

cic

MAGAZINE

CIC TOKYO

Pictured: Our newest innovation campus is home to more than 250 companies

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OUR GLOBAL INNOVATION ECOSYSTEM

1 million square feet of CIC spans the globe

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BY THE NUMBERS

Over \$718M in VC funds raised by our clients in 2022, and more

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“I'm a lifelong fan of CIC.”

DHARMESH SHAH

Co-Founder of HubSpot

CIC LABS EXPANSION

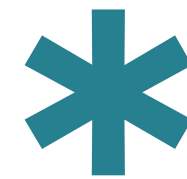
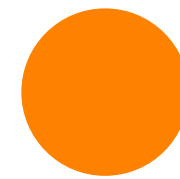
Inside the largest commercial shared wet lab in the world

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“I'm a lifelong fan of CIC.”



“**HubSpot was born at CIC**, and literally grew up there. It allowed Brian (my co-founder) and I to **focus on our business** instead of worrying about everything else.

I just loved the energy of the place and having **so many other startups** all around us. It's a special place.”

DHARMESH SHAH
Co-Founder of HubSpot



Marketing-software company [HubSpot](#) called CIC Cambridge home from 2004 to 2008, growing in size to **over 200 employees**. Today, HubSpot has **more than 7,400 employees** around the world.

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“More businesses have come to embrace **hybrid work styles** and **flexible space solutions**. They are rejecting the risk and rigidity of long-term leases and **seeking out models like CIC’s**.”

After a couple of years of upheaval, uncertainty, and change, 2021 and 2022 brought us closer to a renewed sense of normalcy—in significant part due to widespread COVID-19 testing and vaccination, which CIC Health was privileged to help facilitate on a large scale. But rather than simply reverting to what once was, **we are establishing new normals informed by important, profound lessons**.

For one, more businesses have come to embrace **hybrid work styles** and **flexible space solutions**. They are rejecting the risk and rigidity of long-term leases and **seeking out models like CIC’s** that offer agility for the company and flexibility for their employees.

Second, we have recognized the **irreplaceable need for in-person collaboration**. At CIC, we continue to work tirelessly to provide innovators with the **best possible ecosystem** to be successful.

Third, the major social movements of the last couple of years have made it clear that we need sustained action at every level of society and our organizations. In 2021 and 2022, we continued laying the foundation of a **cohesive diversity, equity, inclusion, and belonging strategy** that will not only bring more perspectives to the table but also allow more innovative solutions to emerge from our campuses.

This magazine chronicles many of the ways that our organization and our community work to solve the pressing problems facing our world and to **bring about the futures we envision**. I am proud to share it with you, and on behalf of all of us at CIC: thank you for joining our mission.

Best,
Tim Rowe
Founder and CEO

From our Founder

When we conceived our first innovation center over two decades ago, we believed that the world’s **toughest challenges would be solved by communities of innovators working side by side**.

We created spaces for entrepreneurs to convene and share resources, and we saw firsthand how proximity spurs connection and facilitates impactful collaboration. Over the years, we’ve expanded our innovation campus model to span four continents serving more than 10,000 clients to date.

Today, the world is facing some of the toughest challenges imaginable—war, climate crisis, and the effects of a pandemic. Yet in the midst of these challenges, we see determined entrepreneurs, scientists, researchers, and businesses of all sizes **stepping up with bold solutions**. Many such individuals and organizations **choose CIC as their professional home**. You will get to read some of their stories in this magazine, from life science startups revolutionizing cancer treatment to energy companies delivering alternatives to fossil fuels.

By the numbers

Cross-sector collaboration has never been more relevant for firms, as the development of new products, services, and solutions regularly requires input from sources beyond our own organizations. Our members benefit from CIC's **global community of companies** across a broad swath of industries. From startups to multinational corporations, to non-profits and governmental organizations, CICers support each other to **innovate further** and **grow faster**.

