

## Terms & Conditions

### Empower Now Incubation Programme 2023-2024

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#### **Aim of the Empower Now incubation programme**

Empower Now is a six-month online/hybrid incubation programme that supports entrepreneurs who identify as FINTA\* (female, inter, non-binary, trans, agender) and are developing social businesses in the field of Empowerment & Participation. Empower Now is designed and facilitated by Impact Hub Berlin GmbH (in the following IHB) in cooperation with [tbd\\*](#), and funded by the [Social Entrepreneurship Netzwerk Deutschland e.V. \(SEND\)](#).

#### **Target group**

Empower Now is designed by and for FINTA\* founders who are marginalised and /or face (multiple) discrimination working towards a more inclusive, equitable and participatory society.

#### **Eligibility**

Participants must:

- be at least 18 years old.
- self-identify as FINTA\*.
- be based in Germany and/or implement their solution (at least partly) in Germany.
- develop solutions within the scope of Participation & Empowerment.
- have already validated their concept through initial user inside research.
- ideally have an MVP.
- Founder teams and solo-founders can apply to the programme. For founding teams, we can offer between 2-4 spots for FINTA\* depending on the applications received.
- commit to at least four to six hours of virtual presence per week to the programme starting in Mid-July. At least one team member must attend the virtual kick-off workshop in Mid-July.

Please note that this incubator is designed by and for FINTA\* founders facing multiple discrimination and therefore these identities and lived experiences will be prioritised in the selection process. We encourage FINTA\* founders from all cultural backgrounds, ages, educational backgrounds and religions to apply.

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### Online application and documents

Applications must be submitted no later than May 29 2023 (23:59 CET) via the following application form: <https://form.typeform.com/to/vhTm9N8C>

All mandatory fields of the application form must be filled in with the relevant information in complete sentences or bullet points and in English. References to attachments (e.g. "see website" or "see attached documents") or "no statement" for mandatory questions are not allowed and will not be considered. The fields are to be filled in as concisely and comprehensively as possible, taking into account the limited number of characters. The application will be considered incomplete if the following conditions are not met:

- All required form fields must be completed.
- Programme participants must be based in Germany or the idea must be (partly) implemented in Germany.
- Only complete applications received before the deadline of May 29 2023 (23:59 CET) will be considered.
- By submitting an application, the applicant accepts these conditions of participation.

### Publication of the selected teams

If the final programme participants give their consent, they will be publicly announced via social media. The following information will be shared: Name, company name, brief description of the idea, and possible visuals provided by the founder(s) as part of the application. The final selection will also be published on the [website](#).

### Selection process

The selection process is conducted in two steps:

**Step 1:** Review of all applications by our jury consisting of the [advisory board](#) and an internal IHB committee. Each application will be read twice by two different people (4-eye principle). To avoid conflict of interest, jury members with personal attachment to teams will not be

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allocated that same team. All jury members will allocate points according to the same selection criteria.

**Step 2:** Based on the points allocated, a short list of 20-25 applicants will be compiled. In a jury meeting, the jury discusses this shortlist and selects 8-10 teams final teams. The same selection criteria will be applied, with a focus on giving FINTA\* founders facing multiple discrimination access to the programme.

#### **Selection Criteria:**

All selection criteria and their corresponding questions are transparent to the applicants on our website and in the application form beforehand. Selection categories are:

- **Problem-Solution-Fit & Impact (40%):** You understand the challenge addressed by your social business and the needs of the group(s) affected by the challenge. Your solution effectively targets the mentioned challenge. You have validated your idea. Your idea shows a certain degree of innovativeness and you are interested in collaborating with others.
- **Viability (13%):** You demonstrate awareness of financial sustainability and show first ideas of achieving financial sustainability through your business model (for non-profits this might mean research on funding opportunities).
- **Skillset & Willingness to learn (20%):** You (and your co-founders or team) have a diverse skill set and expertise within the field of your solution and / or are displaying a willingness to seek for help. We value your lived experience as a strength.
- **Programme Fit (27%):** You describe your personal motivation to get partnership-ready and to join the Wellbeing & Resilience to belonging programme. You demonstrate a strong motivation to contribute to the cohort by supporting other programme participants.

