



# Includovate

*Innovate for Inclusion*





# Our Story

*From hidden struggles to lasting solutions.*

Includovate was founded in 2019 to shine a light on struggles that remain hidden or misunderstood, reframing them so they can no longer be ignored-and so change becomes possible. Where others see complexity, we uncover root causes and build solutions from the ground up.

By keeping tough issues at the centre of the global agenda, we ensure they move beyond awareness to meaningful, lasting action. Includovate exists to do more than understand exclusion-we were created to transform it into meaningful and lasting inclusion.

# Our Promise

Includovate is committed to challenging discriminatory norms, and igniting transformative change. We deliver research, innovation, and inclusive solutions that empower individuals and communities, turning ideas into meaningful action and lasting impact.



# Our Journey

We are building a world where every voice is heard, every talent is celebrated, and every person has the agency to shape their future. And as we grow, we transform systems from the grassroots to the global stage, shaping a more just and inclusive world.



Our journey begins with collecting evidence from voices that are too often unheard.



We move forward by analysing the problems keeping inequality and exclusion in place.

Together with individuals, communities, and organisations we co-create evidence-based solutions.



# Our Values



## Equality

We know poverty and discrimination can be overcome when we empower others and work together.



## Learning

We stay curious and consider failure as a learning opportunity.



## Integrity

We strive for excellence and take responsibility for ourselves, while also caring for others.



## Transparency

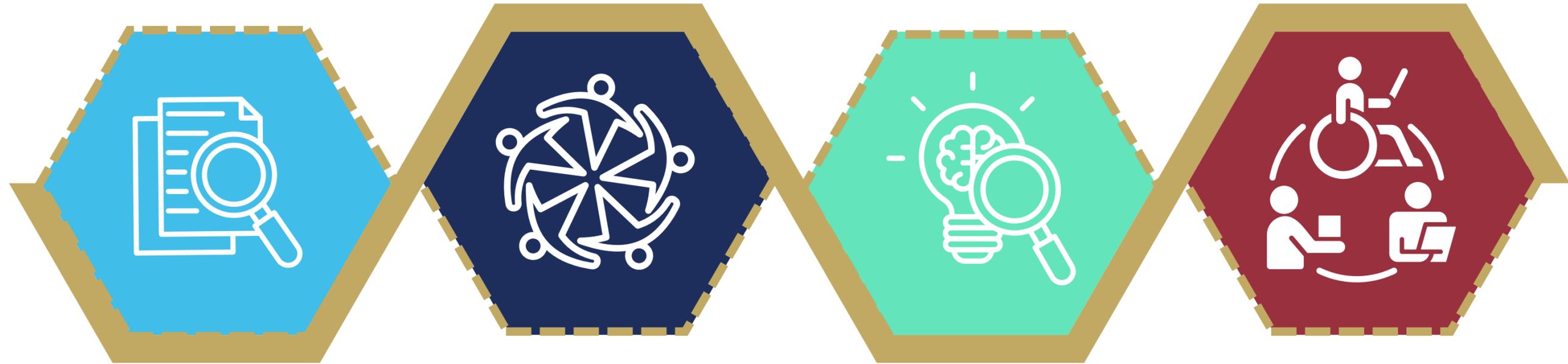
We act with authenticity and candour, because trust is the path to real inclusion.





# WHAT WE DO

# Our Approach



**Evidence-based**

**Participatory  
& Inclusive**

**Intersectional  
Thinking**

**Transformative  
DEI**

We begin with data and research, because change must be informed and measurable.

We work with communities, engaging women and marginalised voices to co-create solutions.

We explore how gender, class, and identity overlap, revealing hidden barriers and systematic forms of exclusion.

Our experts provide tools, training, and support to help organisations build lasting cultures of inclusion.

