



Mekong Inclusive Ventures (MIV) is a Cambodia-based venture studio supporting gender- and disability-inclusive impact ventures in the “Missing Middle” — those too large for microfinance but too early or underformalized for traditional investment.

Through tailored diagnostics, bilingual learning tools, and capital readiness support, MIV helps inclusive ventures strengthen their business models, align with GEDSI and climate impact goals, and access catalytic funding.

In addition to direct venture support, MIV plays an advocacy role by educating funders, foundations, and entrepreneur support organisations across the region.

We do this by raising awareness of disability-inclusive entrepreneurship and providing practical, context-specific examples of how to mainstream disability inclusion into entrepreneurship programming and investment readiness models.

Our work is grounded in lived experience, systems thinking, and a commitment to a more inclusive and resilient entrepreneurial ecosystem in Southeast Asia.

Problem Statement

Inclusive impact ventures in Cambodia and Southeast Asia often lack access to structured support systems that can track their journey from onboarding through to investment readiness.

MIV currently manages multiple ventures with varying levels of documentation, narrative clarity, impact metrics, and engagement history—making it difficult to assess pipeline progress, ensure GEDSI alignment, and coordinate partner introductions efficiently.

Existing off-the-shelf CRM or project tools are not tailored to the unique needs of a mission-driven venture studio that prioritizes gender and disability inclusion.

“How Might We” Design Statement

How might we design a customizable, scalable venture pipeline management system that enables MIV to onboard inclusive ventures, capture their narrative, structure key documentation, track readiness and impact metrics, and coordinate investor and partner engagement—all while integrating GEDSI principles and supporting future growth?

Basic info

- Washington short set - accessibility support
- MOU
- NDA
- Registration information
- Key impact areas
- Key founders details
- Financials
- Basic GEDSI

Deeper Engagement

- Full Data Room
- Deep financials
- Full GEDSI audit
- IRIS Metrics for impact measurement
- Disability Lens Intersectionality

SIX QUESTIONS ON SHORT SET



Do you have difficulty seeing, even if wearing glasses?



Do you have difficulty hearing, even if using a hearing aid?



Do you have difficulty walking or climbing steps?



Do you have difficulty remembering or concentrating?



Do you have difficulty (with self-care such as) washing all over or dressing?



Using your usual language, do you have difficulty communicating, for example understanding or being understood?

The Washington Short Set

The Washington Short Set is a brief, standardized set of questions designed to identify persons with disabilities across six functional domains: seeing, hearing, walking, cognition, self-care, and communication.

It is widely used in censuses and surveys to ensure consistent disability data collection.

By focusing on functional limitations rather than medical diagnoses, it enables more inclusive program design and policy targeting.

A data room is a secure digital repository where ventures store key documents—such as pitch decks, financials, and policies—for review by investors or partners. It functions as a central hub that ensures transparent, organized, and controlled access to critical information during due diligence.

Historical Reports & Projection

No	Item	Status	Historical	Projection
	Primary			
1	Cash flow	No		
2	P&L: Profit margin (Sale Vs COGS)	Yes		
3	P&L: Operational Expense (OE Vs Sale)	Yes		
4	P&L: EBITDA (Earning before interest tax depreciation and amortization)	Yes		
5	P&L: EBIT (Earning before interest tax)	Yes		
6	P&L: Net Profit & Profit margin	Yes		
7	BS: Current Asset (Cash, AR, ..etc)	Yes		
8	BS: Fixed asset (equipment, furniture, land, ..etc)	Yes		
9	BS: Total Asset	Yes		
11	BS: Net equity	Yes		
12	BS: Liability	Yes		
13	Company Bank statements	Yes		
	Supplementary			
14	Fixed Asset Listing	Yes		

Key considerations

Founder side

- Usability
- Interactivity - easy to use and intuitive
- Low cost - preferably nil to use tools

MIV side

- Dashboard approach for tracking
 - Who has updated, something new
 - Where they are at
- Affordability
- Fast track vs slow track

Impact Measurement

- Key focus areas - agri, gender, climate
- Deep dive IRIS
 - Use AI plug in- what is the cost and options
 - ChatGPT integration? Or plug in?



