

Inclusion Open Request for Proposals Glossary

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Barriers: For this RFP, barriers refers to systemic issues that inhibit inclusive and/or equitable entrepreneurship. Research shows these might include inadequate access to: ideas, skills resources, people, physical assets and/or mentorship.

Community-Informed: Ensuring that the services being delivered are shaped through feedback from the members of the target population being served. The best community-informed programs build a continuous communication loop with those target markets.

Demographic: A sector of the population based on an identity marker. This can include the dimensions of race, ethnicity, gender identity, sexual orientation, socioeconomic status, disability, age, religious beliefs, citizenship status, sex and geographic location, educational attainment, etc.

Diverse Entrepreneurship: Entrepreneurial activity undertaken by individuals from a wide variety of backgrounds that are representative of the demographics of their community. As a means of realizing a greater diversity of entrepreneurship, for this RFP, we are focused on solutions for populations who have been systemically left behind. Diverse entrepreneurship can exist without inclusive or equitable entrepreneurship.

Entrepreneur: Individual who has turned an idea into an organized effort to create and deliver goods or services, in pursuit of profit, to fill a need, and/or to solve a problem.

Entrepreneurship Ecosystem: The networks, policies, culture, practices, and organizations influencing entrepreneurs. A quality ecosystem allows for the fast flow of talent, information, and resources so that entrepreneurs can quickly find what they need at each stage of growth.

Entrepreneurship Hub: A centralized area (physical or virtual) of activities that support entrepreneurs.

Entrepreneur Support Organization: Organizations that provide training, programs, and/or funding to entrepreneurs and ecosystem builders.

Equitable Entrepreneurship: Entrepreneurial activity unencumbered by specific barriers faced by those who have been systemically left behind. This can be achieved through inclusive programming and systems change that solves unique issues faced by these entrepreneurs. Diverse and inclusive entrepreneurship are prerequisites for equitable entrepreneurship.

Equitable Collaborations: Collaborations based on organizations entering into relationship based on terms that are and perceived as fair and valuable by both parties. This includes payment of money or other fair value exchanges for work, access to networks or physical assets.

Equity: A system that does not provide additional barriers to individuals based on their demographics.

Inclusion: The practice of bringing together diverse individuals and ensuring that each person has the opportunity to be involved, respected and connected within their communities

Inclusive Entrepreneurship: Entrepreneurial activity resulting from an entrepreneurship ecosystem supporting individuals in a way that leads them to self-report they feel comfortable being honest about which demographics they belong to. This RFP focuses on systemically underrepresented entrepreneurs, so inclusive entrepreneurship cannot exist without diverse entrepreneurship. Inclusive entrepreneurship can exist without equitable entrepreneurship.

Gatekeeper: An individual who has power and influence to control how scarce resources are accessed or distributed. In entrepreneurship, typically refers to investors, mentors, ecosystem decision makers, policy makers and entrepreneur support organization leaders.

Kansas City Region: Defined for this RFP as Johnson and Wyandotte Counties in Kansas; Cass, Clay, Platte, and Jackson Counties in Missouri

Organizational Mission: A statement that explains the purpose of the organization and broadly, what change it seeks to make.

Organizational Goals: A list of one or more concrete, clear, and attainable benchmarks for an organization, typically based on an organization's mission, values, and/or area of focus.

Outcome: These are the measurement or description of changes in the world that occur as a result of the activities, products, or services completed or delivered by the organization. Put differently, if the outputs are successfully completed, these are the benefits that would accrue to participants and/or target audiences. ([Kauffman Foundation Evaluation Reporting Guide](#))

Output: These are the measurement of the activities, products, or services to be delivered by the organization. As a general rule, if the metric is referring to something the organization will do, then it is an output. ([Kauffman Foundation Evaluation Reporting Guide](#))

Policy Solution: A formal action taken by an organized body to mitigate one or more barriers that confront entrepreneurs. For purposes of the RFP we are specifically focused on who have been systemically left behind due to demographic, socio-economic, and geographic barriers.

Public Policy Solution: A formal action taken by government to mitigate one or more barriers that confront entrepreneurs. For purposes of the RFP we are specifically focused on who have been systemically left behind due to demographic, socio-economic, and geographic barriers.

Rural Entrepreneurship: Rural Entrepreneurship refers to entrepreneurial activity in communities that are located outside of urbanized areas, defined by the Census Bureau as

communities of 50,000 or more people (<https://www.census.gov/geo/reference/urban-rural.html>). Entrepreneurs in these communities may also contend with systemic barriers commonly associated with gender, race, sexual orientation and disability while also operating in a community that does not form dense entrepreneurial networks, must maintain aging infrastructure, experiences regular population loss, and whose economic base may be built on relatively few dominant industries or incumbent large employers.

Quality Entrepreneur Support Program: A program that reduce barriers for entrepreneurs and results in more businesses starting, or current businesses growing.

Systems Change: Actions that address the root causes of inequity, which are often intractable and embedded in networks of cause and effect. In the case of this RFP, we are focused on intentional processes designed to fundamentally alter the components and structures that cause the system to behave in ways that are inequitable and exclusionary.

Systemically Left Behind: A group of individuals who are proportionally underrepresented in an entrepreneurship ecosystem relative to their representation in the larger community, as a result of systems and policies in place, whether intentional or unintentional.