Includovate is a research incubator and social enterprise that designs solutions for inequality and exclusion. We are a feminist organisation, female founded and owned. We deliver robust research on gender norms, social exclusion, disability, migration, inequality, youth and gender transformation. We conduct evaluations and build capacity for gender equality and social inclusion research and practice. We are also experienced in literature reviews and collecting ethically sound, robust data.

We specialise in qualitative and participatory research that studies exclusion and intersectionality (the combined effect of multiple forms of disadvantage). Moreover, we have youth, disability and gender advisers in our office to ensure we adopt an intersectional lens in all that we do. We firmly believe that diversity is essential to ensure our solutions suit the maximum number of people. The more diverse the problem-solving process, the longer the solutions last. We employ people living with a disability in our business, as researchers, employees, managers and advocates. We model our beliefs.

We work collaboratively to build inclusivity. We promote inclusive institutional strengthening and reform through inclusive methods, and we build capacity for research excellence. We believe that knowledge creation in developing countries needs to be locally led and involve people from low income countries in the design, data collection, analysis and publication. Our model involves pairing researchers from the global north to researchers from the global south for knowledge exchange. Includovate builds the capacity of local researchers to lead, publish and improve the quality of the research performed in low-income countries (Fig 1).

Figure 1. Includovate incubates solutions for exclusion while building capacity of researchers from the global south

Includovate’s global approach is a departure from the systems that perpetuate inequality and discrimination. Includovate believes in designing interventions and using research to reshape the social, political, economic and environmental systems that perpetuate injustice. Via the
process of ‘systems change’, we focus on complex issues that affect the poor and excluded. We adopt an action-oriented approach to change mindsets and structural conditions that keep unequal systems in place. Includovate leads the way in using emerging methodologies and innovative practices.

As a social enterprise, Includovate invests most of its profits into independent research and capacity building. We are self-sustaining as we use the funds from the consulting arm of the business to build the capacity of national researchers (Fig 2). Through our social licence model, Includovate Australia helps the Includovate Research Centre in Ethiopia to improve its research quality and practices and allows its researchers to gain international exposure. We have a library and access to online databases.

![Figure 2 Includovate’s approach](image)

We ensure research quality and the safety of our researchers and respondents. All our researchers have a CITI human subject ethics certificates. We also have an institutional ethical review board with a mix of disciplines and nationalities that clear all our research. We always use informed consent.

We take safeguarding seriously. All our researchers are trained in child protection and sexual abuse and exploitation and sign our policies for compliance. Our data privacy policy is on our website and we have password protected files that only the core research team can access. Moreover, we keep any hard copy field notes in a locked filing cabinet for the mandatory 5 years. We have health and travel insurance for our staff and sub-contracted enumerators.
OUR MISSION
is to incubate transformative and inclusive solutions for measuring, studying and changing discriminatory norms that lead to poverty, inequality and injustice.

OUR VISION
is for inclusive markets, businesses, states and institutions that provide men and women with the power, aspiration and ability to innovate for their development and advancement.

WE ARE A CERTIFIED SOCIAL ENTERPRISE
that donates the majority of our profits to furthering our mission.