



DE&I @ TEDCO



TEDCO
LEADING INNOVATION TO MARKET

- Measure and Compare - **Version 1.0**
 - Launched 7/1/22 for Investment Team
- DEI impact on strategic business goals
- Adjust outreach/marketing efforts based on data
- Adjust/create TEDCO offerings to address gaps



● The What and the How: Customer Data

For FY23, Demographic Data was collected for all Investment Applications submitted during the fiscal year. The MVFA approved investments for FY23 slide (page 11) includes companies that applied before the TEDCO registration portal went live on 7/1/22. Any applications received prior to 7/1/22 that were funded in FY23 do not include demographic data. Other notes:

- TEDCO requires an annual registration process, during which demographic data is collected. This registration is currently required for all Investment Programs.
- TEDCO users must answer the registration questions, but may select “choose not to disclose” for all demographic questions
- The self-identified demographic data collected reflects that of the founders and C-level executives
- If a single founder or C-level executive self-identifies as any one of the under-represented demographics, the “company” is counted as such
- If there are multiple founders from different ethnic/racial backgrounds, each is counted but the company is only counted once in the category of UR race/ethnicity
- TEDCO does not currently capture the race/ethnicity and gender of each individual founder/C-level executive. The total number of individuals in each category is captured
- TEDCO registration does not ask about company ownership, MBE status, etc.

TEDCO Registration – Version 1.0: Screen Shots

identify with more than one group)

*

☒ Yes

☐ No

Check all that apply:

☐ American Indian or Alaska Native

☐ Asian

☒ Black or African American

☐ Native Hawaiian or Other Pacific Islander

☐ White

☐ Others not listed above

☐ Choose not to disclose

Ethnicity:

☐ Hispanic or Latino

☐ Not Hispanic or Latino

Black or African American Founders

0

Black or African Ame

0

Are any of the founders or C-level executives veterans? *

☐ Yes

☐ No

☐ Choose not to disclose

Are any of the founders or C-level executives disabled? *

☐ Yes

☐ No

☐ Choose not to disclose

Please acknowledge that this company registration does not constitute an application to any TEDCO investment fund or program. Registration is the first step in the process, and you will need to fill out a fund/program-specific application on our website to be considered for our resources. *

☐ I understand



I'm not a robot



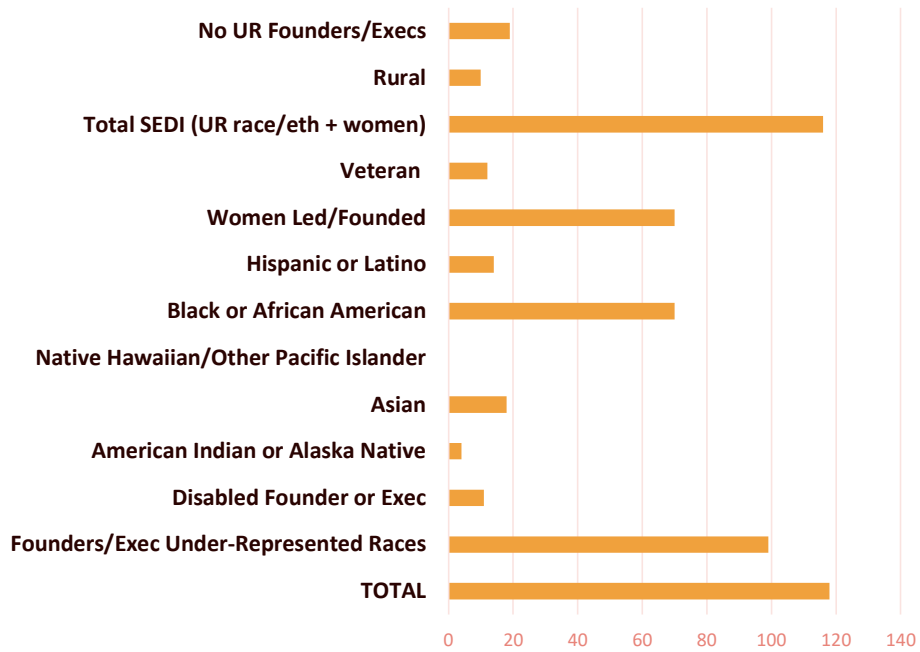
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Social Impact Funds FY23 DEI Application/Approval Metrics

