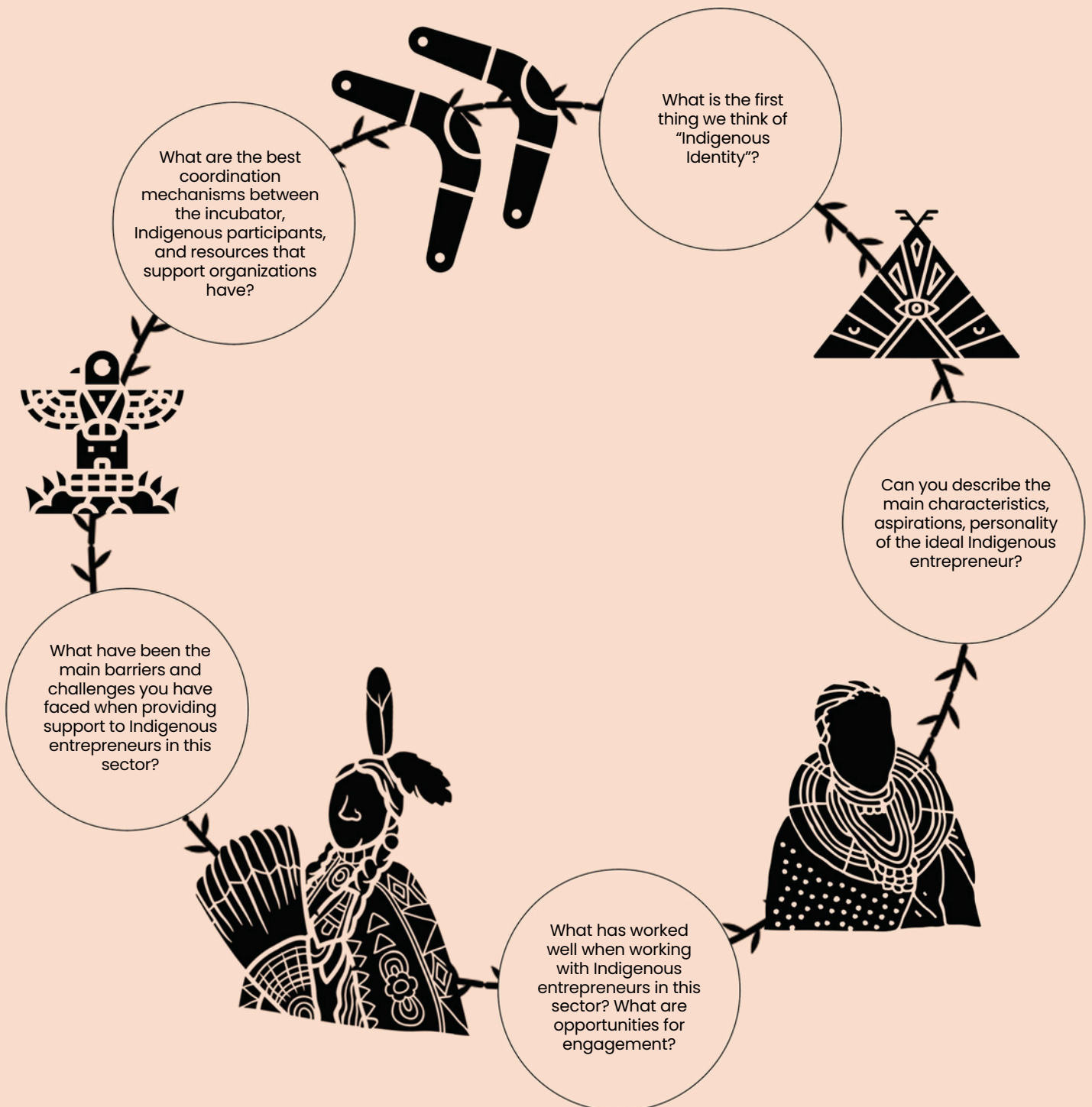Legal registration and tax rules
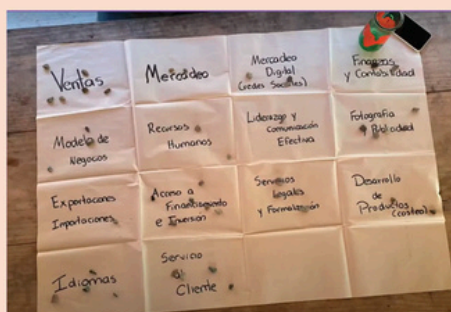
Indigenous participants from a workshop conducted by Impact Hub San José in Costa Rica used stones to vote for the training areas they needed the most.

