Routledge Studies in Entrepreneurship

GENDERING ENTREPRENEURIAL ECOSYSTEMS

LEVELLING THE FIELD

Marit Breivik-Meyer, Marta Lindvert, Anne-Charlott Callerstig, Dag Balkmar, and Gry Agnete Alsos

ROUTLEDGE

"This necessary volume gets to the heart of how entrepreneurship and gender intersect in cities and regions. By addressing issues such as gender difference, child care, and networks, the chapters in this book invite a more critical perspective of if and how entrepreneurship can power just and equitable economic development."

Professor Ben Spigel, *Babson College, USA*

"Dive into the dynamic world of inclusive entrepreneurial ecosystems with this invaluable and insightful book on gendering entrepreneurial ecosystems. This must-read offers a comprehensive understanding of how addressing gender challenges is crucial for fostering equitable opportunities for all entrepreneurs and building inclusive, innovative environments."

Professor Christina Theodoraki,
Aix-Marseille University – IAE, France

"Current literature, practice and policy assumes that ecosystems are neutral and that all entrepreneurs have equal access to resources, opportunities and support to start and grow ventures. The present volume addresses this assumption by analyzing how ecosystems are gendered. Authors explore key themes – founding, incubating and accelerating, financing and changing – providing insights for how we can make ecosystems more inclusive and how entrepreneurial ecosystems can be a space for resistance and activism in social transformation. Don't miss this book!"

Professor Candida Brush, *Babson College, USA*

"Gendering Entrepreneurial Ecosystems: Levelling the Field" is an empowering and forward-thinking exploration of gender dynamics in entrepreneurship. While it critically addresses the barriers and biases women face, the book also highlights the immense potential for fostering inclusivity and innovation. By rethinking the structures of entrepreneurial ecosystems, it opens up exciting opportunities, emphasizing how diversity can fuel creativity and better opportunity recognition. A must-read for anyone interested in shaping a more inclusive and vibrant entrepreneurial world, this book provides a call to action for unlocking opportunities."

Professor Jeaneth Johansson, *Luleå*
University of Technology and Halmstad University, Sweden

Gendering Entrepreneurial Ecosystems

The increased interest in entrepreneurial ecosystems often builds on the underlying assumption that entrepreneurs have equal access to resources, participation, and support. However, women are underrepresented in successful entrepreneurial ecosystems and a persistent gender bias continues to exist. This bias is reflected in assumptions about the typical entrepreneur. It is white American men that spring to mind, portrayed as entrepreneurial superheroes, associated with risk-taking and big money. That they are men is often taken for granted; with successful female entrepreneurs seldom elevated in the same way. This illustrates how entrepreneurship is gendered, with implications for resource access and chances of success. The entrepreneurial ecosystem is not a level playing field.

This book gives insights on how to remedy gendered challenges that pose problems not only for individuals but also for the entrepreneurial ecosystem. By analysing ways of making entrepreneurial ecosystems more gender-inclusive, the chapters collectively highlight the impact of gender dynamics on entrepreneurial ecosystems and introduce innovative methods for fostering inclusivity. With examples from around the globe, they emphasise the actors and factors that matter for gender-inclusive entrepreneurial ecosystems.

The book is interdisciplinary and will appeal to scholars, upper-level students and policymakers interested in entrepreneurship and gender inclusivity.

Marit Breivik-Meyer is Associate Professor in Entrepreneurship at Nord University Business School, Norway. Her main research interests include venture start up processes, entrepreneurial ecosystems, sustainability, and gender perspectives to entrepreneurship and innovation.

Marta Lindvert is Associate Professor in Entrepreneurship at Nord University Business School, Norway. Her main research interests include entrepreneurial financing and resource mobilization, particularly from a gender perspective. She is also interested in the role of different contexts for entrepreneurship and has conducted field studies in a variety of countries.

Anne-Charlott Callerstig is Senior Researcher in Gender Studies at Örebro University, Sweden. Her research interest includes equality policy and organisation; policy implementation and evaluation; gender, entrepreneurship and innovation, and interactive research methodologies.

Dag Balkmar is Associate Professor (Docent) and Senior Lecturer in Gender Studies at Örebro University, Sweden. His research focuses on men and masculinities; gender and entrepreneurship; gender equality and inclusion in organizations; and gendered mobilities. His research encompasses several interactive research projects on gender and innovation, exploring masculinity in relation to technology, entrepreneurship, and organizations.

Gry Agnete Alsos is Professor of Innovation and Entrepreneurship at Nord University Business School, Norway. Her research interests include venture start up processes, entrepreneurial ecosystems, entrepreneurship and innovation policy, and gender perspectives to entrepreneurship and innovation.

Routledge Studies in Entrepreneurship

This series extends the meaning and scope of entrepreneurship by capturing new research and enquiry on economic, social, cultural and personal value creation. Entrepreneurship as value creation represents the endeavours of innovative people and organisations in creative environments that open up opportunities for developing new products, new services, new firms and new forms of policy making in different environments seeking sustainable economic growth and social development. In setting this objective, the series includes books which cover a diverse range of conceptual, empirical and scholarly topics that both inform the field and push the boundaries of entrepreneurship.

Dark Sides of the Startup Nation
Winners and Losers of Technological Innovation and Entrepreneurship in Israel
Sibylle Heilbrunn

Skills, Creativity and Innovation in the Digital Platform Era
Analyzing the New Reality of Professions and Entrepreneurship
Anne Kovalainen and Seppo Poutanen

Corruption and Entrepreneurship
Testing the Theory of Planned Behavior
Mohammad Heydari

Stakeholder Management and Entrepreneurship in Africa
Edited by Samuel Adomako, Michael Asiedu Gyensare and Mujtaba Ahsan

Gendering Entrepreneurial Ecosystems
Levelling the Field
Edited by Marit Breivik-Meyer, Marta Lindvert, Anne-Charlott Callerstig, Dag Balkmar, and Gry Agnete Alsos

For more information about this series please visit: www.routledge.com/Routledge-Studies-in-Entrepreneurship/book-series/RSE

Gendering Entrepreneurial Ecosystems

Levelling the Field

Edited by Marit Breivik-Meyer, Marta Lindvert, Anne-Charlott Callerstig, Dag Balkmar, and Gry Agnete Alsos

Routledge
Taylor & Francis Group
NEW YORK AND LONDON

First published 2025
by Routledge
605 Third Avenue, New York, NY 10158

and by Routledge
4 Park Square, Milton Park, Abingdon, Oxon, OX14 4RN

Routledge is an imprint of the Taylor & Francis Group, an informa business

ISBN: 978-1-032-54785-5 (hbk)
ISBN: 978-1-032-55514-0 (pbk)
ISBN: 978-1-003-43106-0 (ebk)

DOI: 10.4324/9781003431060

Typeset in Times New Roman
by Newgen Publishing UK

Contents

Figures

Tables

Contributors

Gry Agnete Alsos is Professor of Innovation and Entrepreneurship at Nord University Business School, Norway. Her research interests include venture start up processes, entrepreneurial ecosystems, entrepreneurship and innovation policy, and gender perspectives to entrepreneurship and innovation.

Susanne Andersson is Associate Professor in Education at the Department of Education, Stockholm University, Sweden. Her main research interest concerns how inclusive leadership is practiced in everyday organizational life and studies of how gender is a constraining structure in the development of new innovations.

Dag Balkmar is Associate Professor (Docent) and Senior Lecturer in Gender Studies at Örebro University, Sweden. His research focuses on men and masculinities; gender and entrepreneurship; gender equality and inclusion in organizations; and gendered mobilities. His research encompasses several interactive research projects on gender and innovation, exploring masculinity in relation to technology, entrepreneurship, and organizations.

Teita Bijedić-Krumm is a researcher and project manager at the Institut für Mittelstandsforschung, Bonn, Germany. She studied psychology and holds a doctoral degree in economics. Her field of entrepreneurship and innovation research includes several topics regarding gender, diversity, behavioural and learning aspects, and regional ecosystems.

Marit Breivik-Meyer is Associate Professor in Entrepreneurship at Nord University Business School, Norway. Her main research interests include venture start up processes, entrepreneurial ecosystems, sustainability, and gender perspectives to entrepreneurship and innovation.

Siegrun Brink is a researcher at the Institut für Mittelstandsforschung (IfM) Bonn, Germany. She received her degree in 2009 and her current research interests include entrepreneurship and innovation policy, entrepreneurial legitimacy, gender perspectives to entrepreneurship and innovation.

Anne-Charlott Callerstig is Senior Researcher in Gender Studies at Örebro University, Sweden. Her research interest includes equality policy and organisation; policy implementation and evaluation; gender, entrepreneurship and innovation and interactive research methodologies.

Alexis Catanzaro is Professor of Entrepreneurship at Jean Monnet University in Saint-Étienne (France) and serves as the co-director of the Coactis Research Center. He has published in numerous academic journals, including Small Business Economics, the Journal of Small Business Management, and The Journal of Technology Transfer.

Anna Croon is Associate Professor and Program Coordinator of The Master Program in Human-Computer Interaction and User Experience at the Department of Informatics at Umeå University, Sweden. Her main research interest concerns Inclusive and Norm Critical design, Design Theory and Design Thinking, Feminist New Materialist and Critical Philosophy of Technology.

Ana Cruz García is a lecturer in Spanish cultures and an academic researcher in the Hincks Centre of Entrepreneurship at Munster Technological University. Her publications and research interests reside in the areas of gender, cultures, and entrepreneurship, more specifically women and migrants in entrepreneurship and entrepreneurship in the arts sector.

Sarah Davis is a lecturer and researcher at the School of Business at Munster Technological University, with successful scholarship-funded PhD in Entrepreneurship. She has extensive experience researching on entrepreneurship-based European funded projects that promote inclusive entrepreneurial education with programme development and pilot implementation for older people and for women.

Stéphanie Eynaud is a PhD candidate conducting research on Student Entrepreneurship with a Gendered perspective. She is affiliated with Jean Monnet University (France) and the Coactis Research Center. Her research interests revolve around entrepreneurial ecosystems, identity, gender perspectives, and critical approaches.

Stéphane Foliard is Associate Professor at Jean Monnet University, France. His research interests include entrepreneurship education, ecosystem dynamics, the nature of interactions within these ecosystems, and the legitimacy of the accompanying teacher. Since June 2021, he has served as the vice-president for entrepreneurship and continuing education at Jean Monnet University in Saint-Étienne.

Angela Hamouda is Lecturer of Entrepreneurship, Creativity and Innovation with extensive experience of working with students across disciplines and continents. She has been a lead researcher and developer for the ACE (Accelerating Campus Entrepreneurship) Initiative in Ireland. Angela is a visiting lecturer at IUT Montpellier and IUT Annecy and IUT Beziers, France and Universitas Indonesia.

Julia Heitsch is a member of the REACH to EMPOWER initiative from REACH – EUREGIO Start-up Center, Germany. Her work revolves around advancing gender equality within entrepreneurial ecosystems and promoting gender-equitable opportunities in start-ups.

Kate Johnston, Ph.D., is Lecturer in Business at Dundalk Institute of Technology. She has contributed to a number of books in the area of financial management and entrepreneurship. Kate is currently supervising several research students in the area of crowd funding, entrepreneurship and banking and finance (edited).

Rosemarie Kay is Deputy Managing Director of the Institut für Mittelstandsforschung (IfM) Bonn, Germany. Her main research interests are business start-ups and business succession. She has published numerous reports and papers in these fields, including those focusing on the gender and the origins of the founders and successors.

Darsel Keane is the Director of the Centre for Innovation and Entrepreneurship at the University of Auckland, New Zealand. Her research focuses on entrepreneurship education, especially how an entrepreneurial mindset is developing and how it can be measured.

Malin Lindberg is Professor of Gender and Technology at Luleå University of Technology, Guest Professor of Social Innovation at Malmö University and Affiliated Professor at the Center for Civil Society Research at Marie Cederschiöld University, Sweden. Her main research interest concerns inclusive development of innovations and organizations.

Marta Lindvert is Associate Professor in Entrepreneurship at Nord University Business School, Norway. Her main research interests include entrepreneurial financing and resource mobilization, particularly from a gender perspective. She is also interested in the role of different contexts for entrepreneurship and has conducted field studies in a variety of countries.

Heatherjean MacNeil is Adjunct Professor of Organizational Behavior at Northeastern University, USA, and Executive Director of Calling All Crows, an international non-profit that is forging feminist movements in the music industry. Her research, focused on entrepreneurship and feminist methods, is informed by her experience founding a women's-only accelerator and building start-ups of her own.

Jeanne Martens is Senior Researcher at Vrije Universiteit Amsterdam (VU), the Netherlands. Her research interests include women their networking behavior and gender perspectives to entrepreneurship and innovation.

Maura McAdam is Professor of Management and Director of Entrepreneurship at Dublin City University, Ireland. Her research, which explores the influence of gender and diversity on entrepreneurial behaviour, has been published in top rated North American and UK journals. She has been ranked amongst the top

2% of scientists in the world for research for the last three consecutive years and has received several research awards for her work.

Rod B. McNaughton is Professor of Entrepreneurship at the University of Auckland School of Business, New Zealand. His research interests include international new ventures, developing university entrepreneurship ecosystems, and venture financing.

Rebecca Nevins is a Masters of business graduate from Dundalk Institute of Technology specialising in Marketing and Entrepreneurship. This is where her love for entrepreneurship research grew and in particular female entrepreneurship. Rebecca's main goal for the future is furthering her research of female entrepreneurship and striving to discover supports to help young female entrepreneurs.

Sebastian Nielen is a researcher at the Institut für Mittelstandsforschung (IfM) Bonn, Germany. His research interests include innovation, SME finance, and the application of econometric models.

Aaron Pohlmann is a member of the research group on Strategy and Management at the University of Tübingen, Germany. His research interests include entrepreneurial ecosystems, women entrepreneurship, as well as social and sustainable entrepreneurship.

Sue Rossano-Rivero is Professor of Sales and Marketing with a focus on Innovation and Sustainability at Hochschule Niederrhein University of Applied Sciences, Germany. Her research interests include science-marketing, university-business cooperation, entrepreneurial behaviour of academics, and gender perspectives on science-driven entrepreneurship and innovation.

Saskia Stoker (MSc) is a PhD candidate at Vrije Universiteit Amsterdam (VU) and researcher at University of Applied Sciences Amsterdam (AUAS), the Netherlands. Her research interests include gender perspectives to entrepreneurship ecosystems and entrepreneurship education. This is also the topic of her PhD-project titled "embedding women entrepreneurs in the entrepreneurial ecosystem."

Iulia Stroila is Junior Professor of Entrepreneurship and Sustainable Innovation at the FH Münster University of Applied Sciences, Germany. Her research interests include entrepreneurial ecosystems, gender perspectives on entrepreneurship, and values-based innovation.

Theresa Veer is Assistant Professor for Strategy and Management at the University of Tübingen and Associate Professor at the Tübingen AI Center, Germany. The focus of her research is on gender perspectives to entrepreneurship and innovation, (corporate) venture capital, intellectual property rights, and strategic innovation management.

Ingrid Wakkee is Professor of Entrepreneurship at Amsterdam University of Applied Sciences (AUAS), the Netherlands. Her research interests include entrepreneurial ecosystems, entrepreneurship education, regenerative business models, and gender perspectives to entrepreneurship and innovation.

Bronwyn P. Wood (Aisha) is a native of Aotearoa New Zealand. She currently teaches in the UAE, has a consultancy, www.MuslimMarketingMatters.com, and is a Joint Editor in Chief for *Gender, Work and Organization*. Dr Wood applies her varied experience to perceptual and epistemological discussions of meaning and well-being.

Foreword

Gendering Entrepreneurial Ecosystems – *Inclusive EE*

It is my pleasure to welcome you to this edited collection on entrepreneurial ecosystems, a field of inquiry that has attracted growing attention and importance in academia, policy and practice in recent years. Originating from the biological and ecological literatures, the entrepreneurial ecosystem framework utilises "economic gardening" as a metaphor to account for local economic development. This biological/ecological perspective on entrepreneurship helps to create a structure and defines the relationships between human and non-human interactions: the actors and factors in specific entrepreneurial environments. The emergence of the entrepreneurial ecosystem concept is part of the new contextual turn in entrepreneurship which reflects a shift away from individualistic, personality-based research towards the acknowledgement that entrepreneurship takes place in a community of interdependent actors, individuals, entities, and regulatory bodies within a given geographic area.

Examining existing entrepreneurial ecosystems research reveals that much like natural ecosystems such as rainforests, deserts, or grasslands – each associated with a particular climate – there are significant global variations in the nature and impact of entrepreneurial ecosystems. Moreover, the inclusiveness and development of entrepreneurial ecosystems vary widely across regions and cultures, with such differences in ecosystem maturity and inclusiveness affecting the strategies and results of entrepreneurial activities. Despite knowing this anecdotally and intuitively, theoretically and empirically, the entrepreneurial ecosystem is depicted as a neutral space where individuals (actors) shape their own paths through independent activity, with success achieved via effort, energy, and creativity available to all regardless of race, gender, or class. This depiction is somewhat surprising given that within the wider entrepreneurship domain, great strides have been made towards understanding the various inclusionary and exclusionary characteristics, such as race, ethnicity, gender, neurodiversity, class, and ability on entrepreneurial agency and activity. This oversight necessitates a more nuanced debate to determine whether current entrepreneurial ecosystems are genuinely open systems accessible to a diverse array of entrepreneurs, or if inherent biases within these systems systematically exclude individuals based on their ascribed characteristics.

Put simply, entrepreneurial ecosystems are not neutral spaces, nor do they represent a level playing field. This comprehensive edited collection responds to a need for greater recognition of who benefits from the cultural, social, and material resources provided by ecosystems and the context-specific networks upon which they are established. Specifically, this collected volume focuses on the actors and factors that matter for making entrepreneurial ecosystems more gender-inclusive.

This edited collection significantly advances the entrepreneurial ecosystem domain with three distinct and impactful contributions. First, it acknowledges the role of the social context in enabling or constraining entrepreneurship. In so doing, the contributors collectively "tackle the roots causes" of exclusion and omission as opposed to merely "tinkering" at the edges. For instance, until we truly examine the uneven division of household labour and limited access to affordable childcare, we will fail to recognise the unique challenges women face, including geographically and temporally constrained choices. Furthermore, neglecting the impact of public childcare provision on entrepreneurial activities means that targeted support to enhance start-up rates amongst both women and men is insufficiently addressed. Overall, by advocating for systematic changes, this edited collection attempts to remedy previous efforts to create inclusive entrepreneurial ecosystems which to date have been fragmented and ineffective.

Second, this edited collection underscores the influence of ecosystem intermediaries on the behaviours and activities of the entrepreneur. Although we know the importance that intermediaries such as incubators and accelerators play in entrepreneurial ecosystems, we have yet to truly challenge the gendered assumptions of the rationale and objectives informing them. The contributors to this collection respond to this by providing a detailed examination of the role that incubators, accelerators and related support organisations play in promoting or constraining inclusive entrepreneurial ecosystems.

Third, this edited collection highlights the role of entrepreneurs in creating, maintaining and developing the entrepreneurial ecosystem, and not just responding to its pressures and opportunities. This is important as we need to move away from viewing entrepreneurs merely as conformists to existing norms towards seeing them as change agents and ecosystem builders. In challenging the assumption of gender neutrality in entrepreneurial ecosystems, the contributions make explicit the two-way causal interaction between entrepreneurial action and behaviour and rapidly changing institutional contexts. In so doing, this edited collection responds to calls to pay more attention to productive institution altering entrepreneurship as a fundamental agent in the development of healthy entrepreneurial ecosystems.

In challenging the neutrality of the ecosystem, this edited collection puts forth the entrepreneurial ecosystem as a space for resistance and activism within the wider process of social transformation. In sum, through acknowledging the complex nature of entrepreneurial ecosystems, this edited collection challenges the assumption of gender neutrality in entrepreneurial ecosystems through its exploration of gender-constrained pathways that women entrepreneurs and other minorities have to navigate.

In taking a broader geographical stance and a broader conceptualisation of gender, this edited collection offers a holistic understanding of the intricate web of interactions, actors, and dynamics that shape entrepreneurial landscapes across regional and national ecosystems. Importantly, it adds to the current entrepreneurial ecosystems discourse, which assumes gender neutrality and largely overlooks issues of diversity, inclusion, and exclusion. This edited collection is a vital resource, offering empirically grounded, interdisciplinary insights into the various components of entrepreneurial ecosystems across diverse geographical contexts. It is essential reading for a wide range of global stakeholders, including academics, entrepreneurs, policymakers, and professionals in funding agencies and incubators, all of whom are working towards driving change in entrepreneurial ecosystems. I am very confident that the edited collection will inspire and create a better understanding of *how and why entrepreneurial ecosystems can become more inclusive.*

Professor Maura McAdam,
Dublin City University, Ireland

Acknowledgements

This book was initiated as a result of the research project "Overcoming the Entrepreneurial Ecosystem Gender Divide: A Cross-Cultural Perspective" funded over the Horizon 2020 Gender-Net Plus Joint Call (Project ID: GNP-122). We, the editors, wish to thank all the project members for their important contributions, which laid the foundation for this book.

We would like to especially express our deepest gratitude to Professor Maura McAdam, who was the catalyst in uniting us all in this research project on gender and entrepreneurial ecosystems. We are deeply grateful for her generous sharing of experiences and knowledge, and her continuous support throughout the creation of this collected volume. Her contributions have been pivotal in shaping the concept of the book, and we are honoured over the foreword she has written. Thank you, Professor Maura McAdam. Your influence resonates throughout the book.