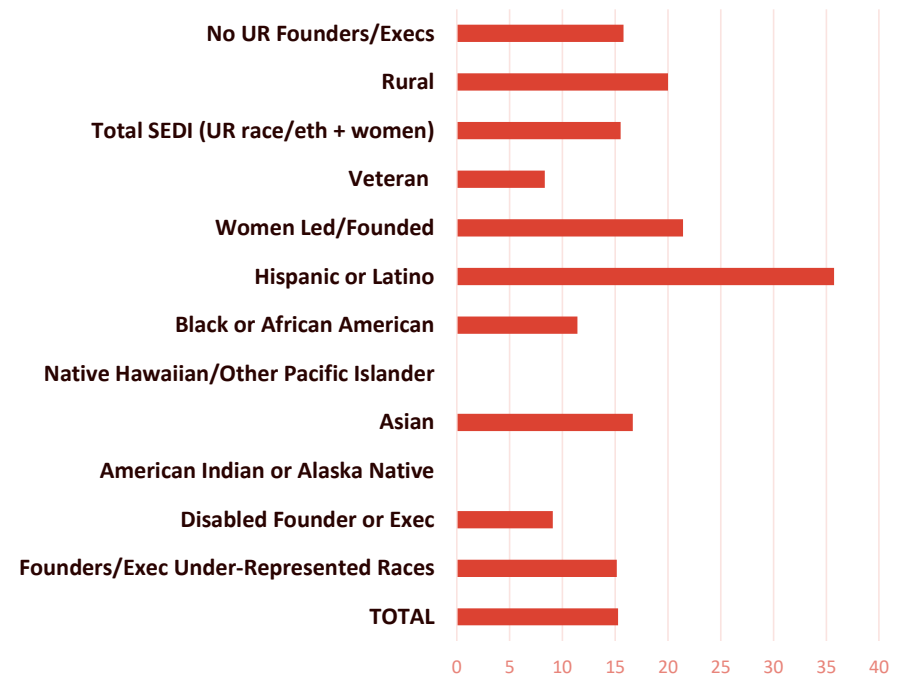
Applications - Social	Applications	Approved	In Process	Rejected	Approval %
TOTAL	118	18	23	77	15.3
Founders/Exec Under-Represented Races	99	15	19	62	15.2
Disabled Founder or Exec	11	1	2	8	9.1
American Indian or Alaska Native	4	0	0	0	0.0
Asian	18	3	4	11	16.7
Native Hawaiian/Other Pacific Islander	0	0	0	0	0.0
Black or African American	70	8	14	48	11.4
Hispanic or Latino	14	5	1	8	35.7
Women Led/Founded	70	15	13	42	21.4
Veteran	12	1	2	9	8.3
Total SEDI (UR race/eth + women)	116	18	23	75	15.5
Rural	10	2	2	6	20.0
No UR Founders/Execs	19	3	4	12	15.8