# Our Practice

At Includovate, methods are more than tools — they are ways of bringing hidden stories to light. We use creative, participatory approaches that allow communities to speak in their own voice, shaping knowledge and action together. Two examples of innovative methods appear below:



## Photovoice Method

Through photos, video, and short narratives, participants share their lived realities, making visible the challenges and possibilities often overlooked.

Watch the video here → [\[Link\]](#)



## Co-Creation Method

Communities and researchers work side by side to create powerful visual stories. This collaborative process ensures that representation is authentic, inclusive, and empowering.

Watch the video here → [\[Link\]](#)

# Spotlight on Two of Our Services

## Includovate learning Hex

A radical online learning series designed by researchers for real-world change.

Six people      One safe space      Guided by a facilitator



### Topics:

- Dismantling Toxic Masculinity
- Decolonising Development
- Inclusive Leadership



# Includovate's Institutional Review Board

Includovate's IRB is an independent body registered with the Office for Human Research Protections. The IRB reviews social and behavioural research involving human participants, providing guidance, approval, and ongoing monitoring to ensure that all research upholds the highest ethical standards. For us, ethics is not an afterthought—it is the heart of meaningful and trusted research.



Diverse, multilingual, and multicultural IRB membership.



Context-sensitive and inclusive approach.



Fast and transparent feedback



Ethical integrity from the perspective of those who have experienced poverty.





# OUR WORK

# Focus Areas



**Gender  
Equality**



**Training & Capacity  
development**



**Youth  
Empowerment**



**Disability  
Inclusion**

# Gender Equality



## Methods used:

GEDSI Gap Analysis | Inclusive Stakeholder Engagement | Action Planning Workshops | Capacity Development & Leadership Pathways | Monitoring Toolkit



## What we did

Through participatory consultations with adolescents, youth leaders, caregivers, community organisations, and persons with disabilities, Includovate applied an intersectional diagnostic framework. Using the results, we co-created a context-specific GEDSI action plan with stakeholders.



## What we found

Young people, adolescents, and persons with disabilities were excluded from real decision-making. Participation was symbolic, accessibility inconsistent, and GEDSI principles unevenly applied across programme levels.



## What changed

The programme gained a practical roadmap embedding GEDSI across all stages. It established leadership pathways for youth and persons with disabilities, introduced a GEDSI monitoring toolkit, and transformed fragmented efforts into a coherent, evidence-based movement.

# Youth Empowerment



## Methods used:

Youth-led Photovoice Research | Training & Ethical Storytelling | Evidence-based Policy Recommendations | Advocacy for Inclusive Education & careers | Stakeholder collaboration



## What we did

Includovate applied a youth-led Photovoice approach, training 20 young people (75% female) across 4 regions. They produced 400+ photos and stories, documenting lived realities and shaping research priorities themselves. The photos were displayed to policymakers in an exhibition.



## What we found

Marginalised refugee youth especially girls and young women faced systemic barriers from school to work. Discriminatory norms, inaccessible infrastructure, unsafe environments, and exploitative training limited their opportunities.



## What changed

The process built agency, leadership, and advocacy skills among participants while producing evidence-based insights. Findings informed targeted recommendation on inclusive education, training, and labour market access—turning youth perspectives into policy action.

# Disability Inclusion



## Methods used:

Policy & legal analysis | 31 interviews, 9 focus groups | Child & caregiver engagement | Mapping support systems | Legal empowerment framework



## What we did

Includovate used a legal empowerment lens—listening to children, families, teachers, Organisation of Persons with Disabilities (OPDs), and legal actors. We combined policy analysis with participatory fieldwork to reveal where rights broke down in practice.



## What we found

In Thailand and Cambodia, laws promised inclusion but reality fell short. One-third of children with disabilities in Thailand were out of school. In Cambodia, families lacked legal awareness and access to support.



## What changed

The study produced clear, practical pathways: child-friendly complaint systems, stronger OPD partnerships, legal literacy campaigns, and better teacher training. Policymakers now have evidence to close the gap between law and life.