1 Levelling the field

Towards more inclusive entrepreneurial ecosystems

Gry Agnete Alsos, Dag Balkmar, Marit Breivik-Meyer, Anne-Charlott Callerstig, and Marta Lindvert

Introduction: Entrepreneurial ecosystems as gendered systems

It is widely acknowledged that entrepreneurship is a masculinized domain (Ahl, 2006; Marlow & McAdam, 2013). Despite the increasing number of women engaging in entrepreneurship activities (GEM, 2023), and a growing interest in women entrepreneurs among policy makers and support actors, the masculine norm of entrepreneurship persists. This norm is reflected in assumptions about the typical entrepreneur, often portrayed as a white, heteronormative male driven primarily by economic gain (Essers & Benschop, 2007; Marlow & McAdam, 2015). Consequently, women entrepreneurs are marginalized and deemed the 'other' within the area (Ahl, 2006; Özkazanç-Pan & Muntean, 2021), leading to gendered barriers in resource access (Malmström et al., 2017) and network connections (McAdam et al. 2019; Neumeyer et al., 2019). Entrepreneurial ecosystems are certainly not level playing fields.

The interest in entrepreneurial ecosystems has expanded exponentially over a relatively short period of time (Alvedalen & Boschma, 2017; Theodoraki et al., 2022). The metaphor of an entrepreneurial 'ecosystem' is increasingly used by scholars and practitioners to understand the entrepreneurial environment within a given geographic area (Isenberg, 2010; Malecki, 2011; Kuratko et al., 2017). This growing interest reflects emerging contextualization approaches, which underscore the social embeddedness of entrepreneurship (McKeever et al., 2015) and the recognition that entrepreneurial activity is a function of interdependencies within the system (Spigel, 2017; Stam & Van de Ven, 2021). By combining the contextual factors relating to the individual, the entrepreneurial ecosystem approach facilitates a systemic view of entrepreneurship (Stam, 2015; Theodoraki, 2024).

Entrepreneurial ecosystem as a concept emphasizes the actors and factors which jointly enable or constrain entrepreneurship (Stam & Van de Ven, 2021). In a well-functioning entrepreneurial ecosystem, these interdependent actors and factors are governed in such a way that they enable productive entrepreneurship (Stam, 2015). The entrepreneurial ecosystem consists of institutional arrangements (formal institutions, culture, networks) and resources (physical infrastructure, demand,

DOI: 10.4324/9781003431060-1

intermediaries, talent, knowledge, leadership, and financing) (Stam & Van de Ven, 2021). It is assumed that entrepreneurs benefit from access to resources from entrepreneurial ecosystems, and that entrepreneurs who are better able to access the resources will have an advantage (Spigel & Harrisson, 2018). Entrepreneurial ecosystems, comprising cultural, financial, and support elements, play a crucial role in shaping entrepreneurial outcomes. The literature discusses the structure, the evolution, and the outcomes of entrepreneurial ecosystems (Theodoraki, 2024), but often fails to address the recruitment and inclusion of members of the ecosystem. In particular, discussions often overlook gender perspectives, perpetuating implicit biases that contribute to inequalities.

There is an implicit assumption that in principle all entrepreneurs have equal access to resources, participation, and support within ecosystems (Brush et al., 2019). However, entrepreneurial ecosystems exhibit gender biases (Brush et al., 2019; McAdam et al., 2019), meaning that male and female entrepreneurs may benefit differently from entrepreneurial ecosystems. Since entrepreneurs who are better able to access the resources of the ecosystem will be more competitive than those who are not (Spigel & Harrisson, 2018), this issue is not trivial. Ecosystems enable particular types of entrepreneurial behaviour (Wurth et al. 2022), and entrepreneurs' ability to access the flow of resources within an ecosystem will depend on their perceived legitimacy as high-potential entrepreneurs within the community (Spigel & Harrisson, 2018). The masculinized norm of entrepreneurship may lead women entrepreneurs to obtain less legitimacy within the entrepreneurial ecosystem, with important consequences for their resource access and potential outcomes (Brush et al., 2019). Further, acknowledging that intersections of gender and other identity markers, such as ethnicity or age, may identify even less with the norm, the legitimacy issue may be more severe for some groups of women.

In this volume, we put the gendered nature of entrepreneurial ecosystems on the agenda. By discussing the gendered aspects of entrepreneurship from an ecosystem perspective, we emphasize the gendered context in which entrepreneurs operate (Welter, 2020). The aim is not only to contextualize gender in entrepreneurship, i.e. discuss how the entrepreneurial ecosystems impact male and female entrepreneurs, but also to examine how entrepreneurial ecosystems are developed and sustained in gendered ways (Welter, 2020). In particular, we are searching for insights on how entrepreneurial ecosystems can change; how they can become more inclusive and less biased. We are looking for ways to level the field.

We discuss three main aspects of the gender divide in entrepreneurial ecosystems. First, the gendered processes of entrepreneurial ecosystems impact the recruitment of entrepreneurs to the ecosystem, and hence the prevalence of male and female entrepreneurs (Hechavarría & Ingram, 2019). Second, gendered processes within entrepreneurial ecosystems may have implications for the legitimacy of male and female entrepreneurs seeking resources for their ventures, and thereby the chances of a successful outcome (Brush et al., 2019). Third, given the gendered aspects of entrepreneurial ecosystems, we raise the question on how they can be changed to become more inclusive; how to level the field. The volume is

organized in three parts reflecting these three aspects, which is discussed in more detail in the remaining part of this chapter.

Entering entrepreneurship

The extent to which entrepreneurial ecosystems are open to new members from diverse backgrounds and with different perspectives is an important characteristic of the ecosystem, with implications for the ability to create new variety within the system, innovation, and value creation (Thomas et al., 2015). Given that participation in an entrepreneurial ecosystem is voluntary, openness has to do with inclusiveness, i.e. that the ecosystem appears as open and attractive to various types of entrepreneurs, and connectivity, i.e. that there are contact points to potential entrants. Further, studies have found that high performing ecosystems with good access to market opportunities, funding, and talent have more women entrepreneurs participating (Berger & Kuckertz, 2016), indicating a relationship between inclusivity and performance of entrepreneurial ecosystems. However, the literature on what makes entrepreneurial ecosystems more inclusive, is inconsistent. On the one hand, supportive policies towards entrepreneurship and towards gender equality both have been found to be associated with more women entrepreneurs (Hechavarría & Ingrem, 2019; Berger & Kuckertz, 2016). On the other hand, detailed governance of the ecosystem from local government seems to lead to stronger male dominance in the ecosystem, perhaps because their specification follows the masculine norm of entrepreneurs (Berger & Kuckertz, 2016). In any case, the characteristics of the entrepreneurial ecosystem influence the prevalence of male and female entrepreneurs both at national and regional levels. The first section of the book explores recruitment into entrepreneurship, where the role of gender is investigated in relation to entrepreneurial ecosystems. The included chapters analyse different aspects of early-stage entrepreneurship, focusing on how women and men are recruited into entrepreneurship at different life stages – at young ages, as students, and as parents.

One conclusion is that gender matters. When looking into what influences the entering into entrepreneurship, one aspect is the openness of the entrepreneurial ecosystems to entrepreneurs with different types of motivation, also motivation that deviates from the masculine norm that entrepreneurs are solely driven by economic gain. Many female entrepreneurs are more motivated to engage in entrepreneurship that has a wider social impact (Marlow & McAdam, 2013). In Chapter 2, *Hamouda, Wood, Johnston, and Nevins* investigate so-called *Gen Y female entrepreneurs* in Ireland, women born between 1980 and 2000, arguing that they represent a 'new type' of entrepreneurs. Hamouda et al. highlight several characteristics with Gen Y entrepreneurs such as their desire for freedom and autonomy, a need to customize their working life, low degree of trust towards the government, strong focus on environmental and societal issues, requiring speed and immediacy and inclined to use collaboration tools, such as social media platforms. These characteristics sometimes clash with how support system actors expect early-stage entrepreneurs to act, and therefore support agents may need to find other ways to support this cohort of entrepreneurs.

Addressing gender disparities where they exist is crucial to foster inclusive entrepreneurial ecosystems. Like Hamouda et al., *Keane and McNaughton* (Chapter 3) also investigate young people's entry into entrepreneurship, and the role of universities. In their quantitative study, they explore the gender gap in undergraduate student's entrepreneurial intentions, focusing on the entrepreneurial ecosystem connected to the University of Auckland, New Zeeland. They find that, despite comprehensive support for entrepreneurship, entrepreneurial intentions among students are low overall. Further findings show a significant gender gap five years post-graduation. This is attributed to a complex interplay of factors, at both individual and system levels. Identified factors are women's less favourable attitude towards entrepreneurship compared to men's, and women's lower entrepreneurial self-efficacy, perceived discrepancies in the entrepreneurial environment of the university, lower participation in entrepreneurship courses and extra-curricular activities, and underrepresentation in disciplines such as business, economics, and engineering. Given this complexity, the authors argue that measures to closing the gender gap are needed at several levels, both within universities and at the governmental level.

The following chapter is also emphasizing the role of entrepreneurial ecosystems available for student entrepreneurs. However, *Eynaud, Catanzaro, and Foliard* (Chapter 4) broaden the picture by discussing how women student entrepreneurs are affected by embeddedness into two entrepreneurial sub-ecosystems – both as student entrepreneurs and as women entrepreneurs. While research has pointed to that all entrepreneurs are not given equal access to resources, support, and participation within an ecosystem (Brush et al., 2019; Grandy & Culham, 2022), this chapter points to the disadvantages in the intersection of sub-ecosystems. Studies on gender, entrepreneurship education, and entrepreneurial ecosystems have often primarily focused on either women or students, thus neglecting the intersectional dimension of entrepreneurs' identity. Based on a systematic literature review, Eynaud et al. (Chapter 4) propose a conceptual model, illustrating a mixed embeddedness into two parallel ecosystems, emphasizing the non-inclusive nature of the mainstream entrepreneurial ecosystem. Women entrepreneurs may choose to belong to women-only sub-entrepreneurial ecosystems, and student entrepreneurs may choose academic sub-entrepreneurial ecosystems. However, the mixed embeddedness of women student entrepreneurs shed light on the failure of the mainstream entrepreneurial ecosystem to promote inclusive and egalitarian integration, relegating to sub-ecosystems the role to provide these perceived 'specific' entrepreneurs with necessary resources.

In their chapter on the role of public childcare as an element of importance for entrepreneurial ecosystems, *Kay, Bijedić-Krumm, Brink, and Nielen* (Chapter 5) critique the issue of the presumed gender neutrality of entrepreneurs, from the perspective of childcare provision for entrepreneurs with dependent others. The authors demonstrate how the provision of childcare is related to entrepreneurship and start-up activities, not only for women, but also for men. Through investigating and relating entrepreneurial behaviours with the relative lack or provision of childcare, the quality of childcare offered and the age of children in need of childcare – a

more nuanced picture emerges. The authors demonstrate how entrepreneurship activities for entrepreneurs with children are reliant on more general gender relations as opposed to being the choice of individual women between either prioritizing entrepreneurship or family. Childcare provision offers an interesting case as it shows the complexities, interlinkages, and paradoxes of gender inequalities. According to Kay et al., entrepreneurship can provide the flexibility needed for attending to family needs, but it depends on how time-consuming the entrepreneurship is, the age of the children, and the flexibility and quality of childcare services offered. An important conclusion is that the patterns that emerge when a gender lens are placed on ecosystems, make it possible to understand which institutional mechanisms that are important for promoting entrepreneurship and support gender equality across different life stages and family situation. The tension between the entrepreneurial lifestyle and family responsibilities is a concern also for men. The strains that men may experience negotiating tensions associated with fatherhood and entrepreneurial masculinity cause conflicts between family and work-life in countries with strong gender equality discourses (Hytti et al., 2024).

Support and resources from entrepreneurial ecosystems

Entrepreneurs often face resource gaps during the development and growth of their firms (Van Weele et al., 2017). Entrepreneurs can benefit from access to resources from entrepreneurial ecosystems, including human capital, social capital, and financial resources (Stam & Van de Ven, 2021). Entrepreneurs who are better able to access the resources of the ecosystem will be more likely to succeed (Spigel & Harrisson, 2018). Policy makers and practitioners seeking to develop prospective entrepreneurial ecosystems therefore seek to put in place support organizations such as incubators and accelerators to help entrepreneurs in acquiring these essential resources. However, there may be patterns of difference in access to resources between women and men in an entrepreneurial ecosystem (Motoyama et al., 2021), due to legitimacy issues (Spigel & Harrisson, 2018), disconnection (Motoyama et al., 2021), and since it may be more difficult for women to adapt to the masculinized norm of the entrepreneur that dominates, e.g. within incubators (Marlow & McAdam, 2015). The chapters in this section shed light on the intricate relationship between gender, entrepreneurship, and resources, while also offering suggestions for promoting more inclusive support organizations.

Business incubators and venture accelerators are specialized spaces that offer tailored support services to young entrepreneurial firms (Hackett & Dilts, 2004; Cohen et al., 2019). These environments have the potential to enhance the entrepreneurs' resource base, either through direct counselling or indirectly by facilitating interactions with external stakeholders (Scillitoe & Chakrabarti, 2010); hence, they can be considered sub-ecosystems within the wider entrepreneurial ecosystem (Theodoraki & Messeghem, 2017). The impact on firm development depends on firms' active participation in the process and their effective utilization of the services offered by these programmes (Breivik-Meyer et al., 2020; Bruneel et al., 2012; Van Weele et al., 2017). Researchers have highlighted this

relationship, emphasizing the importance of firms' engagement with incubators for positive outcomes. While both incubators and accelerators provide resources like office space, mentors, and expertise, accelerators distinguish themselves by offering cohort-based programmes over a fixed period of time, typically three to six months (Cohen et al., 2019), seeking to accelerate the venturing process for early-stage, high potential startups to reach the market. Thus, venture accelerators have become prominent players in entrepreneurial ecosystems (Hallen et al., 2020). The gendered aspects of venture accelerators have received little attention so far. The chapters in this section discuss gender in relation to various resource-providing sub-systems of entrepreneurial ecosystems, such as incubators, accelerators, and investment systems.

As *MacNeil and McAdam* (Chapter 6) indicate, accelerators are not neutral spaces; rather, they exhibit gendered structures and processes that perpetuate inequality. These gendered dynamics influence resource allocation, network development, and entrepreneurial identity formation for both male and female entrepreneurs (Marlow & McAdam, 2015; Özkazanç-Pan & Muntean, 2018). Further, these biases may intersect with other identity markers such as race, age, and class. MacNeil and McAdam critically examine existing literature on accelerators and use an intersectional perspective (Crenshaw, 1989, 1991) within the accelerator setting to propose an inclusive agenda. This agenda encourages reflective practices and research questions to uncover embedded biases and power dynamics that may marginalize women and ethnic minorities.

Accessing appropriate financing poses a well-documented challenge for entrepreneurs regardless of gender. However, extensive research indicates that women entrepreneurs face additional disadvantages due to their gender (Alsos & Ljunggren, 2017; Malmström et al, 2017). Specifically, they encounter hurdles when seeking venture capital (VC) funding (Brush et al., 2018). The gender gap in financing can be attributed to differences in social and human capital between men and women, as well as varying risk awareness levels (Carter et al., 2003). *Pohlmann and Veer* (Chapter 7) use social capital theory and entrepreneurial self-efficacy literature to examine the gender composition of start-up accelerator cohorts' effect on funding outcomes. The results reveal that an acceleration cohort with a higher proportion of male entrepreneurs significantly affects women entrepreneurs' post-accelerator funding outcomes. However, the optimal gender mix varies based on founders' prior experience: (1) Inexperienced women founders benefit from women-only cohorts, (2) Experienced women entrepreneurs thrive in male-dominated cohorts, and (3) Experienced male founders can also gain from female representation in the cohort. These findings emphasize the importance of considering pre-accelerator experience and gender when selecting entrepreneurs for acceleration programmes. Moreover, they underscore accelerators' role in fostering inclusive ecosystems by influencing women entrepreneurs' funding opportunities.

While Pohlmann and Veer examine the role of accelerators' in enhancing women entrepreneurs' funding outcomes, *Lindvert, Breivik-Meyer, and Alsos* (Chapter 8) focus on the supply side of entrepreneurial financing by exploring variations among

investors gendered understandings. Previous studies highlight the prevalence of gender bias and stereotyping among financiers, impacting funding decisions (Alsos & Ljunggren, 2017; Malmström et al., 2017; Balachandra et al., 2019). Even in countries with better gender equality, women receive only a small share of entrepreneurial financing (GEM, 2023). By analysing four biographical narratives of Norwegian investors, Lindvert et al. find that while investors aim for gender equality and unbiased decision-making, they still exhibit gendered perspectives influenced by their personal experiences. Interestingly, prior exposure to gender bias does not always translate into increased gender equality; it depends on individual reflections on the exposure.

In the chapter by *Stoker, Martens, and Wakkee* (Chapter 9), the focus is on service clubs as resource providing networks for entrepreneurs and on how women access resources within these networks. The importance of networks has long been acknowledged within entrepreneurship literature (Greve & Salaff 2003; Leyden et al., 2014). Stoker et al. explore the role of service clubs in facilitating women entrepreneurs in the Netherlands. The chapter contributes to a growing literature stream on women entrepreneurs' network access. Previous research has emphasized gender related barriers and limited social capital faced by women acquiring resources for entrepreneurship. It has also been argued that women favour strong ties over weak ties due to their foundation in trust and close-knit relationships (David-Barrett et al., 2015). Therefore, Stoker et al. argue that service clubs could be beneficial for women entrepreneurs, as such clubs are renowned for high levels of trust and diverse ties among members. Through studying women entrepreneurs' experiences within mixed-gender service clubs, the authors explore how membership serves as a route to accessing resources for entrepreneurship. The investigated service clubs' aim to support community service and social goals, mainly through volunteer work and fundraising. The study highlights the role such clubs can play in cultivating strong ties among their members, promoting member equality, encouraging open discussions about business related topics and leveraging expansive member networks for business prospects.

Working for change

The third section explores the entrepreneurial ecosystem as a space for negotiating and resisting dominant and gendered understandings of belonging (Marlow & McAdam, 2015). Entrepreneurship as inherently gendered upholds and influence ideas about who entrepreneurship is for, affecting who is (less) likely to identify with entrepreneurship and who can accomplish an entrepreneurial career. Indeed, the entrepreneurial ecosystem is not a level playing field and not neutral spaces (McAdam et al., 2019). These understandings affect the extent of openness that an ecosystem has to the inclusion of new members from diverse backgrounds and with different perspectives. While the success of the venture ideally should be based on the effort, energy, and creativity of the entrepreneur, elements such as race, gender, or class also matter. Yet, gender perspectives are at large absent from discussions

of entrepreneurship ecosystems in both practice and theory. The contributors to this volume all adopt a gender lens to explore entrepreneurship ecosystems to gain insights on how to remedy such gendered challenges, across individual, regional, and national levels as well as for specific entrepreneurial ecosystems. In the third section of the volume, the chapters specifically investigate the aims and strategies for achieving change, what effects these strategies may have, and why. Together, they create a better understanding of *why and how entrepreneurial ecosystems can become more inclusive.*

Taking a grassroots approach to inclusivity in entrepreneurial ecosystems, *Stroila, Heitsch, and Rossano-Rivero* (Chapter 10) explore the dynamics between women entrepreneurs' identity and the gendered narratives in an emerging entrepreneurial ecosystem in Germany. They identify four strategies that women employ in their identity work related to entrepreneurship: equity advocacy, allyship, disavowal, and norm conformation. The chapter includes an in-depth analysis of the ways that women may shape entrepreneurial ecosystems through identity work, by either revising or affirming the dominant narrative – with implications for the ways that inclusivity can be supported (or not) in entrepreneurial ecosystems.

In their contribution on so called blame narratives, *Cruz García and Davis* (Chapter 11) demonstrate how women entrepreneurs may internalize experiences of inequality, attributing lack of entrepreneurial success to themselves. They illustrate how this perception relies on understanding gender inequalities as something relegated to the past or occurring elsewhere. More particularly, their contribution explores the postfeminist presumption that gender parity is an achieved reality – where women are supposed to achieve entrepreneurial careers in a context of assumed gender neutrality. The chapter explores the forms of negotiations that women perform as they negotiate postfeminist ideas of gender equality being already achieved. A situation that creates paradoxes that obstructs any 'real' structural transformation and blurs the root causes of women's experiences as entrepreneurs – making women responsible for overcoming structural and systemic gender gaps.

Combined, the contributions by Stroila et al. and Cruz García and Davis provide in depth insights into how women both adapt to the unequal gendered context while also exhibiting empowering actions to support and empower fellow women within their communities, and by doing so, contributing to making entrepreneurial ecosystems more inclusive. Their respective contributions shed light on the complex and dynamic nature of entrepreneurship and in particular its political nature and its ability to enhance individual empowerment and contribute to meaningful social change. We recognize how the everyday entrepreneurial activities carried out by individuals experiencing various forms of oppression (Sabella & El-Far, 2019) also can make entrepreneurship a form of activism driven by individual oppressions and by those of others. Indeed, the traditional understanding of entrepreneurship as an economic activity has been criticized for concealing entrepreneurship as part of society and fundamentally as a process for social change (Hjorth & Steyaert, 2004). With a growing recognition of women entrepreneurship as a vehicle of empowerment of the self and for social change (Alkhaled, 2021), these

contributions add theoretical and methodological knowledge to highlight its potential for social change. Such spaces could serve to counteract the internalization of oppression and personal blame, shifting the focus towards broader societal forces that constrain individuals' lives and re-examination of personal strategies.