Measure and Compare – Investment Funds

Social Applications



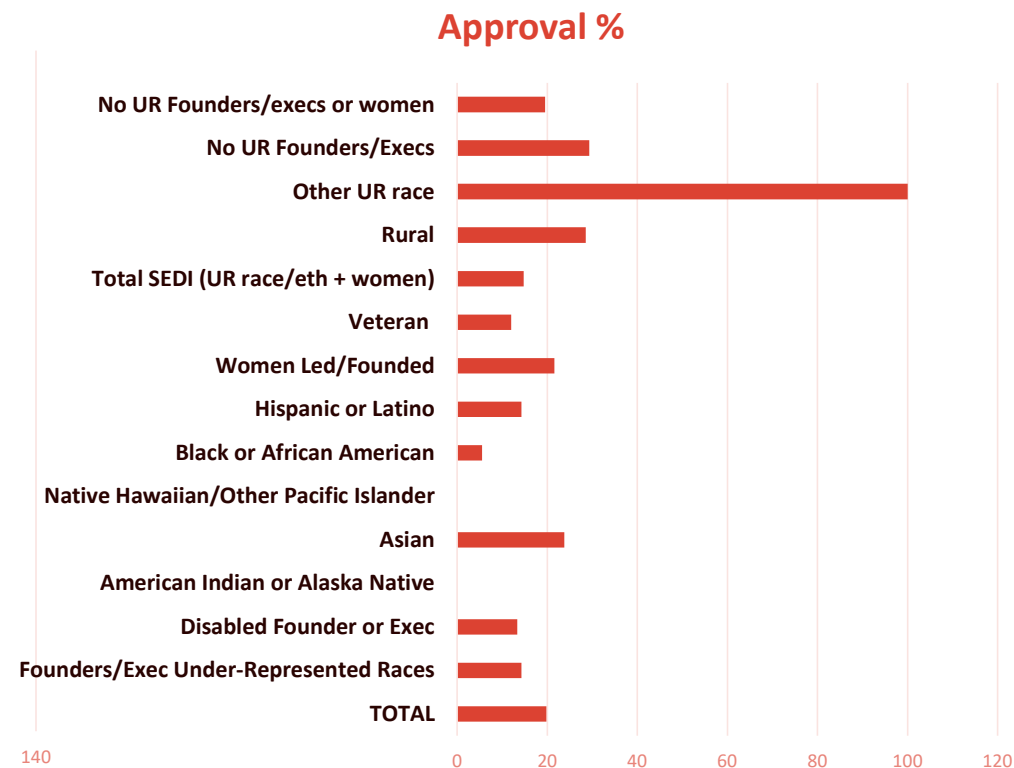
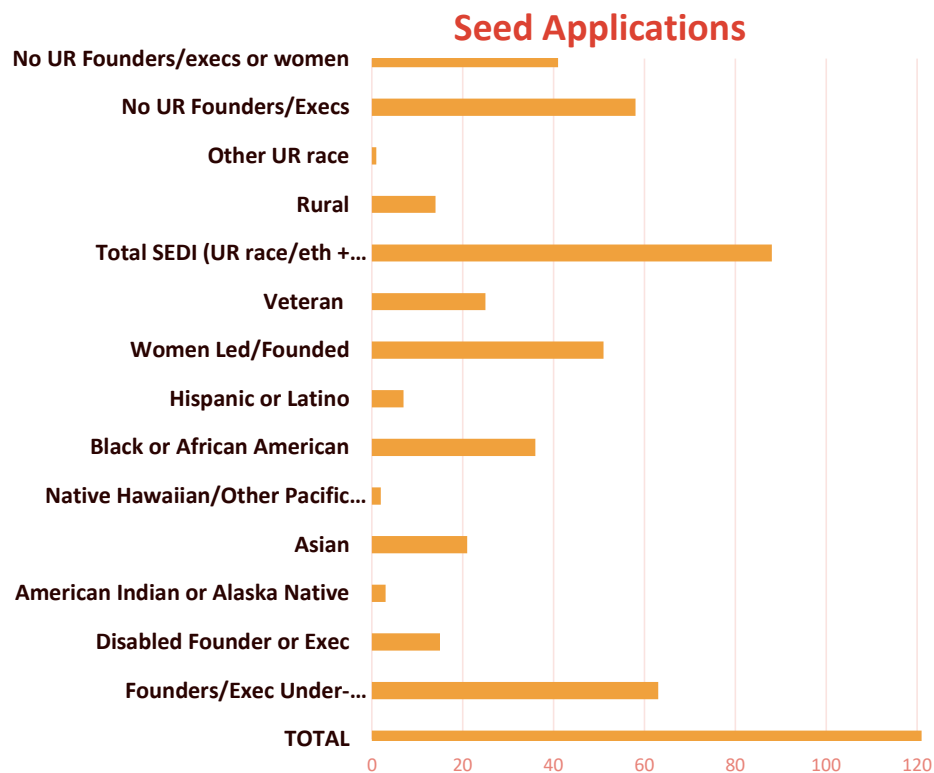
Approval %