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### Programme Benefits

- **Masterclasses & Individual Coaching:** Curated sessions and 1-on-1 coaching supporting you to become partnership-ready. Classes will focus on topics such as: System and Opportunity Mapping | Business Modelling | Funding | Impact Measurement | Financial Planning | Partnering | Pitching | Team Building
- **Individual Roadmap:** We will help you to build an individual roadmap for the duration of the incubator to see how we can best support you.
- **Mentoring:** Mentoring support with FINTA\* mentors who are sensitised towards inclusion and belonging.
- **Networks:** Connection to our vast networks of social entrepreneurs
- **Community & Space:** Access to Impact Hub Berlin's physical co-working space, our digital resources and community
- **Peer2Peer:** Hosted peer2peer sessions to exchange on learnings and best practices, also in smaller groups.
- **Visibility:** Opportunities for media attention and exposure to established impact community

### Participation fee

Participation in the programme is free of charge for participants and we do not take equity.

### Cancellation of the incubation programme

Impact Hub Berlin reserves the right to cancel this programme at any time. In case Impact Hub Berlin has to cancel the programme, selected founders are not entitled to participate in the programme.

### Legal notice

Impact Hub Berlin reserves the right to reject applications that do not meet the application requirements – especially if the application:

- reflects illegal content (e.g. pornographic content that violates the rights of third parties, content that glorifies violence or is otherwise inappropriate);
- contains content that violates the law or does not comply with our [Code of Conduct](#)

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### Data protection

Impact Hub Berlin assures that all documents will be treated with the utmost confidentiality in accordance with European law (DSGVO). All submitted documents will be made available to the jury only for the purpose of conducting the selection process. The jury is bound to secrecy.

By participating in the application procedure, the applicant agrees that their personal data may be used for the execution of the selection procedure and that the IHB temporarily collects, stores, uses and passes on data to the jury, only for the purpose of selecting the cohort.

All personal data will be deleted after this purpose is achieved.

All applicants have a right to information about their personal data within the framework of the legal provisions, as well as a right to correction, blocking or deletion of this data. To exercise these rights, an email may be sent to [datenschutz.berlin@impacthub.net](mailto:datenschutz.berlin@impacthub.net). It should be noted that such revocation would result in IHB no longer being able to use the personal data collected for the purposes of this application, which could affect the participation of the applicant in the incubator.

To learn more about IHB's privacy policy, please visit <https://berlin.impacthub.net/data-privacy>.

### Informed Consent

The applicant declares that they own all rights to the documents submitted in the application. If selected to participate in the programme, the applicant agrees to the publication of the documents attached in the application and their content upon agreement (images, photos and graphic material, logos, etc.) on the IHB website. All rights to the submitted documents and content remain with the applicant.

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### Video and audio recordings

The IHB intends to publish photo, video and audio recordings made as part of the Empower Now incubation programme on the homepages of IHB and its partners, social media, the IHB newsletter, flyers and brochures for the purpose of public relations and documentation for both the IHB itself and its media and network partners.

### Contact information

Impact Hub Berlin GmbH  
Rollbergstraße 28A,  
12053 Berlin, Germany

Web: <https://berlin.impacthub.net/>

Email: [info.berlin@impacthub.net](mailto:info.berlin@impacthub.net)

VAT ID: DE291050119

Tax ID: 37 / 358 / 33499

Local court Charlottenburg HRB: 148130 B

Operator of the Internet platform is also IHB.

Email: [empowernow.berlin@impacthub.net](mailto:empowernow.berlin@impacthub.net)

The Empower Now incubation programme is run by Impact Hub Berlin GmbH in collaboration with [tbd\\*](#) and our [advisory board](#). The Empower Now incubation programme is financed by our ecosystem partner [SEND e.V.](#) (Social Entrepreneurship Netzwerk Deutschland).