While the previous chapters in this section address gender and change with a particular focus on women's experiences and negotiations of existing inequalities in specific entrepreneurial ecosystems, *Callerstig, Balkmar, and Andersson* (Chapter 12) enhance our understanding of how a so-called norm critical perspective can mitigate inequalities in tech entrepreneurial ecosystems. Learning from a case study from within the increasingly technically advanced transport sector, Callerstig et al. suggest that change towards more inclusive entrepreneurial ecosystems can be achieved through applying specific tools for integrating norm-critical perspectives in technology innovation. Such a methodology, they argue, builds on the development of making norms visible and thereby possible to address in already existing ways of working in tech companies by their corporate entrepreneurs. Gender norms can be both enabling and constraining for entrepreneurs depending on how they are situated along lines of gender, age, sexuality, class, ethnicity, and other axes of inequalities. Given the typically male dominated and masculine context that make up tech entrepreneurship and dominant understandings of what constitute 'innovation' more generally, they introduce several tools and a particular methodology for integrating norm-critical perspectives into technology innovation processes.

With a similar focus on how to achieve inclusive change in typically male dominated sectors, *Lindberg and Croon* (Chapter 13) explore the initiative called *The Yes Way* as a potential catalyst for inclusive change in the Swedish entrepreneurial ecosystem. The initiative aims to support diversity, equality, and inclusion among Swedish business promoters, by offering programmes and tools with guidance, knowledge and methods. The authors approach the initiative with the aim of advancing the understanding of the prospects of entrepreneurial ecosystems becoming more inclusive regarding gender, ethnicity, disability, and age through orchestrated measures. While Callerstig et al. emphasize the need for identifying and remedying existing gaps in inclusivity in a large enterprises' innovation processes, *The Yes Way* in a similar manner emphasizes the significance of making visible power dynamics that are often taken for granted in innovation processes. The results show that a central mechanism for inclusive change in *The Yes Way* is the creation of institutional clearings, where participating business promoters are orchestrated in contact zones where they meet, clash, and grapple in view of asymmetrical power relations. This enables them to take part, apply, and reflect on knowledge and methods for inclusive business support, while also forcing them to navigate asymmetrical power relations, resistance towards change and different approaches to gender in innovation.

Taken together, the chapters in this section all contribute to deepen our understanding of *why* entrepreneurial ecosystems need to become more inclusive, and they also provide important insights on *how* to achieve ecosystems for more diverse entrepreneurs. However, more research on the *how* is clearly needed.

Conclusion and future directions

This book examines gender and inclusion within entrepreneurial ecosystems by integrating multiple perspectives, including norm-critical perspectives and intersectional analyses. The chapters collectively highlight the profound impact of gender dynamics on entrepreneurial ecosystems and introduce innovative methodologies for fostering inclusivity. This approach is not just about recognizing the presence of gendered challenges but also about systematically addressing and overcoming them to create more equitable environments for all entrepreneurs. Entrepreneurial ecosystem actors need to keep pushing inclusiveness (Motoyama et al., 2021). The chapters in this volume present insights into how.

The studies presented throughout the book demonstrate the complex interplay between gender, entrepreneurship, and ecosystem dynamics. They reveal how existing structures and norms can often marginalize certain groups while privileging others. One of the key contributions of this book is its emphasis on the importance of gender perspectives. By making gendered norms and processes visible and challenging them, we can begin to dismantle the implicit norms that often govern entrepreneurial ecosystems. This approach is particularly vital in sectors traditionally dominated by men, where gendered assumptions about innovation and entrepreneurship can significantly hinder inclusivity. The book also sheds light on the role of support systems, e.g. incubators and accelerators in perpetuating or challenging gendered norms. The gender analyses presented in the chapters reveal how these spaces can either reinforce existing inequalities or serve as catalysts for change.

Focusing on gender and inclusion in entrepreneurial ecosystems is crucial for several reasons. It ensures that the diverse talents and perspectives of all individuals are recognized and harnessed, leading to more innovative and resilient ecosystems. Moreover, inclusive ecosystems are not only fairer but also more effective, as they draw on a wider array of experiences and ideas. This inclusivity can drive economic growth and foster a more vibrant entrepreneurial landscape. There is a need to of changing the gendered discourse in and about entrepreneurial ecosystems to move towards inclusivity (de Bruin & Swail, 2024). The discursive construction and re-construction of entrepreneurial ecosystems tend to maintain the persisting masculine norm of the entrepreneur, and conscious work is needed to change the discourse.

Despite the valuable insights provided in this book, there is a clear need for further research to deepen our understanding of how to create inclusive entrepreneurial ecosystems. The research in this volume points to several directions for future research areas to bring forward relevant knowledge to overcome the gender divide of entrepreneurial ecosystems. First, future studies should investigate the effectiveness of regional and state-supported initiatives aimed at increasing inclusion and diversity. With the potential of such initiatives, as addressed by Callerstig et al., and Lindberg and Croon, the extent to which such initiatives manage to succeed in promoting more inclusive ecosystems would need further investigations. Studies should assess the long-term impacts of these initiatives on

ecosystem dynamics and the success of diverse entrepreneurs. In this, attention should also be devoted to the next generation of entrepreneurs and their ideas of entrepreneurship, challenging the dominant norms of entrepreneurs and support, as illustrated by Hamouda et al. and Keane and McNaughton, which may require new approaches to entrepreneurship support. More research is also needed to fully understand the role of the wider policy in relation to gendering of entrepreneurial ecosystems, such as the implications that various forms of public child-care may have on diverse entrepreneurs, as addressed by Key et al., and raised in Davis and Cruz García's contribution. Further, we need more multilevel studies examining the relation between national context and policy and the level of the support system, to understand the influence on male and female entrepreneurs, as indicated by the findings from Keane and McNaughton's study of a university ecosystem.

Second, the contributions point to what the support actors could do themselves to become more gender inclusive, which raises new questions for future research. MacNeil and McAdam suggest reflective practices within accelerators to encourage increased inclusion and diversity. Similarly, the chapter of Lindvert et al. points to investors' reflections on their own experiences as a key to developing their understanding of gender in entrepreneurship. How to support reflective practices on gender within entrepreneurial ecosystems is an area which asks for further research attention, as well as practitioner experimentation. Further, this also calls for investigations of how the individual experiences of investors and support actors influences the gendered practices of entrepreneurial ecosystems, as well as for the development of ways to ensure that support actors gain the experiences needed as input to reflective practices in this area. Also pointing to support actors, Pohlmann and Veer's finding that the gender composition of accelerators has implications for the attending entrepreneurs' outcomes, raises questions on how gender relations within these programmes facilitate learning and resource development, but also on how the characteristics of the accelerator programme, such as gender composition, influence on the legitimacy of entrepreneurs in search for funding. Future research in this area is needed to better understand the indirect effects of entrepreneurship support within entrepreneurial ecosystems.

Third, there are contributions to the understanding of entrepreneurial ecosystems, which also warrants future exploration. There is a need for acknowledging actors and factors within entrepreneurial ecosystems that so far has received limited attention, such as service clubs or other arenas for informal support and networking, as exemplified by Stoker et al. Further, more scholarly attention is required to fully understand the implications that women entrepreneurs' informal support may have for making entrepreneurial ecosystems more inclusive and diverse, as raised by Stroila et al. and Cruz García and Davis. Women supporting women in business needs to be more fully acknowledged and further investigated to understand its potential for creating entrepreneurial ecosystems where more diverse entrepreneurs feel they belong. Also previously, studies have pointed to peer-to-peer interaction within ecosystems as important for women entrepreneurs (Leitch et al., 2013; Hughes & Yang, 2020). Finally, several of the included chapters ask for more nuanced understanding of the gender challenges in entrepreneurial ecosystems, advocating

for intersectional perspectives where gender in combination with other identity markers reveals more severe barriers for subgroups of entrepreneurs, as put forward by Eynaud et al., and MacNeil and McAdam in this volume. Incorporating intersectional perspectives to explore how multiple identity markers, such as gender, ethnicity, and disability, interact to influence entrepreneurial experiences and opportunities is important and will uncover hidden barriers and inform the development of more inclusive support systems. By addressing the, often overlooked, gendered dimension of entrepreneurial ecosystem, future research can contribute to the development of entrepreneurial ecosystems that recognize and support the diverse needs of all entrepreneurs, fostering innovation and economic growth.

In conclusion, this book provides a comprehensive exploration of gender and inclusion within entrepreneurial ecosystems, offering both theoretical insights and practical methodologies for fostering inclusivity. By continuing to investigate and address these issues, we can work towards creating entrepreneurial ecosystems that are not only more equitable but also more dynamic and innovative. Deeper knowledge about the gendered nature of entrepreneurial ecosystems extend our understanding of entrepreneurial ecosystems more generally, and therefore provide insights in ways to facilitate entrepreneurship and remove obstacles for entrepreneurs overall (Brush et al., 2019). The contributions from this book send important messages to all who seek to develop vibrant and prosperous entrepreneurial ecosystems.

References

Ahl, H. (2006). Why research on women entrepreneurs needs new directions. *Entrepreneurship Theory and Practice*, *30*(5), 595–621.

Alkhaled, S. (2021). Women's entrepreneurship in Saudi Arabia: Feminist solidarity and political activism in disguise? *Gender, Work & Organization*, *28*(3), 950–972.

Alsos, G. A., & Ljunggren, E. (2017). The role of gender in entrepreneur–investor relationships: A signaling theory approach. *Entrepreneurship Theory and Practice*, *41*(4), 567–590.

Alvedalen, J., & Boschma, R. (2017). A critical review of entrepreneurial ecosystems research: Towards a future research agenda. *European Planning Studies*, *25*(6), 887–903.

Balachandra, L., Briggs, T., Eddleston, K., & Brush, C. (2019). Don't pitch like a girl!: How gender stereotypes influence investor decisions. *Entrepreneurship Theory and Practice*, *43*(1), 116–137.

Berger, E. S., & Kuckertz, A. (2016). Female entrepreneurship in startup ecosystems worldwide. *Journal of Business Research*, *69*(11), 5163–5168.

Breivik-Meyer, M., Arntzen-Nordqvist, M., & Alsos, G. A. (2020). The role of incubator support in new firms' accumulation of resources and capabilities. *Innovation*, *22*(3), 228–249.

Bruneel, J., Ratinho, T., Clarysse, B., & Groen, A. (2012). The Evolution of Business Incubators: Comparing demand and supply of business incubation services across different incubator generations. *Technovation*, *32*(2), 110–121.

Brush, C., Edelman, L. F., Manolova, T., & Welter, F. (2019). A gendered look at entrepreneurship ecosystems. *Small Business Economics*, *53*, 393–408.

Brush, C., Greene, P., Balachandra, L., & Davis, A. (2018). The gender gap in venture capital-progress, problems, and perspectives. *Venture Capital*, *20*(2), 115–136.

Carter, N., Brush, C., Greene, P., Gatewood, E., & Hart, M. (2003). Women entrepreneurs who break through to equity financing: The influence of human, social and financial capital. *Venture Capital: An International Journal of Entrepreneurial Finance*, *5*(1), 1–28.

Cohen, S., Fehder, D. C., Hochberg, Y. V., & Murray, F. (2019). The design of startup accelerators. *Research Policy*, *48*(7), 1781–1797.

Crenshaw, K. (1989) Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum*, *1989*(8), 139–167.

Crenshaw, K. (1991) Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford Law Review*, *43*(6), 1241–1299.

de Bruin, A., & Swail, J. (2024). Advancing gender inclusivity: Moving entrepreneurial ecosystems onto new paths. *International Journal of Gender and Entrepreneurship*, online first. DOI: https://doi.org/10.1108/IJGE-02-2024-0070

David-Barrett, T., Rotkirch, A., Carney, J., Behncke Izquierdo, I., Krems, J. A., Townley, D., McDaniell, E., Byrne-Smith, A., & Dunbar, R. I. (2015). Women favour dyadic relationships, but men prefer clubs: Cross-cultural evidence from social networking. *PLOS ONE*, *10*(3), 1–15.

Essers, C., & Benschop, Y. (2007). Enterprising identities: Female entrepreneurs of Moroccan or Turkish origin in the Netherlands. *Organization Studies*, *28*(1), 49–69.

GEM. (2023). *GEM 2022/23 women's entrepreneurship report: Challenging bias and stereotypes*. Global Entrepreneurship Monitor and Global Entrepreneurship Research Association (GERA).

Grandy, G., & Culham, A. (2022). Women-focused entrepreneurial support organizations: Creating change in entrepreneurial ecosystems through building gender capital? *Journal of Small Business & Entrepreneurship*, *34*(5), 502–523.

Greve, A., & Salaff, J. W. (2003). Social networks and entrepreneurship. *Entrepreneurship Theory and Practice*, *28*(1), 1–22.

Hackett, S. M., & Dilts, D. M. (2004). A systematic review of business incubation research. *The Journal of Technology Transfer*, *29*(1), 55–82.

Hallen, B. L., Cohen, S. L., & Bingham, C. B. (2020). Do accelerators work? If so, how? *Organization Science*, *31*(2), 378–414.

Hechavarría, D. M., & Ingram, A. E. (2019). Entrepreneurial ecosystem conditions and gendered national-level entrepreneurial activity: A 14-year panel study of GEM. *Small Business Economics*, *53*, 431–458.

Hjorth, D., & Steyaert, C. (Eds.) (2004), *Narrative and discursive approaches in entrepreneurship*. Edward Elgar.

Hughes, K. D., & Yang, T. (2020). Building gender-aware ecosystems for learning, leadership, and growth. *Gender in Management: An International Journal*, *35*(3), 275–290.

Hytti, U., Karhunen, P., & Radu-Lefebvre, M. (2024). Entrepreneurial masculinity: A fatherhood perspective. *Entrepreneurship Theory and Practice*, *48*(1), 246–273.

Isenberg, D. J. (2010). How to start an entrepreneurial revolution. *Harvard Business Review*, *88*(6), 40–50.

Kuratko, D. F., Fisher, G., Bloodgood, J. M., & Hornsby, J. S. (2017). The paradox of new venture legitimation within an entrepreneurial ecosystem. *Small Business Economics*, *49*, 119–140.

Leitch, C.M., McMullan, C. and Harrison, R.T. (2013). The development of entrepreneurial leadership: The role of human, social and institutional capital. *British Journal of Management*, *24*(3), 347–366.

Leyden, D. P., Link, A. N., & Siegel, D. S. (2014). A theoretical analysis of the role of social networks in entrepreneurship. *Research Policy*, *43*(7), 1157–1163.

Malecki, E. J. (2011). Connecting local entrepreneurial ecosystems to global innovation networks: Open innovation, double networks and knowledge integration. *International Journal of Entrepreneurship and Innovation Management*, *14*(1), 36–59.

Malmström, M., Johansson, J., & Wincent, J. (2017). Gender stereotypes and venture support decisions: How governmental venture capitalists socially construct entrepreneurs' potential. *Entrepreneurship Theory and Practice*, *41*(5), 833–860.

Marlow, S., & McAdam, M. (2013). Gender and entrepreneurship: Advancing debate and challenging myths; exploring the mystery of the under-performing female entrepreneur. *International Journal of Entrepreneurial Behavior & Research*, *19*(1), 114–124.

Marlow, S., & McAdam, M. (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. *Entrepreneurship Theory and Practice*, *39*(4), 791–816.

McAdam, M., Harrison, R. T., & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. *Small Business Economics*, *53*, 459–474.

McKeever, E., Jack, S., & Anderson, A. (2015). Embedded entrepreneurship in the creative re-construction of place. *Journal of Business Venturing*, *30*(1), 50–65.

Motoyama, Y., Muntean, S. C., Knowlton, K., & Özkazanç-Pan, B. (2021). Causes of the gender divide within entrepreneurship ecosystems. *Local Economy*, *36*(3), 187–204.

Neumeyer, X., Santos, S. C., Caetano, A., & Kalbfleisch, P. (2019). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. *Small Business Economics*, *53*, 475–489.

Özkazanç-Pan, B., & Muntean, S. C. (2018). Networking towards (in)equality: Women entrepreneurs in technology. *Gender, Work & Organization*, *25*(4), 379–400.

Özkazanç-Pan, B., & Muntean, S. C. (2021). *Entrepreneurial ecosystems: A gender perspective*. Cambridge University Press.

Sabella, A. R., & El-Far, M. T. (2019). Entrepreneuring as an everyday form of resistance: An exploration of the experiences of Palestinian women street vendors in the occupied Old City of Jerusalem. *International Journal of Entrepreneurial Behavior & Research*, *25*(6), 1212–1235.

Scillitoe, J. L., & Chakrabarti, A. K. (2010). The role of incubator interactions in assisting new ventures. *Technovation*, *30*(3), 155–167.

Spigel, B. (2017). The relational organization of entrepreneurial ecosystems. *Entrepreneurship Theory and Practice*, *41*(1), 49–72.

Spigel, B., & Harrison, R. (2018). Toward a process theory of entrepreneurial ecosystems. *Strategic Entrepreneurship Journal*, *12*(1), 151–168.

Stam, E. (2015). Entrepreneurial ecosystems and regional policy: A sympathetic critique. *European Planning Studies*, *23*(9), 1759–1769.

Stam, E., & Van de Ven, A. (2021). Entrepreneurial ecosystem elements. *Small Business Economics*, *56*(2), 809–832.

Theodoraki, C. (2024). Building entrepreneurial ecosystems sustainably. *Foundations and Trends in Entrepreneurship*, *20*(4), 384–480.

Theodoraki, C., Dana, L. P., & Caputo, A. (2022). Building sustainable entrepreneurial ecosystems: A holistic approach. *Journal of Business Research*, *140*, 346–360.

Theodoraki, C., & Messeghem, K. (2017). Exploring the entrepreneurial ecosystem in the field of entrepreneurial support: A multi-level approach. *International Journal of Entrepreneurship and Small Business*, *31*(1), 47–66.

Thomas, L. D., Autio, E. & Gann, D. M. (2015). The processes of ecosystem emergence. In *Academy of Management proceedings* (Vol. 1, p. 10453). Academy of Management.

Van Weele, M., van Rijnsoever, F. J., & Nauta, F. (2017). You can't always get what you want: How entrepreneur's perceived resource needs affect the incubator's assertiveness. *Technovation*, *59*, 18–33.

Welter, F. (2020). Contexts and gender – looking back and thinking forward. *International Journal of Gender and Entrepreneurship*, *12*(1), 27–38.

Wurth, B., Stam, E., & Spigel, B. (2022). Toward an entrepreneurial ecosystem research program. *Entrepreneurship Theory and Practice*, *46*(3), 729–778.

Levelling the field

Ahl, H . (2006). Why research on women entrepreneurs needs new directions. Entrepreneurship Theory and Practice, *30* (5), 595–621.

Alkhaled, S . (2021). Women's entrepreneurship in Saudi Arabia: Feminist solidarity and political activism in disguise? Gender, Work & Organization, *28* (3), 950–972.

Alsos, G. A. , & Ljunggren, E . (2017). The role of gender in entrepreneur–investor relationships: A signaling theory approach. Entrepreneurship Theory and Practice, *41* (4), 567–590.

Alvedalen, J ., & Boschma, R . (2017). A critical review of entrepreneurial ecosystems research: Towards a future research agenda. European Planning Studies, *25* (6), 887–903.

Balachandra, L ., Briggs, T ., Eddleston, K ., & Brush, C . (2019). Don't pitch like a girl!: How gender stereotypes influence investor decisions. Entrepreneurship Theory and Practice, *43* (1), 116–137.

Berger, E. S. , & Kuckertz, A . (2016). Female entrepreneurship in startup ecosystems worldwide. Journal of Business Research, *69* (11), 5163–5168.

Breivik-Meyer, M ., Arntzen-Nordqvist, M ., & Alsos, G. A. (2020). The role of incubator support in new firms' accumulation of resources and capabilities. Innovation, *22* (3), 228–249.

Bruneel, J ., Ratinho, T ., Clarysse, B ., & Groen, A . (2012). The Evolution of Business Incubators: Comparing demand and supply of business incubation services across different incubator generations. Technovation, *32* (2), 110–121.

Brush, C ., Edelman, L. F. , Manolova, T ., & Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* , 393–408.

Brush, C ., Greene, P ., Balachandra, L ., & Davis, A . (2018). The gender gap in venture capital-progress, problems, and perspectives. Venture Capital, *20* (2), 115–136.

Carter, N ., Brush, C ., Greene, P ., Gatewood, E ., & Hart, M . (2003). Women entrepreneurs who break through to equity financing: The influence of human, social and financial capital. Venture Capital: An International Journal of Entrepreneurial Finance, *5* (1), 1–28.

Cohen, S ., Fehder, D. C. , Hochberg, Y. V. , & Murray, F . (2019). The design of startup accelerators. Research Policy, *48* (7), 1781–1797.

Crenshaw, K . (1989) Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. University of Chicago Legal Forum, *1989* (8), 139–167.

