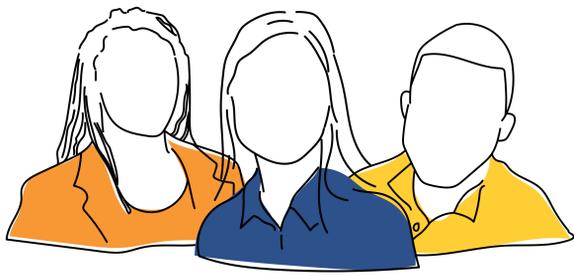


## IW's commitment to building a Diverse, Equitable, & Inclusive startup community

IW folds inclusion into everything we do -- from our team to our programs, investments, and partners.

### INVESTING IN FOUNDERS OF ALL BACKGROUNDS

Self-identified, anonymous data from 3rd party survey of 200+ founders & CEOs of companies IW invested in over the past 10 years:



**60%**

of companies IW has invested in over the past 10 years have a founder, owner, and/or leader who is a woman and/or person of color

survey respondents may self-identify within multiple categories

34%

Women

20%

Asian

14%

Black/ African American

9%

LGBTQIA+

8%

Veteran

6%

Hispanic/ Latinx

6%

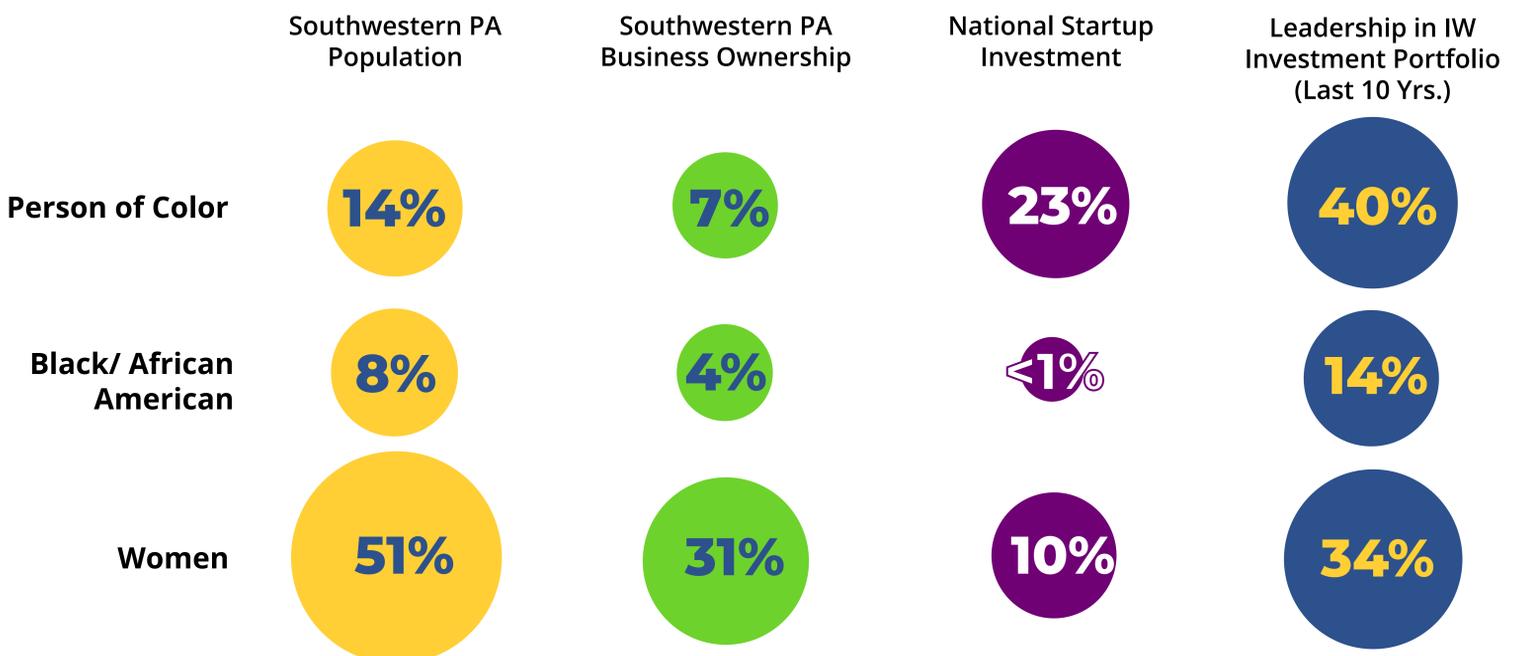
Person with a disability

5%

Other under-represented groups

### INVESTING IN DIVERSITY

60% of the deals and 56% of the dollars from IW over the past 10 years went to companies with women and/or people of color as leaders



Sources: Southwestern PA statistics come from 2010 U.S. Census Data (the most current available). The Census captures business ownership of all types of companies. CB Insights, the source for the National Startup Investment statistics, measures the make-up of founding teams.

### IW's TEAM & PROGRAMS REFLECT OUR COMMUNITY & VALUES

By centering inclusion, a wider group brings their ideas and talents to product development, markets, and problem-solving. In addition to our investments, IW fosters inclusion in the following initiatives:

Accessible investment processes

Expanding on-ramps to tech & entrepreneurship



IW TEAM  
**28%**  
People of Color

IW BOARD  
**56%**  
Women and/or Black/African American

**62%**  
Women

Inclusive mentors & programs

Inclusive speakers, panels events, & vendors