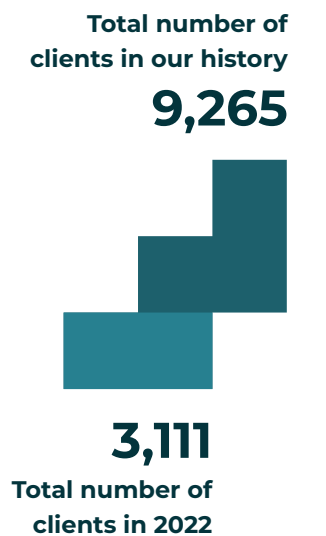
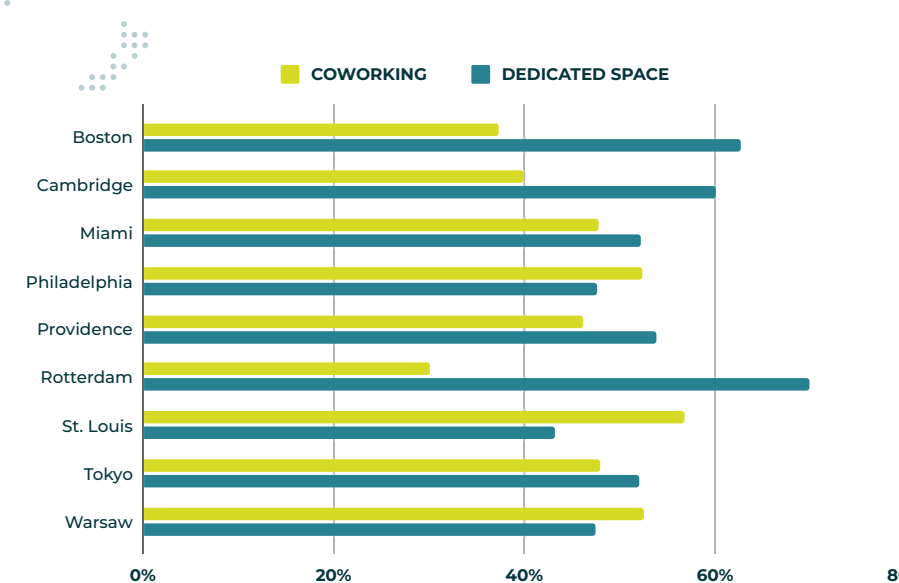
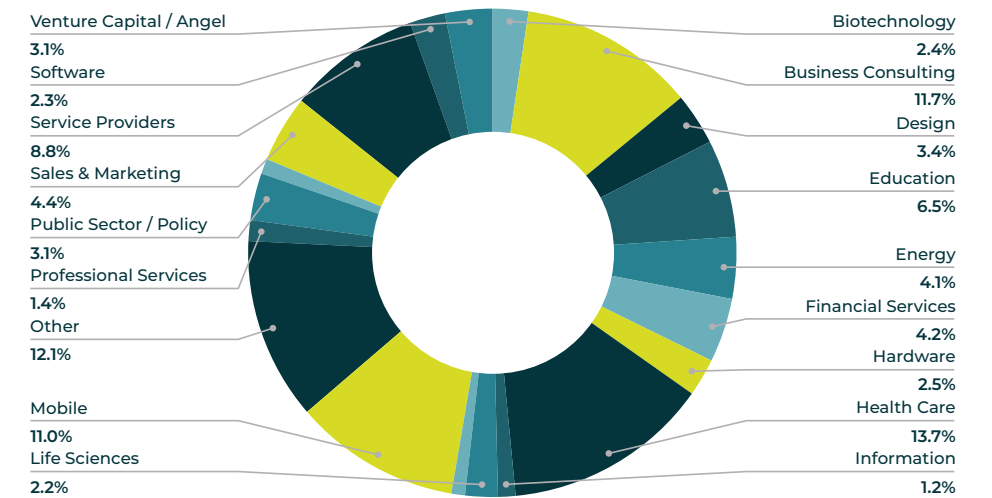
2022 CIC GLOBAL PRESENCE

Note: All numbers as of December 31, 2022

- 8 Innovation Campuses
- 2 Labs + Innovation Campuses
- 15 Venture Café Sites
- 2 Innovation Consultancies