Crenshaw, K . (1991) Mapping the margins: Intersectionality, identity politics, and violence against women of color. Stanford Law Review, *43* (6), 1241–1299.

de Bruin, A ., & Swail, J . (2024). Advancing gender inclusivity: Moving entrepreneurial ecosystems onto new paths. International Journal of Gender and Entrepreneurship, online first. DOI: https://doi.org/10.1108/IJGE-02-2024-0070

David-Barrett, T ., Rotkirch, A ., Carney, J ., Behncke Izquierdo, I ., Krems, J. A. , Townley, D ., McDaniell, E ., Byrne-Smith, A ., & Dunbar, R. I. (2015). Women favour dyadic relationships, but men prefer clubs: Cross-cultural evidence from social networking. PLOS ONE, *10* (3), 1–15.

Essers, C ., & Benschop, Y . (2007). Enterprising identities: Female entrepreneurs of Moroccan or Turkish origin in the Netherlands. Organization Studies, *28* (1), 49–69.

GEM. (2023). GEM 2022/23 women's entrepreneurship report: Challenging bias and stereotypes. Global Entrepreneurship Monitor and Global Entrepreneurship Research Association (GERA).

Grandy, G ., & Culham, A . (2022). Women-focused entrepreneurial support organizations: Creating change in entrepreneurial ecosystems through building gender capital? Journal of Small Business & Entrepreneurship, *34* (5), 502–523.

Greve, A ., & Salaff, J. W. (2003). Social networks and entrepreneurship. Entrepreneurship Theory and Practice, *28* (1), 1–22.

Hackett, S. M. , & Dilts, D. M. (2004). A systematic review of business incubation research. The Journal of Technology Transfer, *29* (1), 55–82.

Hallen, B. L. , Cohen, S. L. , & Bingham, C. B. (2020). Do accelerators work? If so, how? Organization Science, *31* (2), 378–414.

Hechavarría, D. M. , & Ingram, A. E. (2019). Entrepreneurial ecosystem conditions and gendered national-level entrepreneurial activity: A 14-year panel study of GEM. Small Business Economics, *53* , 431–458.

Hjorth, D ., & Steyaert, C . (Eds.) (2004), Narrative and discursive approaches in entrepreneurship. Edward Elgar.

Hughes, K. D. , & Yang, T . (2020). Building gender-aware ecosystems for learning, leadership, and growth. Gender in Management: An International Journal, *35* (3), 275–290.
Hytti, U ., Karhunen, P ., & Radu-Lefebvre, M . (2024). Entrepreneurial masculinity: A fatherhood perspective. Entrepreneurship Theory and Practice, *48* (1), 246–273.
Isenberg, D. J. (2010). How to start an entrepreneurial revolution. Harvard Business Review, *88* (6), 40–50.
Kuratko, D. F. , Fisher, G ., Bloodgood, J. M. , & Hornsby, J. S. (2017). The paradox of new venture legitimation within an entrepreneurial ecosystem. Small Business Economics, *49* , 119–140.
Leitch, C.M. , McMullan, C . and Harrison, R.T. (2013). The development of entrepreneurial leadership: The role of human, social and institutional capital. British Journal of Management, *24* (3), 347–366.
Leyden, D. P. , Link, A. N. , & Siegel, D. S. (2014). A theoretical analysis of the role of social networks in entrepreneurship. Research Policy, *43* (7), 1157–1163.
Malecki, E. J. (2011). Connecting local entrepreneurial ecosystems to global innovation networks: Open innovation, double networks and knowledge integration. International Journal of Entrepreneurship and Innovation Management, *14* (1), 36–59.
Malmström, M ., Johansson, J ., & Wincent, J . (2017). Gender stereotypes and venture support decisions: How governmental venture capitalists socially construct entrepreneurs' potential. Entrepreneurship Theory and Practice, *41* (5), 833–860.
Marlow, S ., & McAdam, M . (2013). Gender and entrepreneurship: Advancing debate and challenging myths; exploring the mystery of the under-performing female entrepreneur. International Journal of Entrepreneurial Behavior & Research, *19* (1), 114–124.
Marlow, S ., & McAdam, M . (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. Entrepreneurship Theory and Practice, *39* (4), 791–816.
McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* , 459–474.
McKeever, E ., Jack, S ., & Anderson, A . (2015). Embedded entrepreneurship in the creative re-construction of place. Journal of Business Venturing, *30* (1), 50–65.
Motoyama, Y ., Muntean, S. C. , Knowlton, K ., & Özkazanç-Pan, B . (2021). Causes of the gender divide within entrepreneurship ecosystems. Local Economy, *36* (3), 187–204.
Neumeyer, X ., Santos, S. C. , Caetano, A ., & Kalbfleisch, P . (2019). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. Small Business Economics, *53* , 475–489.
Özkazanç-Pan, B ., & Muntean, S. C. (2018). Networking towards (in)equality: Women entrepreneurs in technology. Gender, Work & Organization, *25* (4), 379–400.
Özkazanç-Pan, B ., & Muntean, S. C. (2021). Entrepreneurial ecosystems: A gender perspective. Cambridge University Press.
Sabella, A. R. , & El-Far, M. T. (2019). Entrepreneuring as an everyday form of resistance: An exploration of the experiences of Palestinian women street vendors in the occupied Old City of Jerusalem. International Journal of Entrepreneurial Behavior & Research, *25* (6), 1212–1235.
Scillitoe, J. L. , & Chakrabarti, A. K. (2010). The role of incubator interactions in assisting new ventures. Technovation, *30* (3), 155–167.
Spigel, B . (2017). The relational organization of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.
Spigel, B ., & Harrison, R . (2018). Toward a process theory of entrepreneurial ecosystems. Strategic Entrepreneurship Journal, *12* (1), 151–168.
Stam, E . (2015). Entrepreneurial ecosystems and regional policy: A sympathetic critique. European Planning Studies, *23* (9), 1759–1769.
Stam, E ., & Van de Ven, A . (2021). Entrepreneurial ecosystem elements. Small Business Economics, *56* (2), 809–832.
Theodoraki, C . (2024). Building entrepreneurial ecosystems sustainably. Foundations and Trends in Entrepreneurship, *20* (4), 384–480.
Theodoraki, C ., Dana, L. P. , & Caputo, A . (2022). Building sustainable entrepreneurial ecosystems: A holistic approach. Journal of Business Research, *140* , 346–360.

Theodoraki, C ., & Messeghem, K . (2017). Exploring the entrepreneurial ecosystem in the field of entrepreneurial support: A multi-level approach. International Journal of Entrepreneurship and Small Business, *31* (1), 47–66.
Thomas, L. D. , Autio, E . & Gann, D. M. (2015). The processes of ecosystem emergence. In Academy of Management proceedings (Vol. 1, p. 10453). Academy of Management.
Van Weele, M ., van Rijnsoever, F. J. , & Nauta, F . (2017). You can't always get what you want: How entrepreneur's perceived resource needs affect the incubator's assertiveness. Technovation, *59* , 18–33.
Welter, F . (2020). Contexts and gender – looking back and thinking forward. International Journal of Gender and Entrepreneurship, *12* (1), 27–38.
Wurth, B ., Stam, E ., & Spigel, B . (2022). Toward an entrepreneurial ecosystem research program. Entrepreneurship Theory and Practice, *46* (3), 729–778.

Ireland's Gen Y female entrepreneurs and the mismatch of the enterprise ecosystem

Aguilera, V. , & Cuervo-Cazurra, A. (2009). Codes of good governance. Corporate governance. An International Review, *17* (3), 376–387
Aguirre, J ., Brena, R ., & Cantu-Ortiz, F. J. (2001). Multiagent-based knowledge networks. Expert Systems Applications, *20* (1), 65–75.
Balachandra, L ., Briggs, T ., Eddleston, K ., & Brush, C . (2019). Don't pitch like a girl!: How gender stereotypes influence investor decisions. Entrepreneurship Theory and Practice, *43* (1), 116–137.
Bansal, N . (2017). Motivation & attitude of Generation Y in India: An exploratory study. The Indian Journal of Industrial Relations, *53* (1), 102–114.
Bastian, B. L. , Wood, B. P. , & Ng, P. Y. (2023). The role of strong ties in empowering women entrepreneurs in collectivist contexts. International Journal of Gender and Entrepreneurship, *15* (1), 122–146.
Beck, J. C. , & Wade, M . (2004). Got game: How the gamer generation is reshaping business forever. Massachusetts, MA: Harvard Business School Press.
Behrens, W . (2009). Managing millennials. Marketing Health Services, *29* (1), 19–21.
Bird, B ., & Brush, C . (2002). A gendered perspective on organisational creation. Entrepreneurship Theory and Practice, *26* (3), 41–65.
BNP Paribus . (2017). Global entrepreneurship report. Understanding the pursuit of success among 21st century elite entrepreneurs.
Bourdieu, P . (1990). The logic of practice. California, CA: Stanford University Press.
Brush, C. G. (1997). Women-owned businesses: Obstacles and opportunities, Journal of Developmental Entrepreneurship, *2* (1), 1–24.
Brush, C. G. , Carter, N ., Gatewood, E ., Greene, P. , & Hart, M. (2004). Women in the venture capital industry: Trends in participation and influence. Presented at the 2nd Diana International Conference, Stockholm, May 28–30, 2004.
Buttner, H. E. , & Moore, D. P. (1997). Women's organizational exodus to entrepreneurship: Self-reported motivations and correlates with success. Journal of Small Business Management, 35(1), 34–46.
Cahill, T. F. , & Sedrak, M . (2012). Leading a multigenerational workforce: Strategies for attracting and retaining millennials. Frontiers of Health Services Management, *29* (1), 3–15.
Carter, D. A. , Simkins, B. J. , D'Souza, F ., & Simpson, W. G. (2007). The diversity of corporate board committees and financial performance. SSRN, September 20, pp. 1–30.
Carter, S . (2000). Improving the numbers and performance of women-owned businesses: Some implications for training and advisory services. Education and Training, *42* (4/5), 326–333.
D'Andria, A ., & Gabarret, I . (2017). Building 21st century entrepreneurship *. New Jersey, USA*: John Wiley & Sons.
Deal, J ., Altman, D ., & Rogelberg, S . (2010). Millennials at work: What we know and what we need to do (if anything). Journal of Business & Psychology, *25* (2), 191–199.

Deloitte. (2017). *The* 2017 Deloitte Millennials survey: Apprehensive millennials:seeking stability and opportunities in an uncertain world. Available online: gx-deloitte-millennial-survey-2017-executive-summary.pdf

Fenn, D . (2009). Upstarts!: How Gen Y entrepreneurs are rocking the world of business and 8 ways you can profit from their success. London: McGraw-Hill.

Ferguson, S. (2011). A global culture of cool? Generation Y and their perception of coolness. Young Consumers: Insight and Ideas for Responsible Marketers, *12* (3), 265–275.

Fitzsimons, P. , & O'Gorman. C. (2018). The 2017 survey of entrepreneurship in Ireland. Global Entrepreneurship Monitor. (GEM). Dublin, Ireland: Dublin City University.

Grandy, G ., & Culham, A . (2022). Women-focused entrepreneurial support organizations: Creating change in entrepreneurial ecosystems through building gender capital? Journal of Small Business & Entrepreneurship, *34* (5), 502–523.

Huppatz, K ., & Goodwin, S. (2013). Masculinised jobs, feminised jobs and men's 'gender capital' experiences: Understanding occupational segregation in Australia. Journal of Sociology, *49* (2–3), 291–308.

Hurst, J. L. , & Good, L. K. (2009). Generation Y and career choice: The impact of retail career perceptions, expectations and entitlement perceptions. Career Development International, *14* (6), 570–593.

Irish Times. (2014). Fear of Failure is Deterring Entrepreneurs: A second chance programme could help remove stigma and empower those starting businesses. 5th August, 2014.

Isenberg, D . (2011). The Entrepreneurship Ecosystem Strategy as a new Paradigm for Economic Policy: Principles for cultivating entrepreneurship, invited presentation at the Institute of International and European Affairs. Dublin, Ireland, May, 12.

Jennings, J. E. , & Brush, C . (2013). Research on women entrepreneurs: Challenges to (and from) the broader entrepreneurship literature. The Academy of Management, *7* (1), 663–715.

Jindal, P ., & Shaikh, M . (2017). Developing and managing young talent: Framework of talent management strategies for Gen Y. International Journal of Environment, Workplace and Employment, *4* (3), 171–185.

Jindal, P ., & Nalluri, P . (2020). The motivational preferences of Gen Y: An empirical study on recent changes of motivation of Gen Y. Gavesana Journal of Management, *11* (1), 52–61.

Johnson, M. A. , Stevenson, R. M. , & Letwin, C. R. (2018). A woman's place is in the… startup! Crowdfunder judgments, implicit bias, and the stereotype content model. Journal of Business Venturing, *33* (6), 813–831.

Koloba, H. A. (2017) Is entrepreneurial orientation a predictor of entrepreneurial activity? Gender comparisons among Generation Y students in South Africa. Journal of Gender & Behaviour, *15* (1), 8265–8283.

Laguía, A ., García-Ael, C ., Wach, D ., & Moriano, J. A. (2019). 'Think entrepreneur-think male': A task and relationship scale to measure gender stereotypes in entrepreneurship. International Entrepreneurship and Management Journal, *15* , 749–772.

Levenson, A . (2010). Millennials and the world of work: An economist's perspective. Journal of Business & Psychology, *25* (2), 257–264.

Liu, J ., Zhu, Y ., Serapio, M. G. , & Cavusgil, S. T. (2019). The new generation of millennial entrepreneurs: A review and call for research. International Business Review, *28* (5). https://doi.org/10.1016/j.ibusrev.2019.05.001

Lloyd, T ., Shaffer, M. L. , Stetter, C ., Widome, M. D. , Repke, J ., Weitekamp, M. R. , Eslinger, P. J. (2013). Health knowledge among the millennial generation. Journal of Public Health Research, *2* (1), 38–41.

Loubier, A . (2017). Why female millennipreneurs succeed in business. Forbes, 22nd My, 2017.

Macky, K ., Gardner, D ., Forsyth, S ., Dries, N ., Pepermans, R ., & De Kerpel, E . (2008). Exploring Four generations' beliefs about career: Is "Satisfied" the new "Successful"? Journal of Managerial Psychology, *23* (8), 907–928.

Malmström, M ., Johansson, J ., & Wincent, J . (2017). We recorded VCs' conversations and analyzed how differently they talk about female entrepreneurs. Harvard Business Review, *17* (5), 2–5.

Marlow, S . (2002). Women and self-employment: A part of or apart from theoretical construct? International Journal of Entrepreneurship and Innovation, *3* (2), 83–93.

Marlow, S ., & Carter, S . (2004). Accounting for change: Professional status, gender disadvantage and self-employment. Women in Management Review, *19* (1), 5–17.

Marlow, S. , & McAdam, M. (2013), Gender and entrepreneurship: Advancing debate and challenging myths; exploring the mystery of the underperforming female entrepreneur. International Journal of Entrepreneurial Behavior & Research, *19* (1), 114–124.

McAdam, M . (2022). Women's entrepreneurship. London: Taylor & Francis.

McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* , 459–474.

Meyer, N . (2018). Research on female entrepreneurship: Are we doing enough? Polish Journal of Management Studies, *17* (2), 158–169.

Myers, K ., & Sadaghiani, K . (2010). Millennials in the workplace: A communication perspective on millennials' organizational relationships and performance. Journal of Business and Psychology, *25* (2), 225–238.

Nahapiet, J ., & Ghoshal, S . (1998). Social capital, intellectual capital, and the organizational advantage. Academy of Management Review, *23* (2), 242–266.

Naim, M. F. , & Lenka, U . (2017). The impact of social media and collaboration on Gen Y employees' engagement. International Journal of Development Issues, *16* (3), 289–299.

Nielsen . (2015). Green generation: Millennials say sustainability is a shopping priority. Nielsen.com.

Parkinson, S . (2017). HSBC essence of enterprise (p. 3). HSBC Private Banking.

Pountain, D ., & Robins, D . (2000). Cool rules. London: Reaktion.

Robinson, S . (2001). An examination of entrepreneurial motives and their influence on the way rural women small business owners manage their employees. Journal of Developmental Entrepreneurship, 6(2), 151–167.

Severt, K ., Fjelstul, J ., & Breiter, B . (2009). A comparison of motivators and inhibitors for association meeting attendance for three generational cohorts. Journal of Convention and Event Tourism, *10* (2), 105–119.

Shaw, E ., Carter, S. L. , & Brierton, J . (2001). Unequal entrepreneurs: Why female enterprise is an uphill business. London: The Industrial Society.

Spigel, B . (2017). The relational of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.

Spiro, C . (2006). Generation Y in the workplace. Defense AT&L, 16, 19.

Tapscott, D . (2009). Grown up digital. How the net generation is changing your world. New York, NY: McGraw Hill.

Twenge, J. M. , Campbell, S. M. , Hoffman, B. J. , & Lance, C. E. (2010). Generational differences in work values: Leisure and intrinsic values decreasing. Journal of Management, *36* (5), 1117–1142.

Vadera, S . (2020). A study on the growth of millennial entrepreneurs in India. Paper Presented at the European Conference on Innovation and Entrepreneurship, Aveiro, Portugal.

Van Rossem, A. H. (2019). Generations as social categories: An exploratory cognitive study of generational identity and generational stereotypes in a multigenerational workforce. Journal of Organizational Behavior, *40* (4), 434–455.

Weinbaum, C ., Girven, R. S. , & Oberholtzer, J . (2016). The millennial generation: Implications for the intelligence and policy communities. *Santa Monica, California*. Rand Corporation.

Welter, F . (2011). Contextualizing entrepreneurship—Conceptual challenges and ways forward. Entrepreneurship Theory and Practice, *35* (1), 165–184.

Weyland, A . (2011). Engagement and talent management of Gen Y. Industrial and Commercial Training, *43* (7), 439–445.

Wilson, F ., Kickul, J ., & Marlino, D . (2007). Gender, entrepreneurial self-efficacy and entrepreneurial career intentions: Implications for entrepreneurship education. Entrepreneurship Theory and Practice, *31* (3), 387–406.

Wood, B. P. (2022). Beyond decolonizing – Some thoughts on the future of marketing/marketing research in the Gulf/ME/NA region. Arab Economic and Business Journal, *14* (1), 8–16.

Wood, B. P. , Ng, P. Y. , & Bastian, B. L. (2021). Hegemonic conceptualizations of empowerment in entrepreneurship and their suitability for collective contexts. Administrative Sciences, *11* (1), 28.

Gender differences in entrepreneurial intentions within the University of Auckland's entrepreneurial ecosystem

Ajzen, I . (1991). The theory of planned behavior. Organizational Behavior and Human Decision Processes, *50* (2), 179–211.

Audretsch, D. B. , & Link, A . (2018). Entrepreneurship and knowledge spillovers from the public sector. International Entrepreneurship and Management Journal, *15* , 195–208.

Bergmann, H ., Geissler, M ., Hundt, C ., & Grave, B . (2018). The climate for entrepreneurship at higher education institutions. Research Policy, *47* (4), 700–716.

Bin, P ., Zhu, C ., Shi, Y ., Ahn, T.-U. , & Hu, R . (2021). Gender difference in entrepreneurial intentions: A new perspective from college students to facilitate teacher leadership in entrepreneurial education. Chinese Education & Society, *54* (5–6), 222–240.

Birkner, S ., Ettl, K ., Welter, F ., & Ebbers, I. (Eds.). (2018). Women's entrepreneurship in Europe: Multidimensional research and case study insights. Springer International Publishing.

Blume-Kohout, M. E. (2014). Understanding the gender gap in STEM fields entrepreneurship. U.S. Small Business Administration Office of Advocacy Report No. 424, Available at SSRN: https://ssrn.com/abstract=2506835

Bönte, W ., & Piegeler, M . (2012). Gender gap in latent and nascent entrepreneurship: Driven by competitiveness. Small Business Economics, *41* (4), 961–987.

Boudreaux, C. J. , & Nikolaev, B . (2019). Exploring gender differences in entrepreneurship: How the regulatory environment mitigates differences in early-stage growth aspirations. In Amanda Bullough, Diana Hechavarría, Candida G. Brush, and Linda F. Edelman (Eds.), High-growth women's entrepreneurship (pp. 109–132). Edward Elgar Publishing.

Brush, C ., Edelman, L. F. , Manolova, T. S. , & Welter, F . (2018). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* , 393–408.

Cervantes-Guzman, J. N. (2021). Development of entrepreneurship in universities. International Journal of E-Entrepreneurship and Innovation, *11* (2), 32–48.

Chen, C. C. , Greene, P. G. , & Crick, A . (1998). Does entrepreneurial self-efficacy distinguish entrepreneurs from managers? Journal of Business Venturing, *13* (4), 295–316.

Coleman, S. L. (2000). Access to capital and terms of credit: A comparison of men- and women-owned small businesses. Journal of Small Business Management, *38* (3), 37–52.

Dheer, R. J. S. , Li, M ., & Trevino, L. J. (2019). An integrative approach to the gender gap in entrepreneurship across nations. Journal of World Business, *54* (6), 101004.

Dinc, M. S. , & Budic, S . (2016). The impact of personal attitude, subjective norm, and perceived behavioural control on entrepreneurial intentions of women. Eurasian Journal of Business and Economics, *9* (17), 23–35.

Franke, N ., & Luethje, C . (2004). Entrepreneurial intentions of business students: A benchmarking study. International Journal of Innovation and Technology Management, *1* (3), 269–288.

