



## Respond to inequality with diversity and equity

The orientation of youth enterprise and entrepreneurship initiatives must be increasingly equitable.

This commitment is informed by current data and evidence about the populations we are trying to serve. Therefore, programmes are reshaped to be responsive and inclusive of culture, ethnicity, gender and geography.

Programmes actively enable more taiohi Māori and young women to participate, with a priority on provincial places in Aotearoa New Zealand. Programmes ask: who needs this most at this time?

### CHECKLIST **To offer equitable entrepreneurial opportunities and reduce inequalities, programmes need to:**

- Actively implement youth engagement strategies that are culturally appropriate
- Ensure diverse young people are visibly represented without tokenism or decoration
- Be aware of the language/s used
- Identify barriers to accessibility, including costs to participate and travel
- Conduct inclusive recruitment processes to welcome young people who may be excluded
- Offer hybrid delivery options including kanohi ki te kanohi (face-to-face) and online
- Allow young people to influence programme duration, frequency, format and location
- Celebrate varied success, when young people achieve 'smaller' wins and/or launch bigger businesses