2022 INDUSTRY BREAKDOWN OF CLIENTS

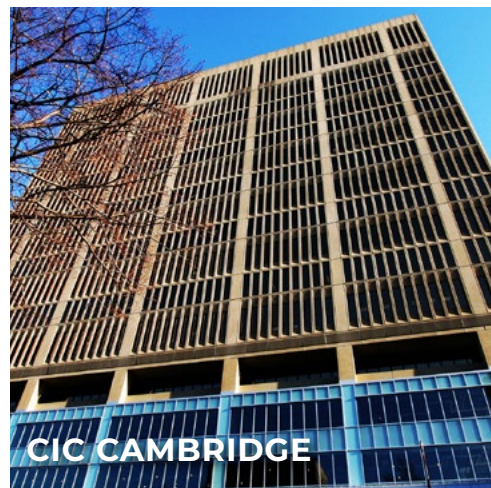


\$718,500,000
Total VC funds raised by CIC companies in 2022

\$17,009,810,000
Total VC funds raised by CIC companies and affiliates

Our global innovation ecosystem

In 24 years, we've created a truly **global innovation ecosystem**, with sites in the Americas, Europe, and Asia. From coworking space to wet labs, **1 million square feet** of CIC spans the globe. In addition to our global campuses, we've **established several mission-aligned organizations** in the corporate and government consulting, public health, and events and programming spaces.



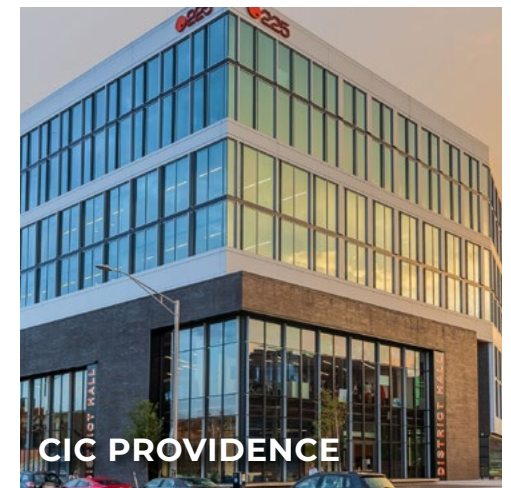
CIC CAMBRIDGE



CIC CAMBRIDGE



CIC BOSTON



CIC PROVIDENCE



CIC ROTTERDAM



CIC WARSAW



CIC TOKYO



CIC ST. LOUIS



CIC ST. LOUIS



CIC ST. LOUIS



CIC PHILADELPHIA

EVENTS & PROGRAMMING



FOUNDING PARTNERS OF



CORP. & GOV'T CONSULTING



PUBLIC HEALTH SERVICES



VENTURE CAFÉ



DISTRICT HALL



INTERNATIONAL
SOFT LANDING



JAPAN DESK



Proven solutions for a hybrid future

The way we work is changing. If 2020 and 2021 proved that teams can operate remotely in a tech-enabled world, 2022's return to the office demonstrated the **unique value of in-person connection**. As a result, companies are embracing **hybrid work styles** that give their teams the **flexibility** to toggle between physical and virtual workplaces. According to Forbes, **63 percent of high-revenue growth companies** have adopted this philosophy.



“Three years ago, we’d see a 10-person company, and eight or nine could show up on any given day. Today, it’s a 30-person company, and every day 10 people show up. Sometimes they get all 30 people together for meetings. The pattern and use of these spaces has shifted. What’s interesting is our spaces were already designed for sharing and small meetings, and it seemed to seamlessly shift into this mode.”

Tim Rowe
CIC Founder & CEO,
in Banker & Tradesman

CIC's **24-year-strong flexible model** is ideally positioned to meet this trend. Our workspaces **easily scale** up and down and can be **reconfigured** based on each business' needs. Our low-risk membership options accommodate real-time changes in staffing and operations. And we're equipped with a wide range of services to **facilitate connections across hybrid teams**. Throughout the pandemic, we doubled down on our most flexible offerings and added features to our spaces that help companies **work seamlessly** in today's business landscape.



Remote+

Expanding on the **flexibility** of our typical 30-day terms, this membership structure calculates fees around **space requirements rather than staff size**. First introduced in summer 2020, Remote+ has become a go-to solution for **large companies seeking satellite offices**. These companies choose just how much office space to make available to their employees on a rotating or as-needed basis, **removing costs for unused square footage**.



Mail Plus

Our **virtual membership option**, available in specific CIC markets, provides companies with a **business address** and **access to our global network** via the members-only **CIC Portal**. In 2021, this offering proved invaluable to a number of international companies making their entrance into new markets.