Approaches to Impact Measurement

GIIN and IRIS

Total households connected (IRIS PI7954)	13,361	15,978
New HH connections (IRIS PI8053)	1,784	2,778
Avg monthly consumption for HH (liters)	12.0k	11.6k
Total low-income households (IRIS PI7318)	100%	100%
Avg \$/cbm charged to client	USD 0.54	USD 0.53
Total pipelines (installed post-acquisition)	237,000 meters	400,000 meters

Disability Lens Investing



Disability lens investing is an inclusive investment approach that seeks to generate financial returns while advancing equity for people with disabilities.

It supports ventures led by, serving, or inclusive of persons with disabilities across products, employment, and governance.

This lens challenges traditional investment norms by recognizing disability as a source of innovation, resilience, and untapped market value.

Disability lens investing has an intersectionality with Gender and Child Lens Investing.



Integration

Integrating Disability Lens Investing (DLI) across the MIV Venture Studio platform would involve embedding disability inclusion at every key stage of venture support — from onboarding and diagnostics to capital facilitation and ecosystem advocacy.

Studio Function	Disability Lens Integration
1. Venture Intake & Onboarding	Intake forms include questions on disability-led leadership, inclusive hiring practices, and products/services designed for or accessible to people with disabilities.
2. Diagnostics & Readiness Assessment	Readiness tools assess ventures' disability inclusion across governance, workforce, customer base, and operational accessibility.
3. IRIS+ Impact Metrics Selection	Ventures are encouraged to select disability-relevant IRIS+ metrics (e.g., PI4060, OI7939) as part of their impact reporting.
4. GEDSI Dashboard	Visual dashboards track progress on disability inclusion KPIs alongside gender and social inclusion metrics.
5. Capital Readiness & Introductions	Ventures with strong disability inclusion profiles are flagged for investors aligned with DLI mandates or inclusive capital funds.
6. Learning Modules	Courses include “Disability Inclusion 101” and “Designing Products for Accessibility” tailored for founders and ESOs.
7. Studio-Wide Advocacy	DLI case studies and studio-generated data feed into funder education, ESO partner toolkits, and regional mainstreaming efforts.

Existing Tools for Exploration & Price Comparison



Airtable

A powerful, user-friendly database tool that combines spreadsheet and relational database features. Ideal for tracking venture profiles, readiness stages, IRIS+ metrics, and linking data across multiple tables (e.g., documents, intros, milestones). Highly customizable with automation and integration options.

Notion

An all-in-one workspace for documentation, templates, and light database functions. Excellent for onboarding narratives, SOPs, and founder-facing guidance. Not as strong for complex data tracking, but highly intuitive and collaborative.

Google Workspace (Docs, Drive, Sheets)

Widely accessible suite for real-time collaboration and document storage. Google Drive can host venture data rooms, while Sheets can support lightweight tracking if structured correctly. Best used in combination with more robust tools like Airtable.

Miro

A visual collaboration and whiteboarding platform. Useful for mapping venture journeys, visualizing readiness stages, or clustering ventures by theme or geography. Can complement Airtable with embedded maps or flow diagrams.

Zapier / Make (formerly Integromat)

Automation tools that connect apps like Airtable, Notion, Google Drive, and Gmail. Helpful for triggering alerts, status changes, or follow-ups when ventures complete specific actions (e.g., upload a pitch deck or reach a readiness milestone).

1. Integrated GEDSI Metrics Tracking

Need: Dashboards that track the gender, disability, and social inclusion progress of each venture.

Current Gap: Most tools allow data input but lack ready-made dashboards for inclusion metrics.

2. IRIS+ Metric Selection Interface

Need: Ventures should be able to easily explore and select relevant IRIS+ impact metrics based on their model and goals.

Current Gap: No off-the-shelf plugin for IRIS+ exists in Airtable or Notion.

3. Document Signing & Verification

Need: Ventures must be able to sign NDAs, MOUs, and readiness agreements electronically, with proper version control.

Current Gap: Airtable and Notion do not have native e-signature support.

4. Introduction & Touchpoint Log

Need: Track every interaction or referral MIV facilitates between ventures and capital providers or ecosystem actors.

Current Gap: No existing CRM tool in use to log and timestamp these interactions.