# Training & Capacity Development



## Methods used:

Multi-tiered design |  
Contextual grounding |  
Participatory pedagogy |  
Intersectional framing |  
Practical tools | Hybrid  
delivery



## What we did

Includovate delivered multi-layered gender sensitisation training, combining global frameworks with Ethiopian realities. Participatory activities and practical tools helped staff connect theory with their own work.



## What we found

Baseline surveys revealed significant gender knowledge gaps, stereotypes, and uncertainty in applying gender concepts. Cultural norms and unconscious bias reinforced exclusion, especially among operational staff.



## What changed

Staff gained confidence to apply gender tools, developed draft gender budgeting plans, and engaged in open dialogue on sensitive issues. A shared organisational language on gender began to form, though leadership commitment is key for sustainability.

Includovate prioritises building trust and fostering collaboration, believing great ideas emerge from working alongside clients. We invest in the growth of our clients while delivering excellent services, offering dependable support from initial contact through to long-term results. Hear from some of our satisfied clients below.

# Building Trust Together



“

Includovate partnered with Save the Children to conduct a Youth Needs Assessment as part of our formative research for the Resilience Food Security Program (Okhokelamo Ni Solha). We were highly satisfied with the process, which was participatory, inclusive, and grounded in solid research methodology. The Includovate team demonstrated a high level of professionalism and technical expertise throughout the study. Their ability to engage with youth and stakeholders meaningfully, and to deliver a comprehensive and insightful report, was particularly commendable.

**Carlos Cuinica**  
Save the Children



**Save the Children**

“

Light for the World recommends Includovate as an evaluation service provider, especially in the field of disability and gender inclusion and capacity development. They also proved to be very proficient users of the Outcome Harvesting and other participatory research and evaluation methodologies. We would like to highlight that Includovate's interest in the evaluation process doesn't stop at delivering a final report, but they are really keen to support sensemaking and uptake of the findings.

**Klaus Minihuber**  
Head of Effectiveness and Knowledge Management



# Shifting the Power

Includovate shifts the power balance of knowledge creation further towards those with less power. As a social enterprise, Includovate builds the capacity of researchers that live in low-income countries to lead, analyse, publish, and improve the quality of the research conducted. By providing a supportive and inclusive capacity building structure we help under-represented researchers build careers.



develop ethical and inclusive research talent



become team leaders in research projects



publication opportunities

**Our Commitment**  
**(July 2024 – June 2025)**

Reinvested 78% of profits into staff training and capacity development, demonstrating our strong commitment to people and growth.