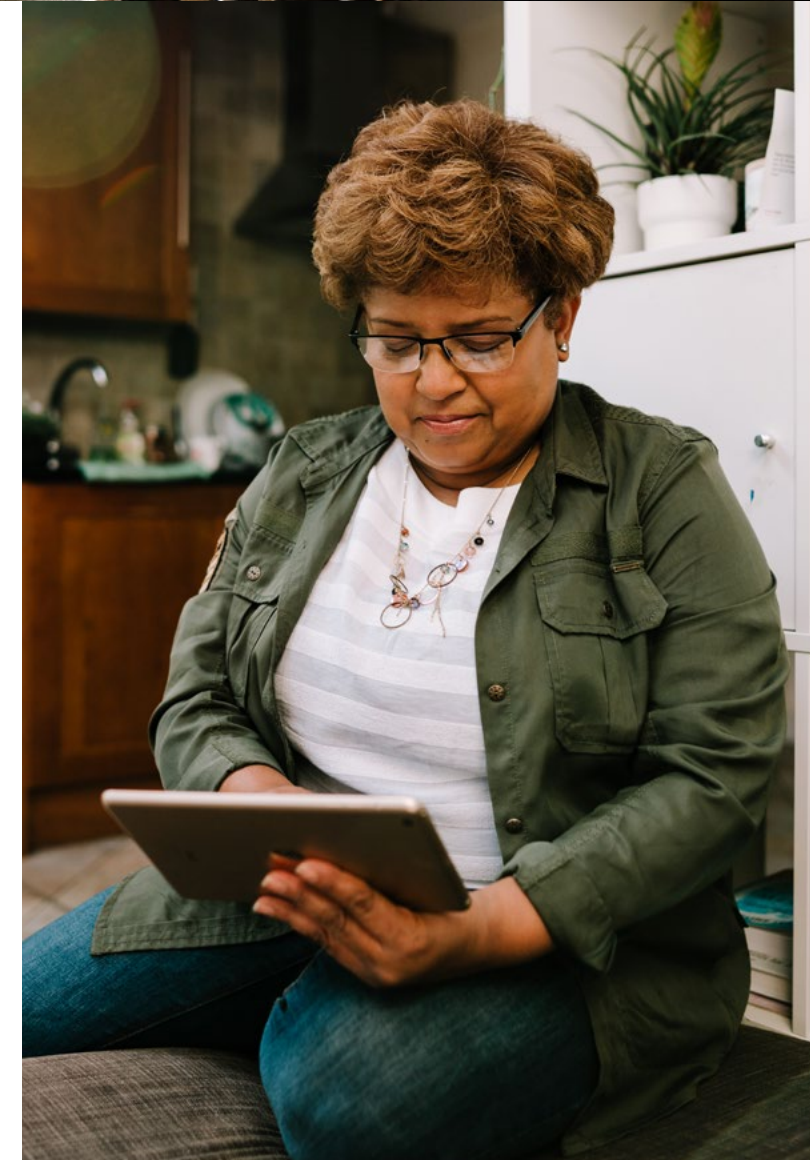
State-of-the-art technology

CIC memberships include **on-demand access** to technologies like videoconferencing solutions, digital fabrication equipment, and soundproof podcasting studios. This year, we **expanded our fleet of videoconferencing systems** into more conference rooms, making remote collaboration easier for distributed teams.



“We are a nonprofit that expands access to finance and training for social entrepreneurs in farming communities around the world. When COVID-19 forced our global team to work from home, we realized that decentralized operations could help us better serve our clients in Africa, Latin America, and Southeast Asia. CIC not only offered us a customized hybrid solution that gave us a path forward, it also made us part of an ecosystem of innovative entrepreneurs.”

Frances Reid
Chief Operating Officer,
[Root Capital](#)



At every CIC campus, our relationship managers and community teams work directly with our clients to create **tailored spaces that support their growth**. Because of the multifunctionality of our floorplans, a conference room can become community bike parking, or an event space can become a corporate headquarters.





The shape of Tokyo in 2022

During the pandemic, we took the bold step of opening a state-of-the-art innovation campus in the heart of **Tokyo**. We partnered with award-winning architect **Tetsuo Kobori** to build this world-class facility, which houses over 250 members and has quickly become the center of innovation in Japan.



Cover photo: CIC Tokyo is located in **Toranomon Hills Business Tower**, a 36-story, 600-foot skyscraper in the Toranomon district of Minato City. CIC occupies the 15th and 16th floors in a space totaling over 60,000 square feet.

