

ICON Talent Partners Overview and Challenges



Overview

ICON Talent Partners is non-profit talent development organization dedicated to educating, training, mentoring and exposing top diverse talent to high impact sectors, where they are often underrepresented.

Namely, they train and help place talent in areas such as investment banking, asset management, corporate law, venture capital as well as tech start-ups.

Their target demographic are students, young professionals and mid-careerists who identify as visible minorities with an emphasis on Black, Latinx and Indigenous talent.

Challenges

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Challenge 1

Improving BIPOC access to grants government funding opportunities

The lack of a comprehensive repository of all government grants available to not for profit organizations along with the names of the primary point of contact with access to free consultants to help individuals through the application process is a problem often faced by BIPOC communities. This is a very serious issue because members of the BIPOC community do not know of opportunities in the first place and if they do then they may not have enough familiarity with the application process to be successful.

How can we improve BIPOC community access (particular emphasis on Black, Indigenous and Latinx groups) to government grants and other financial support opportunities?

Challenge 2

Improving BIPOC access to tech talent and infrastructure

It is a problem that in many cases BIPOC led organizations are undercapitalized in comparison to similarly situated non-BIPOC led not for profits and that disparity in funding and support impacts the ability for BIPOC led organizations to scale and grow especially in regards to their internal technology infrastructure.

How can we improve access to tech talent and tech infrastructure in the not for profit sector?

Challenge 3

Improving BIPOC access to decision makers

It is a very big problem that in many cases it is incredibly difficult and tiring for BIPOC led not for profits to find who they need to reach in order to get financial support and backing from large corporate institutions in Canada.

How can BIPOC led not for profits gain access to decision makers at large corporate institutions in order to get funding?

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