Fretschner, M . (2014). Ajzen's theory of planned behavior in entrepreneurship education research: An introduction and review of impact studies. In Susanne Weber , Fritz Oser , Frank Achtenhagen , Michael Fretschner , and Sandra Trost (Eds.), Becoming an entrepreneur (pp. 249–277). Sense Publishers.

Gibreel, T ., Zaibet, L ., Al-Akhzami, S ., & El-Haj, A . (2022). Personal motivations and entrepreneurship career intentions: Testing theory of planned behaviour. International Journal of Research and Innovation in Social Science, *6* (7), 739–751.

Gupta, V. K. , Goktan, A. B. & Gunay, G . (2014), Gender differences in evaluation of new business opportunity: A stereotype threat perspective, Journal of Business Venturing, *29* (2), 273–288.

Haase, H ., Lautenschlager, A ., & Thomas, A . (2012). Entrepreneurial intentions of university students: A gender perspective. International Journal of Entrepreneurship and Small Business, *17* (3), 378.

Hofer, A. R. , & Potter, J . (2010). University entrepreneurship support: Policy issues, good practices and recommendations, OECD report. Available at: www.oecd.org/education/imhe/46588578.pdf

Keall, C . (2019). *NZ has highest percentage of female grads who found startups: Study* (2023, August 28). NZ Herald. www.nzherald.co.nz/business/nz-has-highest-percentage-of-female-grads-who-found-startups-study/IHZROPRCCHVIWTWDFETB5XPMRY/

Kirkwood, J . (2007). Tall poppy syndrome: Implications for entrepreneurship in New Zealand. Journal of Management & Organization, *13* (4), 366–382.
Knowledge Commercialisation Australia. (2021). SCOPR 2021 survey of commercialisation outcomes from public research. https://techtransfer.org.au/wp-content/uploads/2022/09/KCA_SCOPR_2021_survey_report_DIGITAL.pdf
Kuschel, K ., Ettl, K ., Diaz-Garcia, C ., & Alsos, G. A. (2020). Stemming the gender gap in STEM entrepreneurship – Insights into women's entrepreneurship in science, technology, engineering and mathematics. International Entrepreneurship and Management Journal, *16* (1), 1–15.
Küttim, M ., Kallaste, M ., Venesaar, U ., & Kiis, A . (2014). Entrepreneurship education at university level and students' entrepreneurial intentions. Procedia – Social and Behavioral Sciences, *110* , 658–668.
Levenson, H . (1973). Multidimensional locus of control in psychiatric patients. Journal of Consulting and Clinical Psychology, *41* (3), 397–404.
Liñán, F ., & Chen, Y.-W. (2009). Development and cross-cultural application of a specific instrument to measure entrepreneurial intentions. Entrepreneurship Theory and Practice, *33* (3), 593–617.
Maes, J ., Leroy, H ., & Sels, L . (2014). Gender differences in entrepreneurial intentions: A TPB multi-group analysis at factor and indicator level. European Management Journal, *32* (5), 784–794.
Maritz, A ., & Beaver, B . (2006). The New Zealand lifestyle entrepreneur. In Regional Frontiers of Entrepreneurship, Conference Proceedings, 741–754.
Markussen, S ., & Røed, K . (2017). The gender gap in entrepreneurship – The role of peer effects. Journal of Economic Behavior and Organization, *134* , 356–373.
Memon, M. A. , Soomro, B. A. , & Shah, N . (2019). Enablers of entrepreneurial self-efficacy in a developing country. Education + Training, *61* (6), 684–699.
Menzies, T. V. , & Tatroff, H . (2006). The propensity of male vs. female students to take courses and degree concentrations in entrepreneurship. Journal of Small Business & Entrepreneurship, *19* (2), 203–223.
Meshram, S. A. , & Rawani, A. M. (2019). Understanding entrepreneurial ecosystem. International Journal of Social Ecology and Sustainable Development, *10* (3), 103–115.
Meyer, N ., & De Jongh, J . (2018). The importance of entrepreneurship as a contributing factor to economic growth and development: The case of selected European countries. Journal of Economics and Behavioral Studies, *10* (4(J)), 287–299.
Miller, D. J. & Acs, Z . (2017). The campus as entrepreneurial ecosystem: The University of Chicago. Small Business Economics, *49* (1), 75–95.
Moraes, G. H. S. M. , Fisher, B. B. , Guerrero, M ., Rocha, A. K. L. & Schaeffer, P. R. (2021). An inquiry into the linkages between university ecosystem and students' entrepreneurial intention and self-efficacy. Innovations in Education and Teaching International, *60* (1), 134–145.
Motoyama, Y ., Muntean, S. C. , Knowlton, K. K. , & Ozkazanc-Pan, B . (2021). Causes of the gender divide within entrepreneurship ecosystems. Local Economy: The Journal of the Local Economy Policy Unit, *36* , 187–204.
Mustafa, M. J. , Hernandez, E ., Mahon, C . & Chee, L. K. (2016). Entrepreneurial intentions of university students in an emerging economy: The influence of university support and proactive personality on students' entrepreneurial intention, Journal of Entrepreneurship in Emerging Economies, *8* (2), 162–179.
Nabi, G ., Walmsley, A ., Lin'an, F ., Akhtar, I ., & Neame, C . (2016). Does entrepreneurship education in the first year of higher education develop entrepreneurial intentions? The role of learning and inspiration. Studies in Higher Education, *43* (3), 452–467.
Piva, E ., & Rovelli, P . (2021). Mind the gender gap: The impact of university education on the entrepreneurial entry of female and male STEM graduates. Small Business Economics, *59* (1), 143–161.
Plonski, G. A. , Zancul, E. D. S. , Axel Berg, J. H. , & Ribeiro, A. T. V. B. (2018). Can universities play an active role in fostering entrepreneurship in emerging ecosystems? A case study of the University of Sao Paulo. International Journal of Innovation and Regional Development, *8* (1), 1.
Rinkinen, S ., Konsti-Laakso, S ., & Lahikainen, K . (2024). University as an opportunity space enabler in a regional entrepreneurial ecosystem. European Planning Studies, *32* (5),

1010–1028.
Saeed, S ., Yousafzai, S. Y. , Yani-De-Soriano, M . & Muffatto, M . (2015). The role of perceived university support in the formation of students' entrepreneurial intention. Journal of Small Business Management, *53* (4), 1127–1145.
Sarwar, A ., Ahsan, Q ., & Rafiq, N . (2021). Female entrepreneurial intentions in Pakistan: A theory of planned behavior perspective. Frontiers in Psychology, *12* , 553963. doi: 10.3389/fpsyg.2021.553963.
Schlaegel, C ., & Koenig, M . (2014). Determinants of entrepreneurial intent: A meta-analytic test and integration of competing models. Entrepreneurship Theory and Practice, *38* (2), 291–332.
Shneor, R ., Metin Camgöz, S ., & Bayhan Karapinar, P . (2013). The interaction between culture and sex in the formation of entrepreneurial intentions. Entrepreneurship & Regional Development, *25* , 781–803.
Spigel, B . (2017). The relational organization of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.
Stam, E ., & van de Ven, A . (2019). Entrepreneurial ecosystem elements. Small Business Economics, *56* (2), 809–832.
Theodoraki, C ., & Messeghem, K . (2017). Exploring the entrepreneurial ecosystem in the field of entrepreneurial support: A multi-level approach. International Journal of Entrepreneurship and Small Business, *31* (1), 47.
University of Auckland . (2019). Innovation and entrepreneurship at the University of Auckland, August. Auckland, New Zealand.
Vamvaka, V ., Stoforos, C ., Palaskas, T ., & Botsaris, C . (2020). Attitude toward entrepreneurship, perceived behavioral control, and entrepreneurial intention: Dimensionality, structural relationships, and gender differences. Journal of Innovation and Entrepreneurship, *9* (1), 5.
Vracheva, V. P. , Abu Rahma, A . & Jacques, P . (2019). Effects of context on the entrepreneurial intent of female students from the United Arab Emirates. Education + Training, *61* (6), 700–717.
Yadav, V ., Unni, J ., Naik, R ., & Dutta, S . (2022). Gender differentials in entrepreneurship: Insights from a multi-method study. The Journal of Entrepreneurship, *31* , 30–64.
Zhao, H ., Seibert, S. E. , & Hills, G. E. (2005). The mediating role of self-efficacy in the development of entrepreneurial intentions. Journal of Applied Psychology, *90* (6), 1265–1272.

Mixed embeddedness of women student entrepreneurs in the entrepreneurial ecosystem

Acs, Z. J. , Stam, E ., Audretsch, D. B. , & O'Connor, A . (2017). The lineages of the entrepreneurial ecosystem approach. Small Business Economics, *49* (1), 1–10.
Alvedalen, J ., & Boschma, R . (2017). A critical review of entrepreneurial ecosystems research: Towards a future research agenda. European Planning Studies, *25* (6), 887–903.
Belitski, M ., & Heron, K . (2017). Expanding entrepreneurship education ecosystems. Journal of Management Development, *36* (2), 163–177.
Birch, C ., Lichy, J ., Mulholland, G ., & Kachour, M . (2017). An enquiry into potential graduate entrepreneurship: Is higher education turning off the pipeline of graduate entrepreneurs? Journal of Management Development, *36* (6), 743–760.
Brown, R ., Mawson, S ., & Rocha, A . (2023). Places are not like people: The perils of anthropomorphism within entrepreneurial ecosystems research. Regional Studies, *57* (2), 384–396.
Brush, C ., Edelman, L. F. , Manolova, T ., & Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* (2), 393–408.
Cantner, U ., Cunningham, J. A. , Lehmann, E. E. , & Menter, M . (2021). Entrepreneurial ecosystems: A dynamic lifecycle model. Small Business Economics, *57* , 407–423.
Carayannis, E. G. , Grigoroudis, E ., Campbell, D. F. , Meissner, D ., & Stamati, D . (2018). 'Mode 3' universities and academic firms: Thinking beyond the box trans-disciplinarity and nonlinear innovation dynamics within coopetitive entrepreneurial ecosystems. International

Journal of Technology Management, 77, 145–185.
Carter, N ., Brush, C ., Greene, P ., Gatewood, E ., & Hart, M . (2003). Women entrepreneurs who break through to equity financing: The influence of human, social and financial capital. Venture Capital: An International Journal of Entrepreneurial Finance, *5* (1), 1–28.
Civera, A ., & Meoli, M . (2023). Empowering female entrepreneurs through university affiliation: Evidence from Italian academic spinoffs. Small Business Economics, *61* (3), 1337–1355.
Clark, D. N. , Reboud, S ., Toutain, O ., Ballereau, V ., & Mazzarol, T . (2020). Entrepreneurial education: An entrepreneurial ecosystem approach. Journal of Management & Organization, 27(4), 694–714.
Foliard, S . (2021). Apprendre dans les écosystèmes éducatifs entrepreneuriaux: Le peer pour le meilleur. Revue internationale P.M.E.: Économie et gestion de la petite et moyenne entreprise, *34* (3–4), 118.
Gabay-Mariani, L ., & Boissin, J.-P. (2021). De qui parle-t-on lorsqu'on parle d'étudiant-entrepreneur? Proposition d'une définition élargie à partir d'une exploration aux marges de l'écosystème éducatif entrepreneurial PÉPITE France. Revue internationale P.M.E.: Économie et gestion de la petite et moyenne entreprise, *34* (3–4), 63.
Global Entrepreneurship Monitor. (2021/2022). Women's entrepreneurship report. From crisis to opportunity. Accessed: www.gemconsortium.org/file/open?fileId=51084
Godley, A ., Morawetz, N ., & Soga, L . (2021). The complementarity perspective to the entrepreneurial ecosystem taxonomy. Small Business Economics, *56* (2), 723–738.
Grandy, G ., & Culham, A . (2022). Women-focused entrepreneurial support organizations: Creating change in entrepreneurial ecosystems through building gender capital? Journal of Small Business & Entrepreneurship, *34* (5), 502–523.
Granovetter, M . (2018). Economic action and social structure: The problem of embeddedness. In The sociology of economic life (pp. 22–45). Routledge.
Hansen, E. L. (1995). Entrepreneurial networks and new organisation growth. Entrepreneurship Theory and Practice, *19* (4), 7–13.
Hechavarría, D. M. , & Ingram, A. E. (2019). Entrepreneurial ecosystem conditions and gendered national-level entrepreneurial activity: A 14-year panel study of GEM. Small Business Economics, *53* , 431–458.
Isenberg, D . (2011). The entrepreneurship ecosystem strategy as a new paradigm for economic policy: Principles for cultivating entrepreneurship. Institute of International European Affairs.
Jack, S. L. , & Anderson, A. R. (2002). The effects of embeddedness on the entrepreneurial process. Journal of Business Venturing, *17* (5), 467–487.
Kloosterman, R. C. , & Rath, J . (2018). Mixed embeddedness revisited: A conclusion to the symposium. Sociologica, *12* (2), 103–114.
Kloosterman, R ., Van Der Leun, J ., & Rath, J . (1999). Mixed embeddedness: (In)formal economic activities and immigrant businesses in the Netherlands. International Journal of Urban and Regional Research, *23* (2), 252–266.
Kraus, S ., Breier, M ., & Dasí-Rodríguez, S . (2020). The art of crafting a systematic literature review in entrepreneurship research. International Entrepreneurship and Management Journal, *16* , 1023–1042.
Lange, B ., & Schmidt, S . (2021). Entrepreneurial ecosystems as a bridging concept? A conceptual contribution to the debate on entrepreneurship and regional development. Growth and Change, *52* (2), 790–807.
Marlow, S ., & Martinez Dy, A . (2018). Annual review article: Is it time to rethink the gender agenda in entrepreneurship research? International Small Business Journal: Researching Entrepreneurship, *36* (1), 3–22.
Mason, C ., & Brown, R . (2014). Entrepreneurial ecosystems and growth oriented entrepreneurship. Final Report to OECD, Paris, *30* (1), 77–102.
McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* (2), 459–474.
Miller, D. J. , & Acs, Z. J. (2017). The campus as entrepreneurial ecosystem: The University of Chicago. Small Business Economics, *49* (1), 75–95.
Motoyama, Y ., Muntean, S. C. , Knowlton, K ., & Ozkazanc-Pan, B . (2021). Causes of the gender divide within entrepreneurship ecosystems. Local Economy: The Journal of the Local

Economy Policy Unit, *36* (3), 187–204.
Neumeyer, X . (2020). Inclusive high-growth entrepreneurial ecosystems: Fostering female entrepreneurs' participation in incubator and accelerator programs. IEEE Transactions on Engineering Management, *69* (4), 1728–1737.
Neumeyer, X ., Santos, S. C. , Caetano, A ., & Kalbfleisch, P . (2019). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. Small Business Economics, *53* (2), 475–489.
Ozkazanc-Pan, B ., & Muntean, S. C. (2021). Entrepreneurial ecosystems: A gender perspective. Cambridge University Press.
Pittz, T. G. , White, R ., & Zoller, T . (2021). Entrepreneurial ecosystems and social network centrality: The power of regional dealmakers. Small Business Economics, *56* (4), 1273–1286.
Polanyi, M . (1966). The logic of tacit inference. Philosophy, 41(155), 1–18.
Polanyi, K . (2018). The economy as instituted process. In M. Granovetter & R. Swedberg (Eds.), The sociology of economic life (pp. 3–21). Routledge.
Ratten, V . (2020). Entrepreneurial ecosystems: Future research trends. Thunderbird International Business Review, *62* (5), 623–628.
Rice, M. P. (2002). Co-production of business assistance in business incubators: An exploratory study. Journal of Business Venturing, *17* (2), 163–187.
Rocha, A ., Brown, R ., & Mawson, S . (2021). Capturing conversations in entrepreneurial ecosystems. Research Policy, *50* (9), 104317.
Sperber, S ., & Linder, C . (2019). Gender-specifics in start-up strategies and the role of the entrepreneurial ecosystem. Small Business Economics, *53* (2), 533–546.
Spigel, B . (2017). The relational organization of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.
Stam, E . (2015). Entrepreneurial ecosystems and regional policy: A sympathetic critique. European Planning Studies, *23* (9), 1759–1769.
Stam, F. C. , & Spigel, B . (2016). Entrepreneurial ecosystems. USE Discussion Paper Series, *16* (13), 1–15.
Stam, E ., & Van de Ven, A . (2021). Entrepreneurial ecosystem elements. Small Business Economics, *56* (2), 809–832.
Theodoraki, C . (2021). Écosystème entrepreneurial académique: Vers l'élaboration d'une stratégie écosystémique efficace. Revue internationale P.M.E.: Économie et gestion de la petite et moyenne entreprise, 34 (3–4), 16.
Theodoraki, C ., & Catanzaro, A . (2021). Widening the borders of entrepreneurial ecosystem through the international lens. The Journal of Technology Transfer, *47* (2), 383–406.
Theodoraki, C ., Dana, L. P. , & Caputo, A . (2022). Building sustainable entrepreneurial ecosystems: A holistic approach. Journal of Business Research, *140* , 346–360.
Theodoraki, C ., Messeghem, K ., & Rice, M. P. (2018). A social capital approach to the development of sustainable entrepreneurial ecosystems: An explorative study. Small Business Economics, *51* (1), 153–170.
Toutain, O ., Mueller, S ., & Bornard, F . (2020). Decoding entrepreneurship education ecosystems (EEE): A cross-European study in primary, secondary schools and vocational training. Management International, *23* (5), 47–65.
Tranfield, D ., Denyer, D ., & Smart, P . (2003). Towards a methodology for developing evidence-informed management knowledge by means of systematic review. British Journal of Management, *14* (3), 207–222.
World Economic Forum . (2013). Entrepreneurial ecosystems around the globe and company growth dynamics. World Economic Forum.
Wurth, B ., Stam, E ., & Spigel, B . (2022). Toward an entrepreneurial ecosystem research program. Entrepreneurship Theory and Practice, *46* (3), 729–778.

Public childcare

Ahl, H . (2007). Gender stereotypes. In S. Clegg and J. Bailey (Eds.), International encyclopedia of organization studies (pp. 544–547). London: Sage.

Armington, C ., and Acs, Z. J. (2002). The determinants of regional variation in new firm formation. Regional Studies, *36* (1), 33–45.

Audretsch, D. B. , and Belitski, M . (2017). Entrepreneurial ecosystems in cities: Establishing the framework conditions. The Journal of Technology Transfer, *42* , 1030–1051.

Audretsch, D. B. , and Fritsch, M . (1994). The geography of firm births in Germany. Regional Studies, *28* (4), 359–365.

Boden, R. J. Jr (1999). Flexible working hours, family responsibilities, and female self-employment: Gender differences in self-employment selection. American Journal of Economics and Sociology, *58* (1), 71–83.

Boll, C . (2017). Die Arbeitsteilung im Paar: Theorien, Wirkungszusammenhänge, Einflussfaktoren und exemplarische Evidenz (Working Paper). Institut für Sozialarbeit und Sozialpädagogik e.V., Geschäftsstelle Zweiter Gleichstellungsbericht der Bundesregierung, Berlin.

Brush, C ., Edelman, L. F. , Manolova, T ., and Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* , 393–408.

Budig, M. J. (2006). Intersections on the road to self-employment: Gender, family and occupational class. Social Forces, *84* (4), 2223–2239.

Ekinsmyth, C . (2022). Family policy and women's entrepreneurship (ERC SOTA Review No. 56). Enterprise Research Centre, Portsmouth.

Elam, A ., and Terjesen, S . (2010). Gendered institutions and cross-national patterns of business creation for men and women. The European Journal of Development Research, *22* (3), 331–348.

Estrin, S ., and Mickiewicz, T . (2011). Institutions and female entrepreneurship. Small Business Economics, *37* , 397–415.

Fritsch, M ., and Falck, O . (2003). New firm formation by industry over space and time: A multi-level analysis (DIW Discussion Papers No. 322). Berlin: Deutsches Institut für Wirtschaftsforschung (DIW).

GEM . (2022). Global Entrepreneurship Monitor 2021/22 Women's entrepreneurship report: From crisis to opportunity. London: Global Entrepreneurship Monitor (GEM).

Gimenez-Jimenez, D ., Calabrò, A ., and Urbano, D . (2020). The neglected role of formal and informal institutions in women's entrepreneurship: A multi-level analysis. Journal of International Entrepreneurship, *18* , 196–226.

Giudici, G ., Guerini, M ., and Rossi-Lamastra, C . (2019). The creation of cleantech startups at the local level: The role of knowledge availability and environmental awareness. Small Business Economics, *52* (4), 815–830.

Hüther, M ., Jung, M ., and Obst, T . (2021). Arbeitskräftepotenziale der deutschen Wirtschaft: Chancen für Wachstum und Konsolidierung (IW-Policy Paper No. 10/2021). Köln: Institut der deutschen Wirtschaft (IW).

Isenberg, D . (2011). The entrepreneurship ecosystem strategy as a new paradigm for economy policy: Principles for cultivating entrepreneurship (Babson Entrepreneurship Ecosystem Project). Babson Park, MA: Babson College.

Joona, P. A. (2017). Are mothers of young children more likely to be self-employed? The case of Sweden. Review of Economics of the Household, *15* (1), 307–333.

Kay, R ., Kranzusch, P ., and Nielen, S . (2022). Auswirkungen der Corona-Pandemie auf das gewerbliche Gründungsgeschehen 2020: Eine regionale Analyse (Daten und Fakten No. 29). Bonn: Institut für Mittelstandsforschung (IfM) Bonn.