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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. Organize a workshop with allies and strategic partners and ask these questions:

What is the first thing we think of "Indigenous Identity"?

What are the best coordination mechanisms between the incubator, Indigenous participants, and resources that support organizations have?

Can you describe the main characteristics, aspirations, personality of the ideal Indigenous entrepreneur?

What have been the main barriers and challenges you have faced when providing support to Indigenous entrepreneurs in this sector?

What has worked well when working with Indigenous entrepreneurs in this sector? What are opportunities for engagement?

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

Outreach channel mapping

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

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?
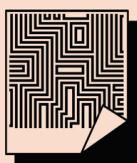
Document

Create a database with points of contact.

Outreach

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.

Steps

1. Identify what are the barriers and motivations for applications. Use the boxes 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

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

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

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 theIndigenous participants, or have you organized a translator?

- [ ] Have you prioritized cultural values and traditional practices in the entrepreneurship model?

- [ ] Are you ready to solve technical barriers and assist with digital tools?

- [ ] Does the program have practical timelines with space to have skills learned applied quickly?
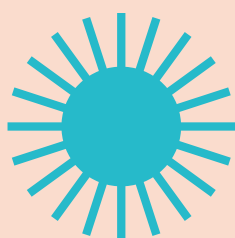
"..They put their work closer to the community and work with us flexibly based on our schedules because the work arrangements and processes in the community are a little different. A lot of us work only in the afternoons because we have to care for the kids. They respect and listen and work with us from 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.

Mentor and mentee profile matching

Goal: 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: To navigate the support landscape and to celebrate Indigenous culture and values. This journey map serves as a bridge between traditional wisdom and modern entrepreneurial needs, enriching the support experience with cultural depth and community connection. Support organizations can use this tool to engage Indigenous entrepreneurs in a culturally resonant and empowering way.

☀ Central Gathering Point: Draw a large circle at the center of your map, symbolizing the starting point for the entrepreneurial journey.

☀ 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, such as financial aid, mentorship, training, etc.

☀ Resource Areas: At the end of each pathway, create distinct areas for each type of resource.

☀ Information Points: Place icons or words along the pathways and in resource areas, providing details about accessing resources, application criteria, and other relevant information.

☀ Guidance Spots: Designate areas where mentors provide guidance, represented by simple meeting points or circles. These spots symbolize knowledge sharing and community support.

☀ Journey's Conclusion: Conclude the map with a visual representation of successful entrepreneurship, such as a network of connected points, symbolizing community achievement and connectedness.