Seed Funds FY23 DEI Application/Approval Metrics

Applications - Seed	Applications	Approved	In Process	Rejected	Approval %
TOTAL	121	24	1	96	19.8
Founders/Exec Under-Represented Races	63	9	0	52	14.3
Disabled Founder or Exec	15	2	0	13	13.3
American Indian or Alaska Native	3	0	0	3	0.0
Asian	21	5	0	16	23.8
Native Hawaiian/Other Pacific Islander	2	0	0	2	0.0
Black or African American	36	2	0	34	5.6
Hispanic or Latino	7	1	0	6	14.3
Women Led/Founded	51	11	0	40	21.6
Veteran	25	3	0	22	12.0
Total SEDI (UR race/eth + women)	88	13	0	75	14.8
Rural	14	4	0	10	28.6
Other UR race	1	1	0	0	100.0
No UR Founders/Execs	58	17	1	40	29.3
No UR Founders/execs or women	41	8	1	32	19.5

Measure and Compare – Investment Funds

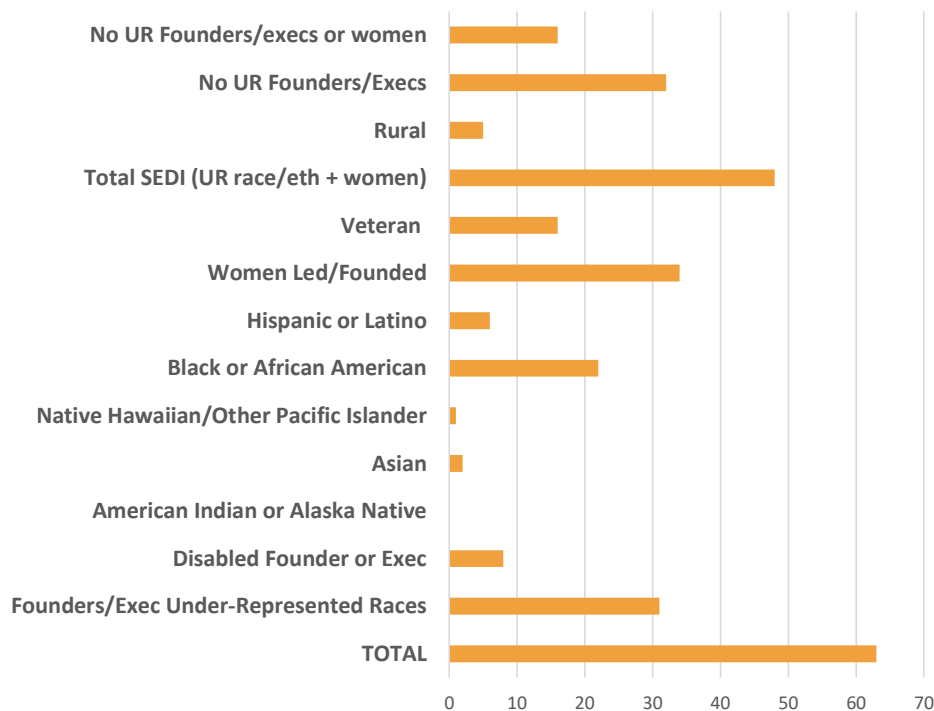


MVF FY23 DEI Application/Approval Metrics

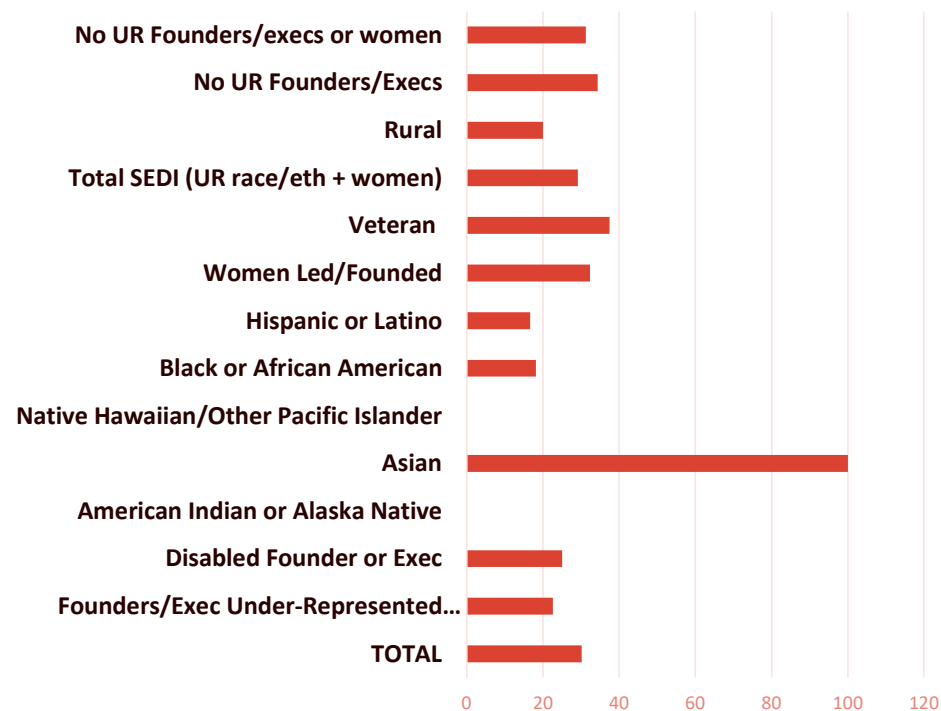
Applications - MVF	Applications	Approved	In Process	Rejected	Approval %
TOTAL	63	19	10	34	30.2
Founders/Exec Under-Represented Races	31	7	4	20	22.6
Disabled Founder or Exec	8	2	1	5	25.0
American Indian or Alaska Native	0	0	0	0	0.0
Asian	2	2	0	0	100.0
Native Hawaiian/Other Pacific Islander	1	0	0	1	0.0