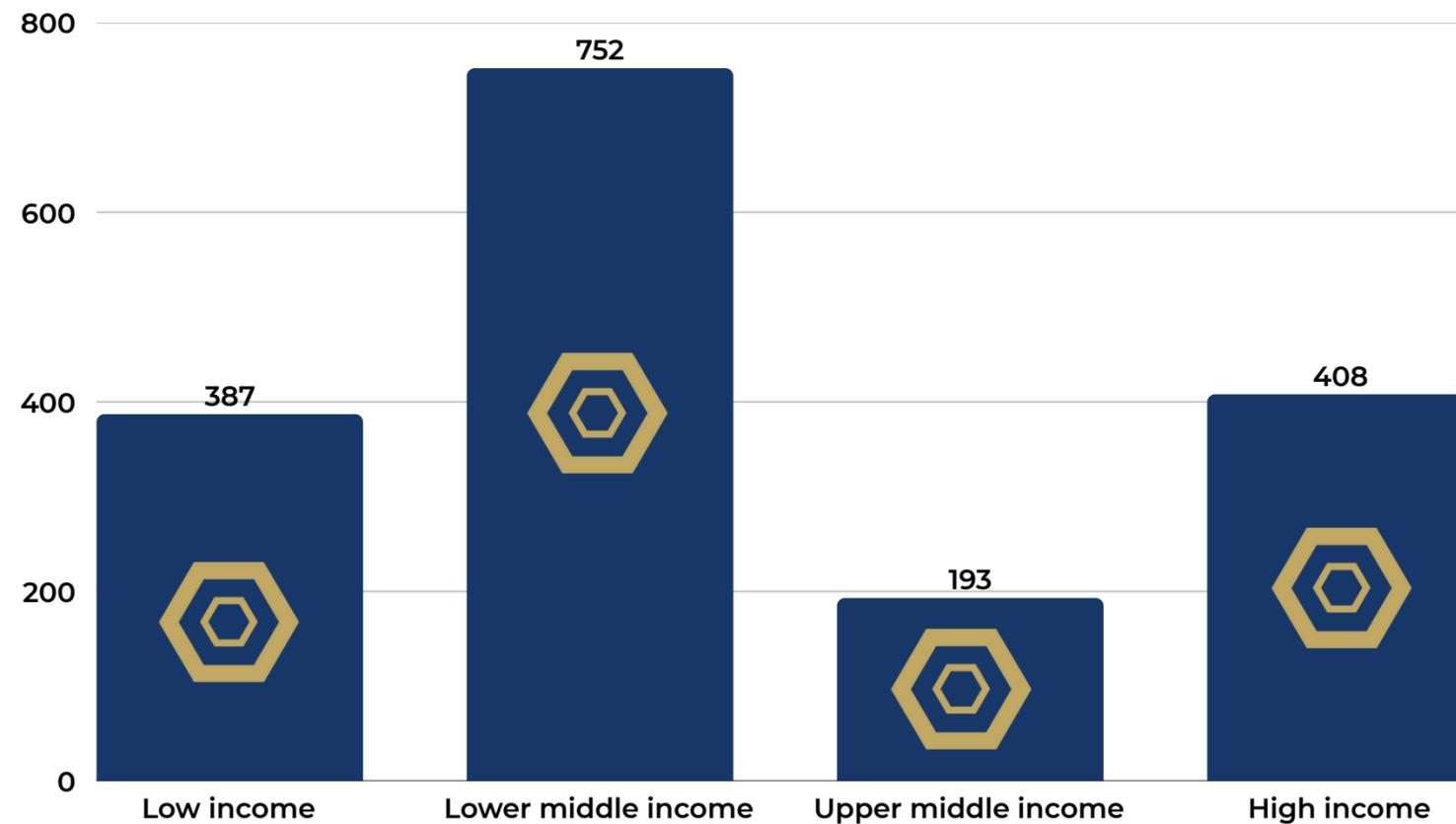
# OUR TEAM

## > Walking the talk

We work with researchers from all over the globe. We value diversity in our research teams, ensuring gender and ethnic diversity