Kay, R ., Kranzusch, P ., Nielen, S ., and Suprinovič, O . (2022). Das Gründungsgeschehen in den Kreisen und kreisfreien Städten: Was zeichnet erfolgreiche Gründungsökosysteme aus? (Daten und Fakten No. 31). Bonn: Institut für Mittelstandsforschung (IfM) Bonn.

Kayed, T ., Wieschke, J ., and Kuger, S . (2023). Der Betreuungsbedarf bei U3-und U6-Kindern. DJI-Kinderbetreuungsreport 2022. Studie 1 von 6. Munich: Deutsches Jugendinstitut.

Markowska, M ., Ahl, H ., and Naldi, L . (2023). Timeout: The role of family-friendly policies in business-start-up among mothers. Entrepreneurship Theory and Practice, *47* (4), 1169–1199.

Müller, K ., Kay, R ., Felden, B ., Moog, P ., Lehmann, S ., and Suprinovič, O . (2011). Der Generationswechsel im Mittelstand im demografischen Wandel. Duderstadt: Mecke Druck und

Verlag.
Noseleit, F . (2014a). Female self-employment and children. Small Business Economics, *43* , 549–569.
Noseleit, F . (2014b). The impact of childcare enrollment on women's selection into self-employment (Working Paper No. 2014/2015). Maastricht: Maastricht School of Management.
OECD . (2011). Public spending on childcare and early education (OECD Family Database). Paris: Organisation for Economic Co-operation Development (OECD).
Pal, R ., Ruckert, D ., and Wruuck, P . (2022). Support for female entrepreneurs: Survey evidence for why it makes sense. Luxembourg: European Investment Bank.
Rainer, H ., Auer, W ., Bauernschuster, S ., Danzer, N ., Fichtl, A ., Hener, T ., … Werding, M . (2013). Öffentlich geförderte Kinderbetreuung in Deutschland: Evaluierung der Auswirkungen auf die Arbeitsmarktbeteiligung von Müttern. ifo Schnelldienst, *66* (07), 31–40.
Scherer, S ., and Pavolini, E . (2023). Equalizing or not? Public childcare and women's labour market participation. Journal of European Social Policy, *33* (4), 436–450. https://doi.org/10.1177/09589287231183169
Spigel, B . (2017). The relational organization of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.
Stam, E ., and Spigel, B . (2016). Entrepreneurial ecosystems. In R. Blackburn , C. De Clerq , and J. Heinonen (Eds.), The SAGE handbook of small business and entrepreneurship (pp. 407–422). London: SAGE.
Stam, E ., and Van de Ven, A . (2021). Entrepreneurial ecosystem elements. Small Business Economics, *56* , 809–832. https://doi.org/10.1007/s11187-019-00270-6
Statistisches Bundesamt . (2023). Karten zur Statistik der Kindertagesbetreuung. Retrieved 18 July, 2023, from www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Soziales/Kindertagesbetreuung/kindertagesbetreuung-karte.html
Suprinovič, O ., Schneck, S ., and Kay, R . (2015). Family-related employment interruptions and self-employment of women: Does policy matter? (Working Paper 03/15). Bonn: Institut für Mittelstandsforschung (IfM) Bonn.
Thébaud, S . (2015). Business as plan B: Institutional foundations of gender inequality in entrepreneurship across 24 industrialized countries. Administrative Science Quarterly, *60* (4), 671–711.
Wagner, J ., and Sternberg, R . (2004). Start-up activities, individual characteristics, and the regional milieu: Lessons for entrepreneurship support policies from German micro data. The Annals of Regional Science, *38* (2), 219–240.
Welter, F ., and Smallbone, D . (2011). Institutional perspectives on entrepreneurial behavior in challenging environments. Journal of Small Business Management, *49* (1), 107–125.
Werner, A ., and Kay, R . (2006). Entrepreneurial image, gender, and the formation of new ventures. Die Betriebswirtschaft, *66* (5), 497–520.
Wurth, B ., Stam, E ., and Spigel, B . (2022). Toward an entrepreneurial ecosystem research program. Entrepreneurship Theory and Practice, *46* (3), 729–778.

Fostering inclusivity in startup accelerators

Adib, A ., and Guerrier, Y . (2003). The interlocking of gender with nationality, race, ethnicity and class: The narratives of women in hotel work. Gender, Work & Organization, *10* (4), pp. 413–432.
Ahl, H . (2007). Sex business in the toy store: A narrative analysis of a teaching case. Journal of Business Venturing, *22* (5), pp. 673–693.
Ashcraft, K. L. (2011). Knowing work through the communication of difference. Reframing difference in organizational communication studies: Research, pedagogy, practice, pp.3-29.
Avnimelech, G ., and Rechter, E . (2023). How and why accelerators enhance female entrepreneurship. Research Policy, *52* (2), p. 104669.
Balachandra, L ., Briggs, T ., Eddleston, K ., and Brush, C . (2019). Don't pitch like a girl! How gender stereotypes influence investor decisions. Entrepreneurship Theory and Practice, *43* (1), 116–137.

Battisti, M ., and McAdam, M . (2012). Challenges of social capital development in the university science incubator: The case of the graduate entrepreneur. The International Journal of Entrepreneurship and Innovation, *13* (4), pp. 261–276.
Brown, R ., Mawson, S ., Lee, N ., and Peterson, L . (2019). Start-up factories, transnational entrepreneurs and entrepreneurial ecosystems: Unpacking the lure of start-up accelerator programmes. European Planning Studies, *27* (5), pp. 885–904.
Brush, C. G. , Greene, P. G. , Balachandra, L ., and Davis, A . (2014). Women entrepreneurs 2014: Bridging the gap in venture capital. Report sponsored by Ernst & Young, Wellesley. Babson College.
Brush, C ., Edelman, L. F. , Manolova, T ., and Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* , pp. 393–408.
Butler, J . (2011). Bodies that matter: On the discursive limits of sex. London: Taylor & Francis.
Chafkin, M. (2009, June 9th). The Startup Guru. Inc. www.inc.com/magazine/20090601/the-start-up-guru-y-combinators-paul-graham.html
Chen, C ., Hamilton, B ., and Ramakrishnan, P . (2020). Gender and mentorship in entrepreneurship. In Academy of management proceedings (Vol. 2020, No. 1, p. 15019). Briarcliff Manor, NY: Academy of Management.
Christiansen, J. (2009). Copying Y Combinator. A Framework for Developing Seed Accelerator Programmes. MBA dissertation, University of Cambridge, United Kingdom. Retrieved June, 5, 2014.
Cohen, S. L. (2013). How to accelerate learning: Entrepreneurial ventures participating in accelerator programs. Ph.D. thesis, The University of North Carolina at Chapel Hill.
Cohen, S. L. , Fehder, D. C. , Hochberg, Y. V. , and Murray, F . (2019a). The design of startup accelerators. Research Policy, *48* (7), pp. 1781–1797.
Cohen, S. L. , Bingham, C. B. , and Hallen, B. L. (2019b). The role of accelerator designs in mitigating bounded rationality in new ventures. Administrative Science Quarterly, *64* (4), pp. 810–854.
Collins, P. H. , and Bilge, S . (2020). Intersectionality – Key Concepts. Cambridge, UK: Polity Press.
Cohen, S. and Hochberg, Y. V. (2014). Accelerating startups: The seed accelerator phenomenon. SSRN Electronic Journal, 1–16. http://dx.doi.org/10.2139/ssrn.2418000
Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. University of Chicago Legal Forum, 1989(8), pp. 139–167.
Crenshaw, K . (1991). Mapping the margins: Intersectionality, identity politics, and violence against women of color. Stanford Law Review, *43* (6), pp. 1241–1299.
Crenshaw, K . (1997). Mapping the margins: Intersectionality, identity politics, and violence against women of color. The Legal Response to Violence Against Women, *5* , p. 91.
Crenshaw, K. W. (2017). On intersectionality: Essential writings. London: The New Press.
Dy, A. M. , and MacNeil, H . (2023). “Doing inequality, doing intersectionality”: Intersectionality as threshold concept for studying inequalities in entrepreneurial activity. International Journal of Entrepreneurial Behavior & Research. https://doi.org/10.1108/IJEBR-12-2022-1113
Essers, C ., and Benschop, Y . (2007). Enterprising identities: Female entrepreneurs of Moroccan or Turkish origin in the Netherlands. Organization Studies, *28* (1), pp. 49–69.
Essers, C ., and Benschop, Y . (2009). Muslim businesswomen doing boundary work: The negotiation of Islam, gender and ethnicity within entrepreneurial contexts. Human Relations, *62* (3), pp. 403–423.
Fehder, D. C. (2024). Coming from a good pond: The influence of a new venture’s founding ecosystem on accelerator performance. Administrative Science Quarterly, *69* (1), 1–38.
Fehder, D. C. , and Hochberg, Y. V. (2014). Accelerators and the regional supply of venture capital investment. Available at SSRN. http://dx.doi.org/10.2139/ssrn.2518668
Feld, B. (2020). Startup communities: Building an entrepreneurial ecosystem in your city. Hoboken, NJ: John Wiley & Sons.
Frimodig, L. , and Torkelli, M. (2013). Success factors of accelerators in new venture creation. In ISPIM Conference Proceedings (p. 1). The International Society for Professional Innovation Management (ISPIM).
Gill, R ., and Ganesh, S . (2007). Empowerment, constraint, and the entrepreneurial self: A study of white women entrepreneurs. Journal of Applied Communication Research, *35* (3), pp.

268–293.
Gore, E . (2018, September 7). Stop talking about ‘Minority Entrepreneurs, Inc’. Retrieved August 14, 2023, from www.inc.com/elizabeth-gore/stop-talking-about-minorityentrepreneurs-its-time-to-start-saying-new-majority-instead.html
Hackett, S. M. , and Dilts, D. M. (2004). A systematic review of business incubation research. The Journal of Technology Transfer, *29* (1), 55–82.
Hallen, B. L. , Cohen, S. L. , and Bingham, C. B. (2020). Do accelerators work? If so, how? Organization Science, *31* (2), 378–414.
Harrison, R. T. , Leitch, C. M. , and McAdam, M . (2020). Woman’s entrepreneurship as a gendered niche: The implications for regional development policy. Journal of Economic Geography, *20* (4), 1041–1067.
Holvino, E . (2006). “Tired of choosing”: Working with the simultaneity of race, gender, and class in organizations. CGO Insights, 24, pp. 1–4.
Isenberg, D. J. (2010). How to start an entrepreneurial revolution. Harvard Business Review, *88* (6), pp. 40–50.
Johnson, S. (2014, October 14). Y Combinator + Being a Mom - TheLi.st @ Medium. https://medium.com/thelist/hi-im-a-mom-and-a-start-up-founder-my-yc-story-3b8c8650ae95
Kim, J. H. , and Wagman, L. (2014). Portfolio size and information disclosure: An analysis of startup accelerators. Journal of Corporate Finance, *29* , 520–534.
MacNeil, H . (2022). Dismantling power and patriarchy: Reconceptualizing entrepreneurship through feminist research methods. PhD thesis, University of Massachusetts, Boston.
MacNeil, H ., Schoonmaker, M ., and McAdam, M . (2022). Accelerating alienation: Gender and self-efficacy in the accelerator context. International Journal of Entrepreneurial Behavior & Research, *28* (8), 2083–2102.
Marlow, S ., and McAdam, M . (2012). Analyzing the influence of gender upon high-technology venturing within the context of business incubation. Entrepreneurship Theory and Practice, *36* (4), 655–676.
Marlow, S ., and McAdam, M . (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. Entrepreneurship Theory and Practice, *39* (4), 791–816.
McAdam, M . (2015). Do tech accelerators have a sexism problem? The Conversation.
McAdam, M . (2022). Women’s entrepreneurship. London: Routledge.
McAdam, M ., Harrison, R. T. , and Leitch, C. M. (2019). Stories from the field: Women’s networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* , pp. 459–474.
McAdam, M ., and Marlow, S . (2010). Female entrepreneurship in the context of high technology business incubation: Strategic approaches to managing challenges and celebrating success. In Pooran Wynarczyk and Susan Marlow (eds.), Innovating women: Contributions to technological advancement (Vol. 1, pp. 55–75). Bingley, UK: Emerald Group Publishing Limited.
Miller, P ., and Bound, K . (2011). The Startup Factories: The rise of accelerator programmes to support new technology ventures. London: NESTA. www.nesta.org.uk/library/documents/StartupFactories.pdf
Moritz, A ., Naulin, T ., and Lutz, E . (2022). Accelerators as drivers of coopetition among early-stage startups. Technovation, *111* , p. 102378.
Neumeyer, X . (2020). Inclusive high-growth entrepreneurial ecosystems: Fostering female entrepreneurs’ participation in incubator and accelerator programs. IEEE Transactions on Engineering Management, *69* (4), pp. 1728–1737.
Ozasir- Kacar, S. O. , Verduijn, K ., and Essers, C . (2021). Opportunity structures from an intersectional perspective. In Cooney, T. M. (Ed.) The Palgrave Handbook of Minority Entrepreneurship, pp. 87–115. Cham, Switzerland: Springer Nature.
Ozkazanc-Pan, B ., and Clark Muntean, S . (2018). Networking towards (in) equality: Women entrepreneurs in technology. Gender, Work & Organization, *25* (4), 379–400.
Ozkazanc-Pan, B ., and Clark Muntean, S . (2021). Entrepreneurial ecosystems: A gender perspective. Cambridge, MA: Cambridge University Press.
Pustovrh, A ., Rangus, K ., and Drnovšek, M . (2020). The role of open innovation in developing an entrepreneurial support ecosystem. Technological Forecasting and Social Change, *152* , p. 119892.

Radojevich-Kelley, N. , and Hoffman, D. L. (2012). Analysis of accelerator companies: An exploratory case study of their programs, processes, and early results. Small Business Institute Journal, *8* (2), 54–70.
Rasila, T. (2004). Venture-to-Capital – A new Framework for Growth Venturing and Professional Ownership. [Doctoral dissertation]. Tampere University of Technology. Tampere, Finland.
Stam, E. , 2015. Entrepreneurial ecosystems and regional policy: A sympathetic critique. European Planning Studies, *23* (9), 1759–1769.
Stam, F. C. , and Spiegel, B . (2016). Entrepreneurial ecosystems. USE Discussion Paper Series, *16* (13).
Stangler, D ., and Bell-Masterson, J . (2015). Measuring an entrepreneurial ecosystem. Kansas City, MO: Ewing Marion Kauffman Foundation. Available at SSRN 2580336.
Stayton, J ., and Mangematin, V . (2019). Seed accelerators and the speed of new venture creation. The Journal of Technology Transfer, *44* , pp. 1163–1187.
Tinkler, J. E. , Whittington, K. B. , Ku, M. C. , and Davies, A. R. (2015). Gender and venture capital decision-making: The effects of technical background and social capital on entrepreneurial evaluations. Social Science Research, *51* , 1–16.
Y Combinator (2024, October 25). About Y Combinator. www.ycombinator.com/about
Yang, S ., Kher, R ., and Newbert, S.L. (2020). What signals matter for social startups? It depends: The influence of gender role congruity on social impact accelerator selection decisions. Journal of Business Venturing, *35* (2), p. 105932.

Building inclusive ecosystems

Ai, C ., & Norton, E. C. 2003. Interaction terms in logit and probit models. Economics Letters, 80(1): 123–129.
Assenova, V ., & Amit, R. H. 2022. Poised for growth: Cohorts' knowledge and its effects on post-acceleration startup growth. Strategic Management Journal, 45(6): 1029–1060.
Avnimelech, G ., & Rechter, E . 2023. How and why accelerators enhance female entrepreneurship. Research Policy, 52(2), Article 104669: 1–16.
Baum, J. R. , & Locke, E. A. 2004. The relationship of entrepreneurial traits, skill, and motivation to subsequent venture growth. The Journal of Applied Psychology, 89(4): 587–598.
Bechthold, L. A. , & Rosendahl Huber, L . 2018. Yes, I can! – A field experiment on female role model effects in entrepreneurship. Academy of Management Proceedings, 2018(1): 1–6.
Bliemel, M ., Flores, R ., Klerk, S. de , & Miles, M. P. 2019. Accelerators as start-up infrastructure for entrepreneurial clusters. Entrepreneurship & Regional Development, 31(1–2): 133–149.
Brush, C ., Carter, N. M. , Gatewood, E. J. , Greene, P. G. , & Hart, M . 2008. The Diana Project: Women business owners and equity capital: The myths dispelled. Babson College Center for entrepreneurship Research Paper, 2009(11): 1–24.
Brush, C ., Edelman, L. F. , Manolova, T ., & Welter, F . 2019. A gendered look at entrepreneurship ecosystems. Small Business Economics, 53(2): 393–408.
Cao, Z ., & Shi, X . 2021. A systematic literature review of entrepreneurial ecosystems in advanced and emerging economies. Small Business Economics, 57(1): 75–110.
Chen, C. C. , Greene, P. G. , & Crick, A . 1998. Does entrepreneurial self-efficacy distinguish entrepreneurs from managers? Journal of Business Venturing, 13(4): 295–316.
Cohen, S . 2013. What do accelerators do? Insights from incubators and angels. Innovations: Technology, Governance, Globalization, 8(3–4): 19–25.
Cohen, S ., Fehder, D. C. , Hochberg, Y. V. , & Murray, F . 2019. The design of startup accelerators. Research Policy, 48(7): 1781–1797.
Dams, C ., Sarria-Allende, V ., Cornejo, M ., Pasquini, R. A. , & Robiolo, G . 2022. Impact of accelerators, as education & training programs, on female entrepreneurs. Entrepreneurship Research Journal, 12(3): 329–362.
Daymond, J ., Knight, E ., Rumyantseva, M ., & Maguire, S . 2023. Managing ecosystem emergence and evolution: Strategies for ecosystem architects. Strategic Management Journal, 44(4): 1–27.

Debrulle, J ., Maes, J ., & Sels, L . 2014. Start-up absorptive capacity: Does the owner's human and social capital matter? International Small Business Journal: Researching Entrepreneurship, 32(7): 777–801.
Dempsey, D ., & Jennings, J . 2014. Gender and entrepreneurial self-efficacy: A learning perspective. International Journal of Gender and Entrepreneurship, 6(1): 28–49.
Ding, W. W. , Ohyama, A ., & Agarwal, R . 2021. Trends in gender pay gaps of scientists and engineers in academia and industry. Nature Biotechnology, 39(8): 1019–1024.
Godwin, L. N. , Stevens, C. E. , & Brenner, N. L. 2006. Forced to play by the rules? Theorizing how mixed-sex founding teams benefit women entrepreneurs in male-dominated contexts. Entrepreneurship Theory and Practice, 30(5): 623–642.
Goswami, K ., Mitchell, J. R. , & Bhagavatula, S . 2018. Accelerator expertise: Understanding the intermediary role of accelerators in the development of the Bangalore entrepreneurial ecosystem. Strategic Entrepreneurship Journal, 12(1): 117–150.
Granovetter, M. S. 1973. The strength of weak ties. American Journal of Sociology, 78(6): 1360–1380.
Greene, P. G. , Brush, C. G. , Hart, M. M. , & Saparito, P . 2001. Patterns of venture capital funding: Is gender a factor? Venture Capital, 3(1): 63–83.
Hite, J. M. 2005. Evolutionary processes and paths of relationally embedded network ties in emerging entrepreneurial firms. Entrepreneurship Theory and Practice, 29(1): 113–144.
Hoang, H ., & Antoncic, B . 2003. Network-based research in entrepreneurship. Journal of Business Venturing, 18(2): 165–187.
Jonsson, S ., & Lindbergh, J . 2013. The development of social capital and financing of entrepreneurial firms: From financial bootstrapping to bank funding. Entrepreneurship Theory and Practice, 37(4): 661–686.
Laguía, A. , García-Ael, C. , Wach, D. , & Moriano, J. A. 2019. "Think entrepreneur - think male": a task and relationship scale to measure gender stereotypes in entrepreneurship. The International Entrepreneurship and Management Journal, 15(3): 749–772.
Lahr, H ., & Mina, A . 2016. Venture capital investments and the technological performance of portfolio firms. Research Policy, 45(1): 303–318.
Lall, S. A. , Chen, L.-W. , & Roberts, P. W. 2020. Are we accelerating equity investment into impact-oriented ventures? World Development, 131: 1–12.
MacNeil, H ., Schoonmaker, M ., & McAdam, M . 2022. Accelerating alienation: Gender and self-efficacy in the accelerator context. International Journal of Entrepreneurial Behavior & Research, 28(8): 2083–2102.
Malmström, M ., Johansson, J ., & Wincent, J . 2017. Gender stereotypes and venture support decisions: How governmental venture capitalists socially construct entrepreneurs' potential. Entrepreneurship Theory and Practice, 41(5): 833–860.
Marlow, S ., & McAdam, M . 2013. Gender and entrepreneurship. International Journal of Entrepreneurial Behavior & Research, 19(1): 114–124.
Mason, C ., & Brown, R . 2013. Creating good public policy to support high-growth firms. Small Business Economics, 40(2): 211–225.
Maurer, I ., & Ebers, M . 2006. Dynamics of social capital and their performance implications: Lessons from biotechnology start-ups. Administrative Science Quarterly, 51(2): 262–292.
Muehlenhard, C. L. , & Peterson, Z. D. 2011. Distinguishing between sex and gender: History, current conceptualizations, and implications. Sex Roles, 64(11–12): 791–803.
Nahapiet, J ., & Ghoshal, S . 1998. Social capital, intellectual capital, and the organizational advantage. Academy of Management Review, 23(2): 242–266.
Neumeyer, X . 2022. Inclusive high-growth entrepreneurial ecosystems: Fostering female entrepreneurs' participation in incubator and accelerator programs. IEEE Transactions on Engineering Management, 69(4): 1728–1737.
Neumeyer, X ., Santos, S. C. , Caetano, A ., & Kalbfleisch, P . 2019. Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. Small Business Economics, 53(2): 475–489.
Newman, A ., Obschonka, M ., Schwarz, S ., Cohen, M ., & Nielsen, I . 2019. Entrepreneurial self-efficacy: A systematic review of the literature on its theoretical foundations, measurement, antecedents, and outcomes, and an agenda for future research. Journal of Vocational Behavior, 110: 403–419.