A new era of innovation

In early 2022, CIC Tokyo proudly welcomed **Prime Minister Fumio Kishida** in an event that sparked worldwide media attention. PM Kishida declared 2022, “the year of the startup,” and discussed how governmental programs can support innovation and drive economic growth.



Big moves foster collaboration

In August 2022, the office of **Tokyo Governor Yuriko Koike** and the Tokyo Metropolitan Government (TMG) announced their move to a new satellite office at CIC Tokyo. The aim to strengthen ties between the public sector and startups maintains momentum through early 2023.



Making space for tomorrow's biotech treatments

According to Vision Research Reports, the global cell and gene therapy market is **expected to reach \$42.5 billion by 2030**. In 2021, we initiated a major \$11 million expansion of our 137,000-square-foot campus

in Philadelphia, converting two floors—approximately 50,000 square feet—into additional lab space. As of summer 2022, it is the **largest commercial shared wet lab in the world** and our largest lab location.



LABS+
INNOVATION
CAMPUS



CIC Labs sponsors:





Not only does this expansion increase the overall availability of much-needed lab space, it also gives early-stage startups a stronger foothold in the industry by allowing them to **bypass the high expenses** of their own lab build-outs. Through partnerships with several major manufacturers, our labs

come fully outfitted with **cutting-edge equipment** that facilitates the research and development of impactful new technologies and therapeutics. Biotechs can move in and get to work quickly, all while taking advantage of our all-inclusive amenities and vibrant community.

“The need for additional benches to serve scientists at every level is undeniable. Three-quarters of our existing lab clients are on our waiting list for additional space. By increasing access to labs for scientists of all levels and backgrounds, we have the opportunity to help companies scale faster and also foster greater diversity and inclusion in the field.”

Sarah Morin
Vice President &
Head of North American & EU Centers, CIC



In the past two years, we saw our lab clients **secure numerous investments, initiate clinical trials, debut on the stock market, and launch partnerships with leading pharmaceutical companies.**

From novel treatments for autoimmune diseases to gene editing as a service, these companies are innovating solutions to some of the greatest challenges in the health and life sciences fields.

Cabaletta Bio®

SPOTLIGHT: Cabaletta Bio

Cabaletta Bio is focused on the **discovery and development of T cell therapies** for patients with B cell-mediated autoimmune diseases. Cabaletta's therapeutic platform produces **highly selective Chimeric AutoAntibody Receptor (CAAR) T cells** that are designed to precisely bind and destroy only specific autoantibody-producing B cells while sparing normal antibody-producing B cells, which are essential for human health. Cabaletta seeks to employ its CAAR T cell products to **transform the lives of patients with autoimmune diseases** by aiming to deliver deep and durable—potentially curative—responses. Additionally, they have obtained an exclusive worldwide license for a fully human CD19 binder with clinical tolerability data that supports potential clinical development in autoimmune diseases.



SPOTLIGHT: Century Therapeutics

At CIC Philadelphia, **Century Therapeutics** is harnessing the potential of cell therapy—specifically induced pluripotent stem cells (iPSC) derived iNK and iT cell therapies—to create **more effective targeted cancer therapies**. The biotech company closed a **\$160M Series C** in March 2021 and announced a **\$242.7M initial public offering** in June. The company entered into a **strategic research collaboration with Bristol Myers Squibb** to develop and commercialize up to four iPSC derived cell therapy programs in early 2022. Century also filed an investigational new drug in mid-2022 for one of its products, a cell therapy for B-cell malignancies.

"CIC has given us the ability to focus on the science behind our technology by not only providing laboratory spaces but also community resources. Overall, our time here has been made easier by the amenities provided, including a generic lab supply stock room, common space, equipment, and networking with our peers."

Lea De Rosa

Senior Lab Manager,
Cabaletta Bio



Facilitating safer collaboration

Our proactive approach to navigating the COVID-19 pandemic began in late 2019 with the earliest reports of a novel, highly contagious virus. Since then, CIC has **centered client and staff wellbeing** with dynamic, transparent, and scientifically-grounded protocols.

In 2021, we continued to offer **free, ongoing testing** at many of our centers, helping our communities come to work and go home with confidence. In addition, we implemented the following measures below to ensure safer in-person collaboration:



Vaccination Policies

While many businesses and global operators of shared workspace hesitated to introduce vaccination policies, CIC took a bold stance at our US centers. Believing in mass vaccination as a safeguard of collective health, **we rolled out policies requiring proof of vaccination** (or, in some cases, testing) for clients, staff, and visitors in fall 2021. In the following months, our US **revenues grew by nearly 10%**, and less than 0.5% of clients chose to end their membership. These stark numbers suggest that such policies are good not only for safety but also for business.