Black or African American	22	4	1	17	18.2
Hispanic or Latino	6	1	1	4	16.7
Women Led/Founded	34	11	6	17	32.4
Veteran	16	6	2	8	37.5
Total SEDI (UR race/eth + women)	48	14	7	27	29.2
Rural	5	1	0	4	20.0
No UR Founders/Execs	32	11	7	14	34.4
No UR Founders/execs or women	16	5	4	7	31.3

Measure and Compare – Investment Funds

MVF Applications



Approval %



FY23 MVFA Approved Deals

SOCIAL		TOTAL	UR	F	BLK	Asian	Hispanic	Veteran	Disabled	UR = 0	UR = 0, F = 0	pre-DEI collection
SUM	\$ 4,500,000	22	19	18	8	6	1	2	1	3	0	0
AVG	\$ 204,545	\$204,545	\$207,895	\$202,778	\$237,500	\$191,667				\$183,333		

SEED		TOTAL	UR	F	BLK	Asian	Hispanic	Veteran	Disabled	UR = 0	UR = 0, F = 0	
SUM	\$ 7,450,000	22	6	8	0	3	1	2	0	12	9	4
AVG	\$338,636	\$338,636	\$266,667	\$331,250						\$345,833	322,222	\$425,000

MVF		TOTAL	UR	F	BLK	Asian	Hispanic	Veteran	Disabled	UR = 0	UR = 0, F = 0	
SUM	\$ 10,458,075	15	4	8	1	0	2	4	2	10	5	1
AVG	\$697,205	\$697,205	\$685,808	\$875,000						\$685,808	\$589,519	\$300,000

FY24 Goals



Integrate TEDCO Registration into all TEDCO programs



Publish DEI data on TEDCO website



Integrate DEI data into BOD Dashboard