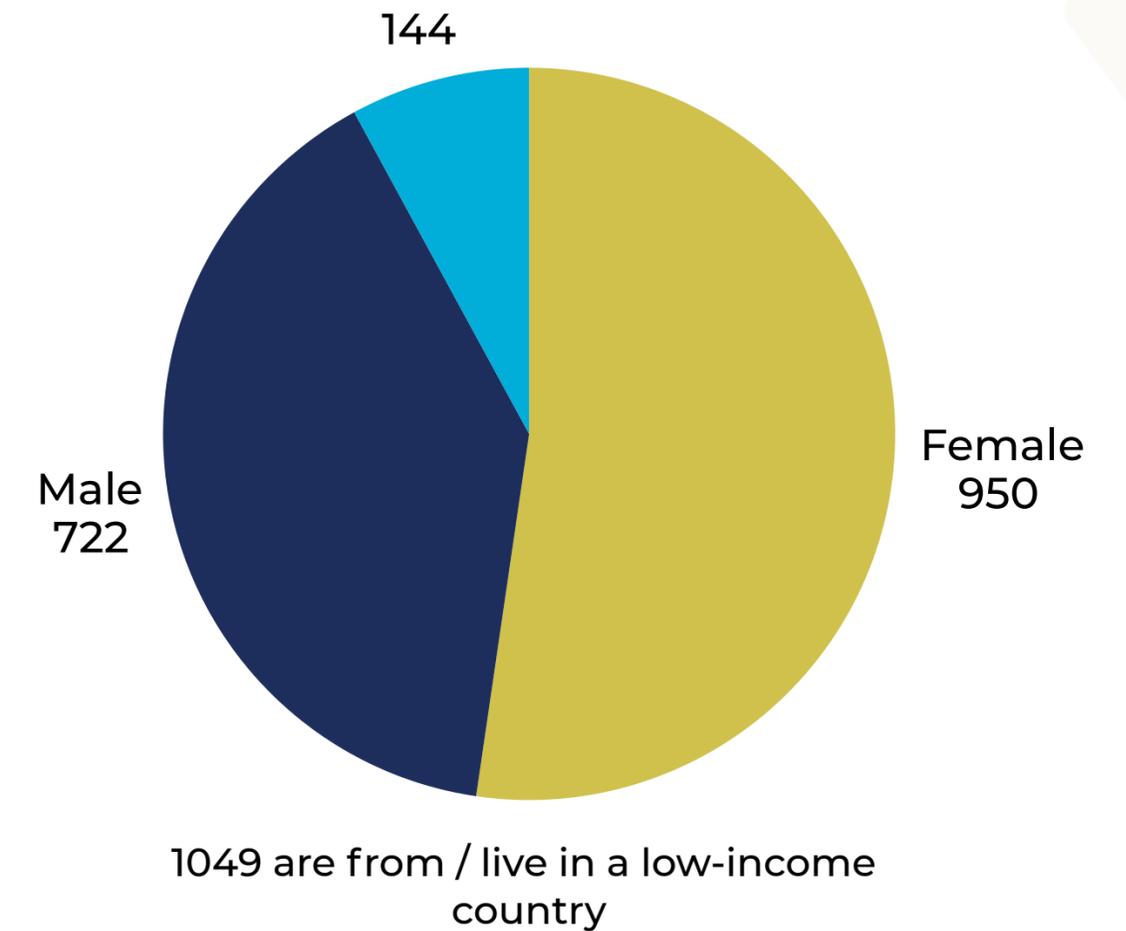
### Background of Experts

● Where our project teams live



### Gender Breakdown

Preferred not to say



# Global Footprint

From South Asia to Sub-Saharan Africa and the Pacific, Includovate partners with researchers and communities across the globe to advance inclusive futures and we measure our contribution to the SDGs.