Ozkazanc-Pan, B ., & Clark Muntean, S . 2018. Networking towards (in)equality: Women entrepreneurs in technology. Gender, Work & Organization, 25(4): 379–400.
Pisoni, A ., & Onetti, A . 2018. When startups exit: Comparing strategies in Europe and the USA. Journal of Business Strategy, 39(3): 26–33.
Ratten, V . 2020. Entrepreneurial ecosystems: The role of accelerators. In V. Ratten (Ed.), Entrepreneurship as Empowerment: Knowledge Spillovers and Entrepreneurial Ecosystems (pp. 11–22). Leeds: Emerald Publishing Limited.
Schuh, G ., Studerus, B ., & Hämmerle, C . 2022. Development of a life cycle model for deep tech startups. Journal of Production Systems and Logistics, 2(5): 1–17.
Shen, Y ., Wang, Q ., Hua, D ., & Zhang, Z . 2021. Entrepreneurial learning, self-efficacy, and firm performance: Exploring moderating effect of entrepreneurial orientation. Frontiers in Psychology, 12, Article 731628: 1–11.
Uzzi, B . 1996. The sources and consequences of embeddedness for the economic performance of organizations: The network effect. American Sociological Review, 61(4): 674–698.

Variations in investors' gendered understandings of investment cases

Acker, J . (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. Gender and Society, *4* (2), 139–158.
Ahl, H ., & Marlow, S . (2012). Exploring the dynamics of gender, feminism and entrepreneurship: Advancing debate to escape a dead end? Organization, *19* (5), 543–562.
Alsos, G. A. , Isaksen, E. J. , & Ljunggren, E . (2006). New venture financing and subsequent business growth in men- and women-led businesses. Entrepreneurship Theory and Practice, *30* (5), 667–686.
Alsos, G. A. , & Ljunggren, E . (2017). The role of gender in entrepreneur-investor relationships: A signalling theory approach. Entrepreneurship Theory and Practice, *41* (4), 567–590.
Balachandra, L ., Briggs, T ., Eddleston, K ., & Brush, C . (2019). Don't pitch like a girl!: How gender stereotypes influence investor decisions. Entrepreneurship Theory and Practice, *43* (1), 116–137.
Braun, V ., & Clarke, V . (2006). Using thematic analysis in psychology. Qualitative Research in Psychology, *3* (2), 77–101.
Brush, C. G. , Carter, N. M. , Greene, P. G. , Hart, M. M. , & Gatewood, E . (2002). The role of social capital and gender in linking financial suppliers and entrepreneurial firms: A framework for future research. Venture Capital, *4* (4), 305–323.
Brush, C. G. , Greene, P ., Balachandra, L ., & Davis, A . (2018). The gender gap in venture capital-progress, problems, and perspectives. Venture Capital, *20* (2), 115–136.
Carter, N ., Brush, C ., Greene, P ., Gatewood, E ., & Hart, M . (2003). Women entrepreneurs who break through to equity financing: The influence of human, social and financial capital. Venture Capital, *5* (1), 1–28.
Cetindamar, D ., Gupta, V. K. , Karadeniz, E. E. , & Egrican, N . (2012). What the numbers tell: The impact of human, family and financial capital on women and men's entry into entrepreneurship in Turkey. Entrepreneurship and Regional Development, *24* (1–2), 29–51.
Coleman, S ., & Robb, A . (2009). A comparison of new firm financing by gender: Evidence from the Kauffman Firm Survey data. Small Business Economics, *33* (4), 397–411.
Correll, S. J. , & Benard, S . (2006). Biased estimators? Comparing status and statistical theories of gender discrimination. In S. R. Thye & E. J. Lawler (Eds.), Advances in group processes (Vol. 23, pp. 89–116). Leeds, UK: Emerald Group Publishing.
Eddleston, K. A. , Ladge, J. J. , Mitteness, C ., & Balachandra, L . (2016). Do you see what I see? Signaling effects of gender and firm characteristics on financing entrepreneurial ventures. Entrepreneurship Theory and Practice, *40* (3), 489–514.
Fisher, G ., Kuratko, D. F. , Bloodgood, J. M. , & Hornsby, J. S. (2017). Legitimate to whom? The challenge of audience diversity and new venture legitimacy. Journal of Business Venturing, *32* (1), 52–71.
GEM (Global Entrepreneurship Monitor) . (2023). Global entrepreneurship monitor 2022/2023 global report: Adapting to a "New Normal". London: GEM.

Hohl, L ., Bican, P. M. , Guderian, C. C. , & Riar, F. J. (2021). Gender diversity effects in investment decisions. The Journal of Entrepreneurship, *30* (1), 134–152.
Lewis, P . (2006), The quest for invisibility: Female entrepreneurs and the masculine norm of entrepreneurship. Gender, Work and Organization, *13* (5), 453–469.
Lindvert, M ., Breivik-Meyer, M ., Alsos, G.A. , Balkmar, D ., Bedenik, T ., Callerstig, A.C. , Delaney, D ., Heilbrunn, S ., Ljunggren, E ., McAdam, M ., & Weinberg, C . (2023). A cross-cultural examination of investor behaviour: The influence of gendered understandings. R&D report no. 101. Nord University, Norway.
Malmström, M ., Johansson, J ., & Wincent, J . (2017). Gender stereotypes and venture support decisions: How governmental venture capitalists socially construct entrepreneurs' potential . Entrepreneurship Theory and Practice, *41* (5), 833–860.
Marlow, S ., & Martinez Dy, A . (2018). Annual review article: Is it time to rethink the gender agenda in entrepreneurship research? International Small Business Journal, *36* (1), 3–22.
Marlow, S ., & McAdam, M . (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. Entrepreneurship Theory and Practice, *39* (4), 791–816.
Mascia, D. V. , & Rossi, S. P. S. (2017). Is there a gender effect on the cost of bank financing? Journal of Financial Stability, *31* , 136–153.
McAdam, M ., Harrison, R.T. & Leitch, C.M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, 53, 459–474.
Menon Economics . (2020). Female entrepreneurship in the Nordics 2020 – A comparative study. Oslo: Nordic Innovation.
Mezirow, J . (1991). Transformative dimensions of adult learning. San Francisco, CA: Jossey-Bass.
Morris, M. H. , Kuratko, D. F. , Schindehutte, M ., & Spivack, A. J. (2012). Framing the entrepreneurial experience. Entrepreneurship Theory and Practice, *36* (1), 11–40.
Pettersson, K ., Ahl, H ., Berglund, K ., & Tillmar, M . (2017). In the name of women? Feminist readings of policies for women's entrepreneurship in Scandinavia. Scandinavian Journal of Management, *33* (1), 50–63.
Serwaah, P ., & Shneor, R . (2021). Women and entrepreneurial finance: A systematic review. Venture Capital, *23* (4), 291–319.
Solheim, J . (2007), Kjønn og modernitet. Oslo: Pax.
Stam, E ., & Van de Ven, A . (2021). Entrepreneurial ecosystem elements. Small Business Economics, *56* (2), 809–832.
Taylor, S . (1994). Waiting for service: The relationship between delays and evaluations of service. Journal of Marketing, *58* (2), 56–69.
Thébaud, S ., & Sharkey, A. J. (2016). Unequal hard times: The influence of the great recession on gender bias in entrepreneurial financing. Sociological Science, *3* , 1–31.
Vershinina, N ., Rodgers, P ., McAdam, M . & Clinton, E . (2019). Transnational migrant entrepreneurship, gender and family business. Global Networks, *19* (2), 238–260.
Weiss, H. M. & Beal, D . (2005). Reflections on affective events theory. In N.M. Askanasy , W. Zerbe , & C.E.J. Hartel (Eds.), Research on emotion in organizations: The effect of affect in organizational settings (Vol. 1, pp. 1–21). Oxford: Elsevier.
Whitehead, S . (2001). Woman as manager: A seductive ontology. Gender, Work & Organization, *8* , 84–107.

How strong network ties in service clubs can create business opportunities for women entrepreneurs

Abbas, J ., Raza, S ., Nurunnabi, M ., Minai, M. S. , & Bano, S . (2019). The impact of entrepreneurial business networks on firms' performance through a mediating role of dynamic capabilities. Sustainability, *11* (11), 3006.
Agarwal, S. , Ramadani, V. , Gerguri-Rashiti, S. , Agrawal, V. , & Dixit, J. K. (2020). Inclusivity of entrepreneurship education on entrepreneurial attitude among young community: Evidence from India. Journal of Enterprising Communities: People and Places in the Global Economy, *14*

(2), 299–319.
Alvarado Valenzuela, J. F. , & Solano, G . (2022). Study and work paving the way for Moroccan migrants: The entrepreneurial path to transnational and domestic business activities. ZFW – Advances in Economic Geography, *66* (3), 172–184. https://doi.org/10.1515/zfw-2021-0021
Anderson, A. R. , Dodd, S. D. , & Jack, S . (2010). Network practices and entrepreneurial growth. Scandinavian Journal of Management, *26* (2), 121–133.
Aulet, W ., & Murray, F . (2013). A tale of two entrepreneurs: Understanding differences in the types of entrepreneurship in the economy. Available at SSRN 2259740.
Brass, D. J. (1992). Power in organizations: A social network perspective. Research in Politics and Society, *4* (1), 295–323.
Burt, R. S. (1976). Positions in networks. Social Forces, *55* (1), 93–122.
Charles, J. A. (1993). Service clubs in American Society: Rotary, Kiwanis, and Lions. University of Illinois Press.
Corbin, J. M. , & Strauss, A. (1990). Grounded theory research: Procedures, canons, and evaluative criteria. Qualitative Sociology, *13* (1), 3–21.
David-Barrett, T ., Rotkirch, A ., Carney, J ., Behncke Izquierdo, I ., Krems, J. A. , Townley, D ., McDaniell, E ., Byrne-Smith, A ., & Dunbar, R. I. (2015). Women favour dyadic relationships, but men prefer clubs: Cross-cultural evidence from social networking. PLOS ONE, *10* (3), e0118329.
Durbin, S . (2011). Creating knowledge through networks: A gender perspective. Gender, Work & Organization, *18* (1), 90–112.
Eddleston, K. A. , Ladge, J. J. , Mitteness, C ., & Balachandra, L . (2016). Do you see what I see? Signaling effects of gender and firm characteristics on financing entrepreneurial ventures. Entrepreneurship Theory and Practice, *40* (3), 489–514.
Elfring, T ., & Hulsink, W . (2003). Networks in entrepreneurship: The case of high-technology firms. Small Business Economics, *21* (4), 409–422.
Farkas, G. M. (2012). Service club membership and forms of social capital among Swedish community elites. Journal of Civil Society, *8* (1), 63–90.
Forret, M. L. , & Dougherty, T. W. (2001). Correlates of networking behavior for managerial and professional employees. Group & Organization Management, *26* (3), 283–311.
Gossé, L ., & Decramer, A . (2015). Gender en leiderschap: HR support bij de Vlaamse overheid. Universiteit Gent.
Granovetter, M. S. (1973). The strength of weak ties. American Journal of Sociology, *78* (6), 1360–1380.
Greguletz, E ., Diehl, M.-R. , & Kreutzer, K . (2019). Why women build less effective networks than men: The role of structural exclusion and personal hesitation. Human Relations, *72* (7), 1234–1261. https://doi.org/10.1177/0018726718804303
Greve, A ., & Salaff, J. W. (2003). Social networks and entrepreneurship. Entrepreneurship Theory and Practice, *28* (1), 1–22.
Guercini, S ., & Ranfagni, S . (2016). Conviviality behavior in entrepreneurial communities and business networks. Journal of Business Research, *69* (2), 770–776.
Hernández-Carrión, C ., Camarero-Izquierdo, C ., & Gutiérrez-Cillán, J . (2020). The internal mechanisms of entrepreneurs' social capital: A multi-network analysis. BRQ Business Research Quarterly, *23* (1), 2340944420901047.
Hwang, H ., & Powell, W. W. (2005). Institutions and entrepreneurship. In Sharon A. Alvarez, Rajshree Agarwal, & Olav Sorenson (Eds.), Handbook of entrepreneurship research: Disciplinary perspectives (pp. 201–232). Springer.
Jack, S. L. (2005). The role, use and activation of strong and weak network ties: A qualitative analysis. Journal of Management Studies, *42* (6), 1233–1259.
Johannisson, B. (2017). Networking and entrepreneurial growth. In Donald L. Sexton & Hans Landström (Eds.), The Blackwell handbook of entrepreneurship (pp. 368–386). Wiley.
Leyden, D. P. , Link, A. N. , & Siegel, D. S. (2014). A theoretical analysis of the role of social networks in entrepreneurship. Research Policy, *43* (7), 1157–1163. https://doi.org/10.1016/j.respol.2014.04.010
Lindberg, M ., Lindgren, M ., & Packendorff, J . (2011). Bridging the gender gap in entrepreneurship: A study of a Quadruple Helix innovation system project in the Baltic Sea region. In 1st International Conference on Entrepreneurship, Innovation and SMEs, Caen, France, November 3–4, 2011.

Lions . (2023). About us. Retrieved 21-07-2023 from https://www.lionsclubs.org/en
Martens, J. W. G. M. (2020). De netwerk-kikker wakker kussen. Doctoral Dissertation, Vrije Universiteit Amsterdam.
McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* (2), 459–474. https://doi.org/10.1007/s11187-018-9995-6
McPherson, M ., Smith-Lovin, L ., & Cook, J. M. (2001). Birds of a feather: Homophily in social networks. Annual review of sociology, *27* (1), 415–444.
Moletta, J ., de Carvalho, G. D. G. , do Nascimento, R. F. , Barboza, B. M. L. , Resende, L. M. , & Pontes, J . (2021). Business networks of women entrepreneurs: An analysis of the expectation and reality of factors that affect trust in a business network. Journal of Intelligent Manufacturing, 1–16. https://doi.org/10.1007/s10845-021-01834-8
Neumeyer, X ., Santos, S. C. , Caetano, A ., & Kalbfleisch, P . (2019). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. Small Business Economics, *53* (2), 475–489. https://doi.org/10.1007/s11187-018-9996-5
Neumeyer, X ., Santos, S. C. , & Morris, M. H. (2019). Who is left out: Exploring social boundaries in entrepreneurial ecosystems. The Journal of Technology Transfer, *44* , 462–484.
Ozkazanc-Pan, B ., & Clark Muntean, S . (2018). Networking towards (in)equality: Women entrepreneurs in technology. Gender, Work & Organization, *25* (4), 379–400. https://doi.org/10.1111/gwao.12225
Putney, C . (1993). Service over secrecy: How lodge-style fraternalism yielded popularity to men's service clubs. Journal of Popular Culture, *27* (1), 179.
Rotary . (2023). About Rotary. Retrieved 21-07-2023 from https://www.rotary.org/en
Smallbone, D ., & Welter, F . (2001). The distinctiveness of entrepreneurship in transition economies. Small Business Economics, *16* (4), 249–262.
Tadajewski, M . (2017). The Rotary Club and the promotion of the social responsibilities of business in the early 20th century. Business & Society, *56* (7), 975–1003.
Veckalne, R ., & Tambovceva, T . (2023). The importance of gender equality in promoting entrepreneurship and innovation. *Marketing i menedžment innovacij, 14*(1), 158–168.
Williams, H.-R. , & McGregor, H. J. (2021). Female network opportunities: Reflecting on the place & purpose of external women-only networks. Academy of Management Proceedings, *2021* (1), 12544–12544. https://doi.org/10.5465/AMBPP.2021.12544abstract
Wood, B. P. , Ng, P. Y. , & Bastian, B. L. (2021). Hegemonic conceptualizations of empowerment in entrepreneurship and their suitability for collective contexts. Administrative Sciences, *11* (1), 28–28. https://doi.org/10.3390/admsci11010028
Woodwark, M ., Wood, A ., & Schnarr, K . (2021). Standing on the shoulders of giantesses: How women technology founders use single and mixed gender networks for success and change. International Journal of Gender and Entrepreneurship, *13* (4), 420–448. https://doi.org/10.1108/IJGE-10-2020-0159
Zimmer, C ., & Aldrich, H . (1986). Entrepreneurship through social networks. In The art and science of entrepreneurship (pp. 3–23). Ballinger.

Revising or affirming the gendered narrative?

Abolafia, M. Y. (2010). Narrative construction as sensemaking: How a central bank thinks. Organization Studies, *31* (3), 349–367.
Arshed, N ., Martin, G ., & Knox, S . (2022). Ties that bind or blind? The role of identity and place in understanding women entrepreneurs' support needs. Entrepreneurship Theory and Practice, *47* (6), 2205–2232.
BMWK . (2023). #StarkeFrauenStarkeWirtschaft. www.bmwk.de/Redaktion/DE/Dossier/frauen-in-der-wirtschaft.html
Brown, R ., & Mason, C . (2017). Looking inside the spiky bits: A critical review and conceptualisation of entrepreneurial ecosystems. Small Business Economics, *49* , 11–30.
Brush, C ., Edelman, L. F. , Manolova, T ., & Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* (2), 393–408.

Bullough, A ., Guelich, U ., Manolova, T. S. , & Schjoedt, L . (2022). Women's entrepreneurship and culture: Gender role expectations and identities, societal culture, and the entrepreneurial environment. Small Business Economics, *58* (2), 985–996.

Chadwick, I. C. , & Dawson, A . (2023). From imposter fears to authenticity: A typology of women entrepreneurs. Small Business Economics.

Crenshaw, K . (1991). Race, gender, and sexual harassment. California Law Review, *65* , 1467.

Eikhof, R. D. , Summers, J ., & Carter, S . (2013). "Women doing their own thing": Media representations of female entrepreneurship. International Journal of Entrepreneurial Behaviour & Research, *19* (5), 547–564.

Gioia, D. A. , Corley, K. G. , & Hamilton, A. L. (2013). Seeking qualitative rigor in inductive research: Notes on the Gioia methodology. Organizational Research Methods, *16* (1), 15–31.

Gioia, D ., Corley, K ., Eisenhardt, K ., Feldman, M ., Langley, A ., Lê, J ., Golden-Biddle, K ., Locke, K ., Mees-Buss, J ., Piekkari, R ., Ravasi, D ., Rerup, C ., Schmid, T ., Silverman, D ., & Welch, C . (2022). A curated debate: On using "templates" in qualitative research. Journal of Management Inquiry, *31* (3), 231–252.

Hubner, S ., Most, F ., Wirtz, J ., & Auer, C . (2022). Narratives in entrepreneurial ecosystems: Drivers of effectuation versus causation. Small Business Economics, *59* (1), 211–242.

Kubberød, E ., Jones, S ., & Pettersen, I. B. (2021). Learning to not belong: Entrepreneurial learning experiences of women high-tech entrepreneurs. International Journal of Entrepreneurial Behavior & Research, *27* (8), 1983–2008.

Lewis, P . (2013). The search for an authentic entrepreneurial identity: Difference and professionalism among women business owners. Gender, Work & Organization, *20* (3), 252–266.

Marks, S . (2021). Performing and unperforming entrepreneurial success: Confessions of a female role model. Journal of Small Business Management, *59* (5), 946–975.

Marlow, S ., & McAdam, M . (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. Entrepreneurship Theory and Practice, *39* (4), 791–816.

McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* , 459–474.

Meliou, E ., & Ozbilgin, M . (2023). How is the illusion of gender equality in entrepreneurship sustained? A bourdieusian perspective. Journal of Management Studies, *61* (4), 1536–1561.

Metzger, G . (2022). KFW entrepreneurship monitor 2022. www.kfw.de/PDF/Download-Center/Konzernthemen/Research/PDF-Dokumente-Gr%C3%BCndungsmonitor/Gr%C3%BCndungsmonitor-englische-Dateien/KfW-Entrepreneurship-Monitor-2022_EN.pdf

Mmbaga, N. A. , Mathias, B. D. , Williams, D. W. , & Cardon, M. S. (2020). A review of and future agenda for research on identity in entrepreneurship. Journal of Business Venturing, *35* (6), 106049.

Neumeyer, X ., Santos, S. C. , Caetano, A ., & Kalbfleisch, P . (2019). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. Small Business Economics, *53* (2), 475–489.

Qian, H ., & Acs, Z. J. (2023). Entrepreneurial ecosystems and economic development policy. Economic Development Quarterly, *37* (1), 96–102.

Radu-Lefebvre, M ., Lefebvre, V ., Crosina, E ., & Hytti, U . (2021). Entrepreneurial identity: A review and research agenda. Entrepreneurship Theory and Practice, *45* (6), 1550–1590.

Roundy, P. T. (2016). Start-up community narratives: The discursive construction of entrepreneurial ecosystems. Journal of Entrepreneurship, *25* (2), 232–248.