Healthpass

This quick, simple web-based form confirms that CIC guests, visitors, and vendors **have no COVID symptoms** and are **vaccinated** or have a **negative test result** within 48 hours of arriving at our centers. It garnered strong member support and enabled connection, collaboration, and innovation to flourish on our campuses.

Note: CIC's vaccine and Healthpass mandates expired in June 2022.

SPOTLIGHT: CIC Health



Back in 2020, CIC launched **CIC Health** to deliver easy, affordable COVID-19 testing solutions and facilitate a safer return to everyday life. In its second year, the spinout made significant advances in delivering on its mission.

Building on the strong framework of its testing services, CIC Health **pivoted to administer vaccinations throughout Massachusetts**, especially in communities hit hardest by the pandemic. Through four partnerships with **Gillette Stadium, Fenway Park, Hynes Convention Center, the Reggie Lewis Center**, and dozens of pop-up sites, CIC Health was one of the state's **leading vaccine providers** in 2021.

Throughout the year, CIC Health also administered COVID-19 testing and related safety protocols for **Massachusetts, Vermont, Connecticut, Washington State, and New York City schools**, enabling them to open full-time and keep students, faculty, and staff safer.

2021 – 2022 by the numbers

1,200,000

Vaccines administered

5,000,000

Tests facilitated

>3,000

Schools and organizations serviced

>720,000

In-person school days saved

1,000

Instances of media coverage
Outlets included: ABC • CBS
CNBC • CNN • Fox News • NBC

SEVERAL AWARDS INCLUDING:

MasTLC Tech • *Top 50 Best Pivot to Meet the New World Honors*
Fast Company • *2021 World Changing Ideas Finalist*
Color Magazine • *2021 All-Inclusive Award in Leadership Organization*





“There were so many hesitations in our community to take this vaccine. The history we’ve had with health care cannot be taken for granted. I literally walked in with no wait and came in and out in 20 minutes. Having it there with people that I recognized made all the difference. Also, having it right down from my house was convenient because I didn’t have to take a day off of work and travel outside of the city to find a location.”

Karleen Procella

Reggie Lewis Center vaccine recipient, to the Jamaica Plain Gazette

“I found myself very emotional and tearing up as I was going through the line to get in, because it was a very long year. Totally convenient. Everyone is really friendly. They rush you right in even if you are a little bit early, they say no problem. It was very fast.”

Teri Adler

Hynes Convention Center vaccine recipient, to Boston 25 News



Inspiring new strategies for corporate growth

In a hyper-competitive global market where products, services, technologies, and business models continually evolve, **innovation is key to staying competitive.** But as a company grows, it can become increasingly difficult to move quickly, nurture new ideas, and stay open to new approaches. **Captains of Innovation**, CIC's corporate innovation consultancy, helps mid-to-large-size organizations rise to this challenge.

Offering **white-glove service** and **bespoke solutions** for every client, Captains of Innovation partners with companies to **identify opportunities for innovation**

and create roadmaps for achieving their goals. In addition, Captains' consultants **facilitate connections within the innovation ecosystem**, leveraging CIC's widespread network of startups, growth companies, investors, and industry experts, as well as partnerships with institutions like Harvard and MIT.



CAPTAINS • 2021 – 2022 BY THE NUMBERS

- 9** bespoke innovation reports
- 175+** startups and industry leaders identified for collaboration with partners
- 3** Think Tanks and Concept Charrettes to identify seed ideas for new ventures
- 20+** world-class external experts brought to advise and promote innovative thinking
- 60+** actionable business ideas generated for partners
- 2** patent ideas filed by partners following facilitated Captains events
- 2** startups advanced to NDA with corporate partners post-introduction from Captains
- 1** emerging innovation district supported by Captains with strategy consulting during master planning process
- 4** experts convened for Corporate Innovation Night's public roundtable discussion about surviving and thriving during a recession

“At binx health, we’re building new models for care in a rapidly changing healthcare environment. We’ve been especially fortunate to have found the team at Captains, who’ve been thoughtful accelerants to our plans—bringing the industry experts, insightful questions, and strategic insights to the table that have been central to our growth.”