## Africa Mapping our Impact

### North Africa:

- Egypt
- Sudan
- Tunisia

### West Africa:

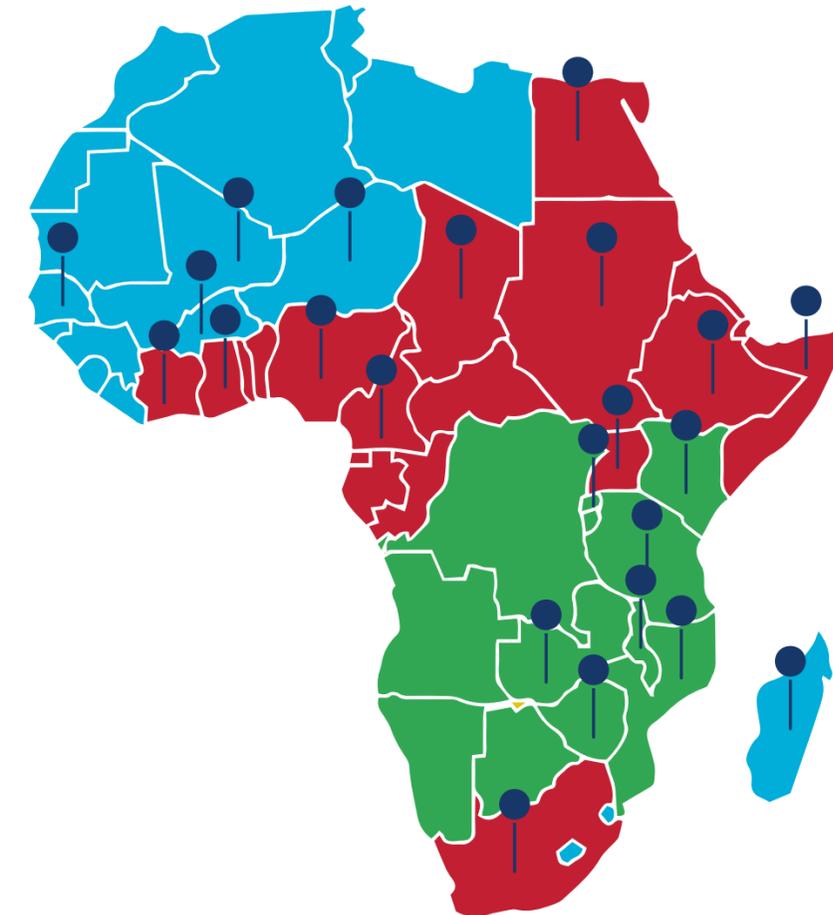
- Benin
- Burkina Faso
- Cameroon
- Côte d'Ivoire
- Ghana
- Mali
- Niger
- Nigeria
- Senegal

### East Africa:

- Ethiopia
- Kenya
- Madagascar
- Malawi
- Mozambique
- Rwanda
- Somalia
- South Sudan
- Tanzania
- Uganda
- Zambia