Roundy, P. T. (2019). Rust belt or revitalisation: Competing narratives in entrepreneurial ecosystems. Management Research Review, *42* (1), 102–121.

Shepherd, D ., & Haynie, J. M. (2009). Family business, identity conflict, and an expedited entrepreneurial process: A process of resolving identity conflict. Entrepreneurship Theory and Practice, *33* (6), 1245–1264.

Spigel, B ., & Harrison, R . (2018). Toward a process theory of entrepreneurial ecosystems. Strategic Entrepreneurship Journal, *12* (1), 151–168.

Spigel, B ., Kitagawa, F ., & Mason, C . (2020). A manifesto for researching entrepreneurial ecosystems. Journal of the Local Economy Policy Unit, *35* (5), 482–495.

Stead, V . (2017). Belonging and women entrepreneurs: Women's navigation of gendered assumptions in entrepreneurial practice. International Small Business Journal, *35* (1), 61–77.
Swail, J ., & Marlow, S . (2018). 'Embrace the masculine; attenuate the feminine' – Gender, identity work and entrepreneurial legitimation in the nascent context. Entrepreneurship & Regional Development, *30* (1–2), 256–282.
Weidhaas, A. D. (2018). Female business owners hiding in plain sight. International Journal of Gender and Entrepreneurship, *10* (1), 2–18.
Welter, F . (2020). Contexts and gender – Looking back and thinking forward. International Journal of Gender and Entrepreneurship, *12* (1), 27–38.
WeRin Project . (n.a.). Women entrepreneurs in regional inclusive entrepreneurial ecosystems. https://werinproject.eu/resources/
Wurth, B ., Stam, E ., & Spigel, B . (2022). Toward an entrepreneurial ecosystem research program. Entrepreneurship Theory and Practice, *46* (3), 729–778.

Blame narratives

Acs, Z. J. , Stam, E ., Audretsch, D. B. , & O'Connor, A . (2017). The lineages of the entrepreneurial ecosystem approach. Small Business Economics, *49* (1), 1–10.
Ahl, H ., & Marlow, S . (2021). Exploring the false promise of entrepreneurship through a postfeminist critique of the enterprise policy discourse in Sweden and the UK. Human Relations, *74* (1), 41–68.
Bazeley, P . (2020). Qualitative data analysis: Practical strategies. SAGE Publications Ltd.
Braun, V ., & Clarke, V . (2006). Using thematic analysis in psychology. Qualitative Research in Psychology, *3* (2), 77–101.
Brush, C . (2006). Growth-oriented women entrepreneurs and their businesses: A global research perspective. Edward Elgar.
Brush, C ., De Bruin, A ., & Welter, F . (2009). A gender-aware framework for women's entrepreneurship. International Journal of Gender and Entrepreneurship, 1(1), 8–24.
Brush, C ., Edelman, L. F. , Manolova, T ., & Welter, F . (2019). A gendered look at entrepreneurship ecosystems. Small Business Economics, *53* , 393–408.
Bryman, A . (2016). Social research methods. Oxford University Press.
Carter, S ., & Jones-Evans, D . (2006). Enterprise and small business: Principles, practice and policy. Pearson Education.
Duberley, J ., & Carrigan, M . (2013). The career identities of 'mumpreneurs': Women's experiences of combining enterprise and motherhood. International Small Business Journal, *31* (6), 629–651.
Foss, L ., Henry, C ., Ahl, H ., & Mikalsen, G. H. (2019). Women's entrepreneurship policy research: A 30-year review of the evidence. Small Business Economics, *53* , 409–429.
GEM . (2023). Women's Entrepreneurship Report: Challenging Bias and Stereotypes. Global Entrepreneurship Monitor 2022/23 Women's Entrepreneurship Report.
Gill, R. K. , Kelan, E ., & M. Scharff , C. (2017). A postfeminist sensibility at work. Gender, Work & Organization, *24* (3), 226–244.
Hechavarría, D. M. , & Ingram, A. E. (2019). Entrepreneurial ecosystem conditions and gendered national-level entrepreneurial activity: A 14-year panel study of GEM. Small Business Economics, *53* , 431–458.
Henry, C ., Coleman, S ., Orser, B ., & Foss, L . (2022). Women's entrepreneurship policy and access to financial capital in different countries: An institutional perspective. Entrepreneurship Research Journal, *12* (3), 227–262.
Hudson Breen, R ., & Leung, A . (2020). Choosing mothering and entrepreneurship: A relational career-life process. International Journal of Gender and Entrepreneurship, *12* (3), 253–271.
Isenberg, D. J. (2010). How to start an entrepreneurial revolution. Harvard Business Review, *88* (6), 40–50.
Keller, J . (2015). Girls' feminist blogging in a postfeminist age. Routledge.
Lamberg, E . (2023). Persistent paradoxes, pragmatic postfeminism: How young women negotiate the contradictions of gender equality. NORA-Nordic Journal of Feminist and Gender

Research, *31* (4), 1–13.
Lee, S. S. , & Osteryoung, J. S. (2004). A comparison of critical success factors for effective operations of university business incubators in the United States and Korea. Journal of Small Business Management, *42* (4), 418–426.
Leitch, C. M. , Hill, F. M. , & Harrison, R. T. (2010). The philosophy and practice of interpretivist research in entrepreneurship: Quality, validation, and trust. Organizational Research Methods, *13* (1), 67–84.
Leung, A . (2011). Motherhood and entrepreneurship: Gender role identity as a resource. International Journal of Gender and Entrepreneurship, *3* (3), 254–264.
Lewis, P ., Benschop, Y ., & Simpson, R . (2017). Postfeminism, gender and organization. Gender, Work and Organization, *24* (3), 213–225.
Lewis, P ., Benschop, Y ., & Simpson, R . (2018). Postfeminism and organization. Routledge New York.
Lewis, P ., Rumens, N ., & Simpson, R . (2022). Postfeminism, hybrid mumpreneur identities and the reproduction of masculine entrepreneurship. International Small Business Journal, *40* (1), 68–89.
Malecki, E. J. (2018). Entrepreneurship and entrepreneurial ecosystems. Geography Compass, *12* (3), e12359.
Marlow, S . (2015). 3. Women, gender and entrepreneurship: Why can't a woman be more like a man. In Robert Blackburn, Ulla Hytti and Friederike Welter (Eds.), Context, process and gender in entrepreneurship: Frontiers in European entrepreneurship research (pp. 23–33). Edward Elgar.
Marlow, S . (2020). Gender and entrepreneurship: Past achievements and future possibilities. International Journal of Gender and Entrepreneurship, *12* (1), 39–52.
McAdam, M ., Harrison, R. T. , & Leitch, C. M. (2019). Stories from the field: Women's networking as gender capital in entrepreneurial ecosystems. Small Business Economics, *53* , 459–474.
McRobbie, A. (2009). The aftermath of feminism: Gender, culture and social change. Fluxos & Riscos-Revista de Estudos Sociais, *2* (1), 165–167.
Neumeyer, X ., Santos, S. C. , & Morris, M. H. (2019). Who is left out: Exploring social boundaries in entrepreneurial ecosystems. The Journal of Technology Transfer, *44* , 462–484.
Özkan, D ., & Hardt, D . (2020). The strong female lead: Postfeminist representation of women and femininity in Netflix shows. In Diğdem Sezen, Feride Çiçekoğlu, Aslı Tunç and Ebru Thwaites Diken (Eds.), Female agencies and subjectivities in film and television (pp. 165–187). Palgrave MacMillan.
Rottenberg, C . (2014). The rise of neoliberal feminism. Cultural Studies, *28* (3), 418–437.
Serrano-Pascual, A ., & Carretero-García, C . (2022). Women's entrepreneurial subjectivity under scrutiny: Expert knowledge on gender and entrepreneurship. Gender, Work & Organization, *29* (2), 666–686.
Skarin, H ., & Lindén, F . (2020). The Postfeminist Paradox – A qualitative case study critically analysing postfeminism through a female student career network. Master thesis from the School of Economics and Management, Lund University.
Spigel, B . (2017). The relational organization of entrepreneurial ecosystems. Entrepreneurship Theory and Practice, *41* (1), 49–72.
Stam, E . (2015). Entrepreneurial ecosystems and regional policy: A sympathetic critique. European Planning Studies, *23* (9), 1759–1769.
Stead, V . (2017). Belonging and women entrepreneurs: Women's navigation of gendered assumptions in entrepreneurial practice. International Small Business Journal, *35* (1), 61–77.
Treanor, L ., Marlow, S ., & Swail, J . (2021). Rationalizing the postfeminist paradox: The case of UK women veterinary professionals. Gender, Work & Organization, *28* (1), 337–360.
Wee, L ., & Brooks, A . (2012). Negotiating gendered subjectivity in the enterprise culture: Metaphor and entrepreneurial discourses. Gender, Work & Organization, *19* (6), 573–591.
Wurth, B ., Stam, E ., & Spigel, B . (2021). Toward an Entrepreneurial Ecosystem Research Program. Entrepreneurship Theory and Practice, *46* (3), 729–778. https://doi.org/10.1177/1042258721998948

Developing norm-reflexivity in technical innovation

Abrahamsson, L. (2014) Gender and the modern organization, ten years after. Nordic Journal of Working Life Studies, *4* (4), 109–136.

Ahmed, S . (2012). On being included: Racism and diversity in institutional life. Durham, NC: Duke University Press.

Alsos, A. G. , Ljunggren, E ., & Hytti, U . (2013). Gender and innovation: State of the art and a research agenda. International Journal of Gender and Entrepreneurship, *5* (3), 236–256.

Andersson, S ., Balkmar, D ., & Callerstig, A. C. (2021). From glass ceiling to firewalls: Detecting and changing gendered organizational norms. NORA – Nordic Journal of Feminist and Gender Research, *30* (2), 140–153.

Andersson, S ., Berglund, K ., Thorslund, J ., Gunnarsson, E ., & Sundin, E. (Eds.). (2012). Promoting innovation – Policies, practices and procedures. Stockholm: VINNOVA.

Anderson, T ., Curtis, A ., & Wittig, C . (2015). Definition and theory in social innovation. The theory of social innovation and international approaches. Vienna. ZSI Discussion Paper, Nr. 33.

Balkmar, D ., Andersson, S ., & Callerstig, A.-C. (2021). Women truck drivers and (future) mobile work: Towards gender equal transport futures? In Gender and equality in transport: Proceedings of the 2021 travel demand management symposium (pp. 161–165).

Balkmar, D ., & Lykke, N . (2015). *Developing disruptive norm-critical innovation at Volvo: FINAL REPORT* . Retrieved from https://urn.kb.se/resolve?urn=urn:nbn:se:oru:diva-47266

Balkmar, D ., Lindvert, M ., & Ljunggren, E . (2024). Masculinity in Scandinavian Tech Entrepreneurship: Male technology entrepreneurs negotiating gender (in)equality. International Journal of Gender and Entrepreneurship, *16* (3), 297–314.

Brown, R. , & Mason, C. (2017). Looking inside the spiky bits: a critical review and conceptualisation of entrepreneurial ecosystems. Small Business Economics, *49* , 11–30.

Börjesson, E ., Isaksson, A ., Ilstedt, S ., & Ehrnberger, K . (2016). Visualizing gender – norm-critical design and innovation. In G. A. Alsos, U. Hytti, and E. Ljunggren (Eds.), Research handbook on gender and innovation (pp. 252–274). Edward Elgar Publishing.

Bromseth, J ., & Darj, F. (Eds.). (2010). Normkritisk pedagogik: Makt, lärande och strategier för förändring. Uppsala: Centrum för genusvetenskap, Uppsala universitet.

Callerstig, A-C ., Lindvert, M ., Ljunggren, E ., Breivik-Meyer, M ., Alsos, G ., & Balkmar, D . (2024). Contextualizing gender policy in tech entrepreneurship: A cross national and multiple level analysis. International Journal of Entrepreneurial Behavior & Research (IJEBR), *30* (7), 1678–1697.

Christensen, J. F. (2020). Queering organisation(s): Norm-critical Orientations to Organising and Researching Diversity. Copenhagen Business School [Phd]. PhD Series No. 12.2020.

Christensen, J. F. , Mahler, R ., & Teilmann-Lock, S . (2021). GenderLAB: Norm-critical design thinking for gender equality and diversity. Organization, *28* (6), 1036–1048.

Connell, R. W. (2002). Gender. Cambridge, UK: Polity Press.

Cooper, A . (2004). The inmates are running the asylum. Indianapolis: Sams Publishing.

Dautzenberg, K . (2012). Gender differences of business owners in technology-based firms. International Journal of Gender and Entrepreneurship, *4* (1), 79–98.

Dyduch, W . (2008). Corporate entrepreneurship measurement for improving organizational performance. Journal of Economics and Management, *4* , 15–40.

Gregson, N . (2018). Mobilities, mobile work and habitation: Truck drivers and the crisis in occupational auto-mobility in the UK. Mobilities, *13* (3), 291–307.

Hearn, J ., & Howson, R . (2019). The institutionalization of (critical) studies on men and masculinities: Geopolitical perspectives. In L. Gottzén , U. Mellström , & T. Shefer (Eds.), Routledge international handbook of masculinity studies. New York: Routledge.

Hildebrand, J ., & Sheller, M . (2018). Media ecologies of autonomous automobility: Gendered and racial dimensions of future concept cars. Transfers, *8* (1), 64–85.

Holck, L ., & Muhr, S. L. (2017). Unequal solidarity? Towards a norm-critical approach to welfare logics. Scandinavian Journal of Management, *33* (1), 1–11.

Hume, M ., Sullivan Mort, G ., Liesch, P. W. , & Winzar, H . (2006). Understanding service experience in non-profit performing arts: Implications for operations and service management. Journal of Operations Management, *24* (4), 304–324.

IRU . (2019). Tackling driver shortage in Europe. The World Road Transport Organisation. Retrieved from www.iru.org/news-resources/iru-library?text=driver%20shortage

Kalonaityté, V . (2014). Normkritisk pedagogik: För den högre utbildningen. Lund: Studentlitteratur.
Källhammer, E ., & Wikberg-Nilsson, Å . (2012). Gendered innovative design: Critical reflections stimulated by personas. In Promoting innovation: Policies, practices and procedures (pp. 328–350). Stockholm: Vinnova.
Kumashiro, K. K. (2002). Troubling education: Queer activism and anti-oppressive education. New York: RoutledgeFalmer.
Lang, T . (2023). Institutional theory, new. In G. Ritzer , C. Rojek , and J. M. Ryan (Eds.), The Blackwell encyclopedia of sociology. Hoboken: Wiley and Sons.
Langmann, E ., & Månsson, N . (2016). Att vända blicken mot sig själv: En problematisering av den normkritiska pedagogiken. Pedagogisk forskning i Sverige, *21* (1–2), 79–99.
Lindberg, M . (2018). Relating inclusiveness and innovativeness in inclusive innovation. International Journal of Innovation and Regional Development, *8* (2), 103–119.
Lundmark, S ., & Normark, M . (2014). Designing gender in social media: Unpacking interaction design as a carrier of social norms. International Journal of Gender, Science and Technology, *6* (2), 224–241.
Lundvall, B. Å. (2007). National innovation systems—Analytical concept and development tool. Industry and Innovation, *14* (1), 95–119.
March, J ., & Olsen, J. P. (1984). The new institutionalism: Organizational factors in political life. American Political Science Review, *78* , 738–749.
Marlow, S ., & McAdam, M . (2012). Analyzing the influence of gender upon high-technology venturing within the context of business incubation. Entrepreneurship Theory and Practice, *36* (4), 655–676.
Marlow, S ., & McAdam, M . (2015). Incubation or induction? Gendered identity work in the context of technology business incubation. Entrepreneurship Theory and Practice, *39* (4), 791–816.
McIntosh, P . (1989). White privilege: Unpacking the invisible knapsack. Peace & Freedom Magazine, (July/August), 10–12.
McKinsey & Company . (2023). Women in tech: The best bet to solve Europe’s talent shortage. Retrieved from www.mckinsey.com/capabilities/mckinsey-digital/our-insights/women-in-tech-the-best-bet-to-solve-europes-talent-shortage
Meyer, C ., & Schwager, A . (2007). *Understanding customer experience* . Harvard Business Review, *85* (2), 116–126.
Oudshoorn, N ., & Pinch, T. (Eds.). (2003). How users matter: The co-construction of users and technologies. Cambridge, MA: MIT Press.
Owen-Smith, J ., & Powell, W. W. (2006). Accounting for emergence and novelty in Boston and Bay Area biotechnology. In P. Braunerhjelm & M. Feldman (Eds.), Cluster Genesis: The emergence of technology clusters and their implication for government policies (pp. 61–82). New York: Oxford University Press.
Petersson McIntyre, M . (2015). Queering all aboard: Challenging the maleness of the leisure boat. International Journal of Entrepreneurship and Small Business, *24* (1), 4–22.
Porter, M. E. , & Kramer, M. R. (2019). Creating shared value. In G. G. Lenssen & N. C. Smith (Eds.), Managing sustainable business (pp. 327–350). Dordrecht: Springer.
Qvarsebo, J . (2021). The moral regime of norm critical pedagogics – New ways of governing the Swedish pre-school child. Critical Studies in Education, *62* (2), 164–178.
Scott, A ., & Davis-Sramek, B . (2023). Driving in a man’s world: Examining gender disparity in the trucking industry. International Journal of Physical Distribution & Logistics Management, *53* (3), 330–353.
Scott, W. R. (2008). Institutions and organizations: Ideas and interests. London: SAGE Publications.
Spigel, B ., & Harrison, R . (2018). Towards a process theory of entrepreneurial ecosystems. Strategic Entrepreneurship Journal, *12* (1), 151–168.
Stam, E. , & van de Ven, A. (2021). Entrepreneurial ecosystem elements. Small Business Economics, *56* , 809–832.
van Hoof, B. , & Thiell, M. (2015). Anchor company contribution to cleaner production dissemination: Experience from a Mexican sustainable supply programme. Journal of Cleaner Production, *86* (1), 245–255.

Wheadon, M ., & Duval-Coueti, N . (2019). Token entrepreneurs: A review of gender, capital, and context in technology entrepreneurship. Entrepreneurship & Regional Development, *31* (3–4), 308–336.

The Yes Way

Aagaard Nielsen, K . & Svensson, L. (Eds.) (2006). Action research and participatory research. Maastricht: Shaker Publishing.

Acker, J . (2012). Gendered organizations and intersectionality – Problems and possibilities. Equality, Diversity and Inclusion – An International Journal, *31* (3), 214–224.

Alsos, G. A. , Hytti, U. , & Ljunggren, E. (Eds.) (2016). Research handbook on gender and innovation. Cheltenham: Edward Elgar Publishing.

Andersson, S ., Berglund, K. , Thorslund, J. , Gunnarsson, E. , & Sundin, E. (Eds.) (2012). Promoting innovation – Policies, practices and procedures. Stockholm: VINNOVA.

Chataway, J ., Hanlin, R ., & Kaplinsky, R . (2014). Inclusive innovation: An architecture for policy development. Innovation and Development, *4* (1), 33–54.

Crenshaw, K . (1991). Mapping the margins – Intersectionality, identity politics and violence against women of color. Stanford Law Review, *43* (6), 1241–1299.

Croon, A . (2019). Inkluderande innovation – en normkritisk analys av innovationssystemet i Västerbotten. Umeå: Region Västerbotten.

Croon, A . (2023). Pilotprogram för inkluderande innovation – erfarenheter från en regional testbädd för ett jämställt och inkluderande innovationsekosystem. Umeå: Region Västerbotten.

Griffin, G. (Ed.) (2022). Gender inequalities in tech-driven research and innovation – Living the contradiction. Bristol: Bristol University Press.

Haraway, D . (2008). When species meet. Minneapolis: University of Minnesota Press.

Jakimowicz, A ., & Rzeczkowski, D . (2023). Contact zones in the energy transition. Energies, *16* (8), 3560.

Just, S. N. & Dahlman, S . (2023). What does it take? Feminist readings of innovation studies. In Rehn, A . & Örtenblad, A. (Eds.), Debating innovation (pp. 263–282). Cham: Palgrave Macmillan.

Lindberg, M . (2018a). Inkluderande forskning och innovation. Stockholm: Formas.

Lindberg, M . (2018b). Relating inclusiveness and innovativeness in inclusive innovation. International Journal of Innovation and Regional Development, *8* (2), 103–119.

Lindberg, M. (2020a). Inkluderande innovation i skärningspunkter – en vägvisare till praktiska insatser. Piteå: Piteå Science Park.

Lindberg, M . (2020b). Motstånd i insatser för jämställt innovationsfrämjande – analys av erfarenheter i The Yes Way. Lund: Ideon Innovation.

Pratt, M. L. (1991). Arts of the contact zone. Profession, *91*, 33–40.

Schumpeter, J. A. (1987). Capitalism, socialism and democracy. London: Unwin Paperbacks.

Segnestam Larsson, O ., Nordfeldt, M ., & Carrigan, A . (2016). Inertia, clearings and innovations in Malmö. In Brandsen, T ., Cattacin, S. , Evers, A. , & Zimmer, A. (Eds.), Social innovations in the urban context (pp. 65–81). New York: Springer.

van der Velden, M. (2010). Design for the contact zone. In Sudweeks, F . Hrachovec, H. , & Ess, C. (Eds.), Cultural attitudes towards technology and communication (pp. 1–18). Murdoch: Murdoch University.

Yin, R. K. (2009). Case study research: Design and methods. London: Sage.