Jeff Luber
CEO, [binx health](#)



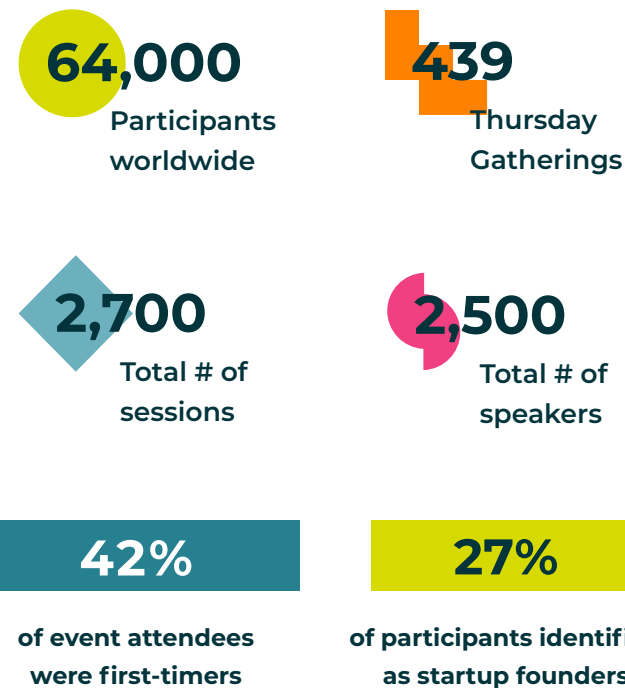
Increasing access to entrepreneurship worldwide

Research from Startup Genome shows the importance of connectedness for both entrepreneurs and local ecosystems. Highly connected founders are proven to enjoy a higher rate of success in their startups. This simple fact drives **Venture Café**—CIC’s principal community partner—more than ever.

Since its start in 2009, Venture Café has fueled the growth of one of the world’s most powerful innovation ecosystems. It’s propelled over **600 thousand innovators**, developers, and civic-minded leaders for nearly **15 years in 15 cities around the globe**—a global community of micro-communities, so to speak.



VENTURE CAFÉ • 2022 BY THE NUMBERS



In 2022, the Venture Café network earned a remarkably high **Net Promoter Score (NPS) of 77**. Here’s what attendees are saying:

VENTURE CAFÉ PROVIDENCE
 “I never realized how easy it was just to go up and start networking and talking to people. I was able to create instant bonds with some new faces and I was able to learn and think about things I didn’t even think related to me or my business.”

VENTURE CAFÉ TOKYO
 “It was very inspiring to see various people working earnestly to solve social issues through business. I was also moved by the fact that there are many people who are trying to support such people.”

VENTURE CAFÉ ROTTERDAM
 “I have made so many amazing connections, it’s such a great event, buzzing with entrepreneurs, and there’s nowhere else like it!”



Venture Café is a fast-growing, global network with a shared global mission: **connecting innovators to make things happen**. Each Café offers high-touch programming, spaces, storytelling, and broad innovation engagement through its weekly flagship **Thursday Gathering** and a localized approach.

When the pandemic unfolded in 2020, Venture Café was one of the first organizations to transition to virtual gatherings. Similarly in 2022, they've led the charge in safely reintroducing large-scale in-person gatherings, a testament to their social presence and agility.

Phoenix and Monterrey debut as host cities

In 2022, Venture Café welcomed two new Cafés to their global network: **Venture Café Phoenix**, USA and **Venture Café Monterrey**, Mexico.

Rotterdam receives SDG House title

Venture Café Rotterdam became an **SDG House** for the Netherlands, making it an official place for organizations whose visions align with the **UN's Sustainable Development Goals** to gather and collaborate.



A decade of bringing innovators together

For over ten years, **District Hall Boston** has been a prime location for the innovation community to gather and exchange ideas. As **the world's first free-standing public innovation center**, District Hall was initially cofounded by CIC in a public-private collaboration. It features an open workspace, classrooms, assembly space, a coffee shop and restaurant, and hosts hundreds of meetings and events annually.

Expanding a vibrant, engaged community

A District Hall in your neighborhood **activates the location**, creates local buzz, and attracts innovators, retailers, and the wider community. It also **promotes the exchange of ideas**, becoming a **prime destination for company and community events**. As of 2023, District Halls are also located in Providence and Warsaw, with additional locations coming soon across Asia, Europe, and the Americas.