### South Africa

- South Africa



# Global Footprint

## Asia & Pacific region Mapping our Impact

### South Asia:

- India
- Maldives
- Nepal
- Pakistan
- Bangladesh

### East Asia & Central Asia

- Mongolia

### Middle East (West Asia)

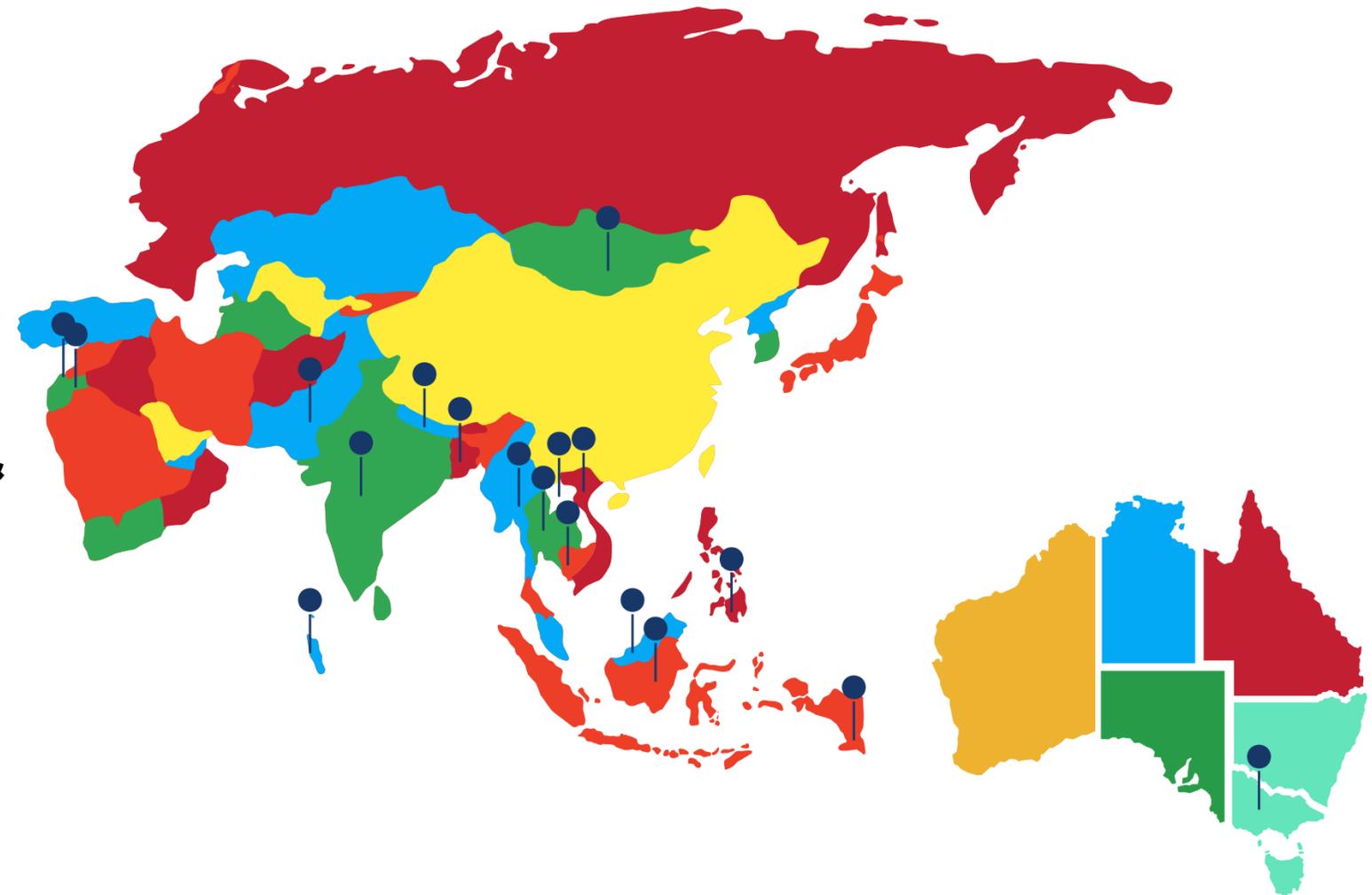
- Jordan
- Lebanon

### Southeast Asia

- Cambodia
- Indonesia
- Lao PDR
- Malaysia
- Myanmar
- Philippines
- Thailand
- Vietnam

### Oceania (Pacific Islands & Australia)

- Australia
- Fiji
- Papua New Guinea
- Vanuatu



# Global Footprint

## Latin America & The Caribbean

Mapping our Impact

### South America

- Bolivia
- Guyana
- Peru

### Central America

- Costa Rica

### North America (Caribbean region)

- The Dominican Republic



# CERTIFIED SOCIAL ENTERPRISE

Includovate is a Social Traders certified social enterprise, proudly standing among Australia's most trusted social enterprises. This recognition validates our commitment to shifting power balances, amplifying marginalised voices and decolonising research for development. We are also proudly People & Planet verified, reinforcing our commitment to people and the planet.



Business for good

## Our purpose



We reinvest profits to develop the talent of researchers from low and middle-income countries, supporting them to lead, publish, and design solutions.

## Our commitment



Through research and partnerships, we help shift power imbalances so that knowledge creation is more inclusive.



# Some of Our Valued Clients



A man with a beard, wearing a blue and brown patterned shirt, is looking upwards and to the right. The background is dark blue. In the top-left and bottom-right corners, there are abstract geometric patterns consisting of yellow and blue hexagons and lines. The text "LOOKING AHEAD" is centered in white, bold, uppercase letters.

**LOOKING AHEAD**



# Our Vision for Tomorrow

- **Empower Voices**

Enhance agency, safety and autonomy so that diverse voices feel empowered to shape a future where equity is the norm.

- **Innovative Collaboration**

Combine local and international expertise to challenge discriminatory norms and co-create sustainable solutions.

- **Inclusive Impact**

Use intersectional approaches and data to illuminate the plight of excluded groups, and advocate for their protection.

# Join our Journey

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*Connect, collaborate, and create change with Includovate today!*

