

Oribi's Gender Statement

Womxn empowerment toward
a more equitable future



Oribi Village is a network-based incubator that is actively bridging the \$42 billion financial gap and gender parity gap in entrepreneurship for women in Sub-Saharan Africa. We are connectors of stakeholders at different levels of the entrepreneurial system, collectively activating high impact entrepreneurs as a network of purpose pioneers. As indicated by the United Nations, gender inequality contributes to the increasing rates of poverty and unemployment worldwide - South Africa follows global trends with systemic discrimination seeping through our economy. We view gender inclusion as a catalyst for change towards economic freedom. We recognise women as key drivers of economic and social growth, and this forms the basis of our solutions. Oribi Village applies a value creation model underpinned by social, economic and environmental justice to unlock and restore the African economy. For this reason, we need to ensure the entrepreneurial ecosystems we create ensures equal access to opportunity for all.

Inclusion has always been at the core of Oribi Village. Our position allows us to act as a facilitator of learning and unlearning for ourselves, and all of our stakeholders. We do not consider ourselves heroes, but hosts of diverse opportunities to achieve a just and inclusive economy. We believe that the gender gap is a systemic problem, which requires systemic solutions, and our network-based approach allows us to connect diverse stakeholders and partners to find collaborative approaches that benefit the entire system, and the individuals.

First and foremost, the process of change starts with us. We commit to making gender inclusivity a core tenet of all our projects and operations through continuous self-reflection, asking ourselves tough questions, and consistently applying our learnings on gender inclusion for innovative tools, processes and relationship engagements. UNLEARNING is key to our approach.

Our flagship is built on a system that creates trust based on more than traditional compliance methods; one that values, supports and amplifies gender-inclusive businesses through network focused enterprise development as a means of building on women's agency to support a thriving inclusive local economy.

Our gender-focused enterprise development is achieved through a 3-step multi-level process, the ORIBI'S Trust System:

- Building on women's agency to support local economies, by creating gender-inclusive spaces where women can build strategic networks and co-design inclusive pathways to economic empowerment
- Enhancing the use of technology and gender-inclusive approaches to develop, strengthen, mentor and support the growth of gender-smart social enterprises
- Ensuring all genders have equal access and shorter pathways to opportunities in each part of the value chain and all form part of the economic "trust system"

Together with our partners, we aim to support and create visibility around innovative solutions for gender mainstreaming in the entrepreneurial ecosystem. Our growing network of partners: mentors, experts, private and public institutions, academia and entrepreneur network, are valued for their unique leverage points at different levels of the system.

Through our collaborative efforts, we intend to use human-centered design principles to tackle the main contributors to gender equality:

Unequal pay - Gender should not determine how much you earn.

Job segregation - Our country still categorises jobs and even entire industries by gender. Pigeon-holing women specifically into lower-paying jobs, limiting their employment and investment opportunities.

Investment gap - Gender should not determine the likelihood of successful investment and entrepreneurial progression.

Societal Mindset - Gender norms run deep in society and need to be eradicated.

Lack of empowerment - Equal space, airtime and respect should be awarded to all genders. All genders should feel equally empowered and have the same sense of belonging.

This ensures that, in line with the United Nations' 2030 Agenda for Sustainable development Goals, ORIBI engages to co-create sustainable, intersectional and inclusive entrepreneurial communities that provide people of all genders agency over their own futures as well as equitable access to opportunities.



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More info on our website:

www.oribivillage.com