Share these results with the program participants and team and identify if there are any unmet resources.
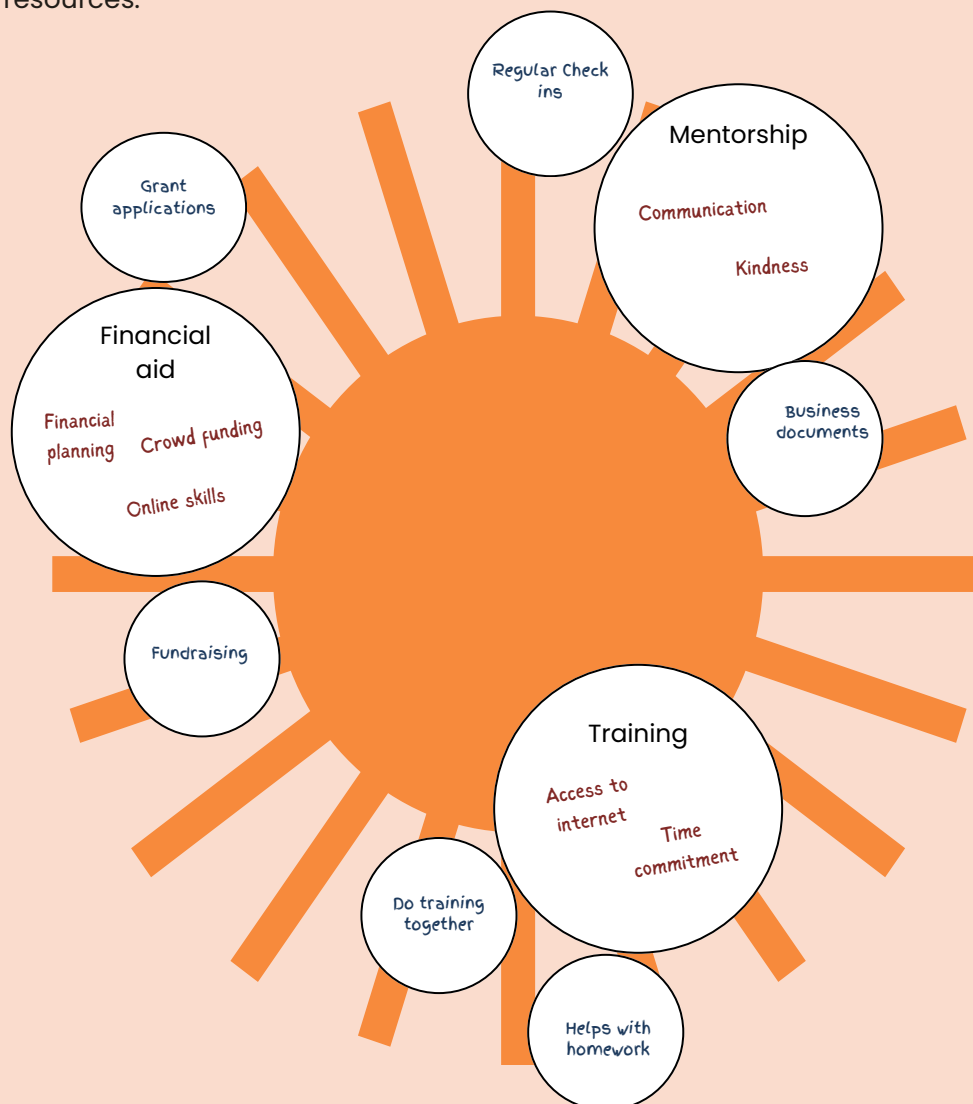
Post-program engagement for Indigenous entrepreneurs

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 prepare your 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.
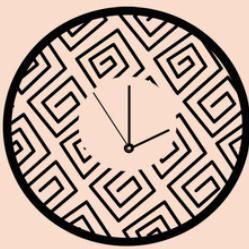
Talent placement program

Goal: Enable businesses to access your team's in-house skills and knowledge to quickly resolve some key challenges and contribute resources, assets, and templates that can be used long term.

1. Identify

Identify the talents and skills in your team that participants can access (e.g. strategy, finance, communications and marketing, etc.).

2. Timing

Determine the length of the placement (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 placement. Give concrete examples of deliverables the adopted talents can bring, such as:

- A detailed business diagnosis and refining strategy;
- New packaging standards with new or updated collaterals, such as logo, marketing templates, etc.;
- Financial management strategy;
- Bookkeeping system;
- Promotional videos and photos;
- Human resources documents.
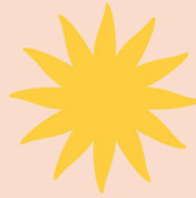
Final Reflections

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.
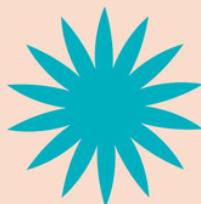
Appendix

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.

Cosmovision(s): the Unique worldview, culture, and philosophy held by Indigenous Peoples, varying across different communities.

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.

Intersectionality: intersection of social identities and related systems of oppression, domination or discrimination. This concept helps us to understand how the various aspects of a person's identity are combined to create different modes of discrimination and how to overcome them.

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.

Profiling: Creating customer personas for targeted business strategies.

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.

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 Manatū Taonga Ministry for Culture and Heritage.

Lab de Impacto, Brazil: A pre-acceleration program for early-stage businesses in the Amazônia 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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