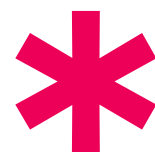


Bringing the network to life

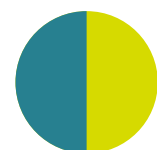
After a year of isolation, social distancing, and virtual gathering, CIC focused on safely bringing in-person events back to our innovation campuses in 2021. We reintroduced well-loved events and created new formats to spark connection among our diverse clients—from **Happy Hours** in

St. Louis to **Midweek Mingles** in Cambridge. We organized events that welcomed a wide cross-section of the communities beyond our walls. And we donated space to numerous community-organized events that align with CIC's innovation and social impact missions.

CIC EVENTS • 2021 – 2022 BY THE NUMBERS



4,054 global CIC-hosted events



124,427 global event attendees



\$205,082 of in-kind donations of US event space



Thanksgiving

This collaborative event with **Filament** paired for-profits with non-profits for a day. The non-profits brought a problem that they needed assistance with, and the for-profit then helped brainstorm impactful solutions. After a day of problem solving, each organization set up in a common space to showcase their goals and what they accomplished with their partner.



Tokyo's 2nd Anniversary

To mark its 2nd anniversary, **CIC Tokyo** held several events, including a birthday celebration that welcomed CIC members and staff. Celebration activities included bingo, games with prizes, and excersises to help guests meet and get to know each other.



Philadelphia Innovation Celebration

To commemorate four years of driving innovation and entrepreneurship, over 300 guests gathered to highlight **CIC Philadelphia's** shared commercial lab space, flexible work environment and the innovative work of current clientele. Key stakeholders who attended included the Mayor of Philadelphia, the Science Center, and Wexford. The City of Philadelphia awarded our campus with an honorary citation.



MassGlobal Partners

Longtime CIC clients **MassGlobal Partners** and **CiP**—advisory firms for companies considering US expansion—hosted a three-day program at CIC Cambridge for 18 Northern Irish scaleups in the fintech, cleantech, and life science sectors. In addition to organizing numerous investor matching meetings, panelists, and speakers (including CIC CEO Tim Rowe and the UK Consul General), the companies participated in a total of 135 customized one-on-one meetings with 45 mentors at the 245 Main Street space.

A bridge into international markets

From cultural differences to taxation requirements, entrepreneurs face many unique hurdles when entering international markets. In 2021, CIC established two programs to support businesses navigating these challenges:

International Soft Landing (ISL) supports the commercialization of international companies looking to expand in the US; similarly, **Japan Desk**, a specialized ISL offering, focuses on companies fostering business between the US and Japan.

CIC International Soft Landing Program

Realizing that international entrepreneurs benefit from help in **understanding the customs, culture, legal, and technical processes involved with expanding to the US**, we organized both virtual and in-person ISL programs in 2022 for startups from all over the globe. This two-week program **welcomed nearly 80 companies**, equipping them with insights on topics ranging from capital raising to legal considerations, and more.



“I’ve participated in other programs, but not like this. The instructors were atomic—they knew so much! The fact that they also gave us one-on-one mentoring allowed us to all leave prepared for our next steps. I found the program to be really powerful.”

Mariano Berazaluze,
ArcomedLab

CIC Japan Desk



CIC Tokyo collaborated with the CIC Japan Desk to run **Demo Day**, a bootcamp-style program offering **education, mentorship, and networking opportunities to Japanese startups entering the US market** by way of Boston. Sponsored by the **Japan External Trade Organization (JETRO)**, CIC Japan Desk welcomed 16 biotech and healthcare startups from Japan to Boston last fall. This immersion in the US bio and healthcare industries culminated in a 7-day programming event at CIC Cambridge, including a final Demo Day at Japan Innovation Night with Venture Café Cambridge.

A post-event survey found that across the cohort, **confidence and skills for building a business in the US increased by 70 and 85 percent**, respectively. All members gained a **better understanding of the healthcare industry**, and **80 percent gained valuable business connections**. CIC Japan Desk is also driving the innovation economy as the organizer of the Global Acceleration Hub program, which supported over 40 additional Japanese startups in 2022.



Concentrating industry activity for collective success

Since day one, CIC has structured itself around the belief that **bringing innovators together fuels everyone's success**. Whether it's the relationships sparked by chance encounters in shared spaces, or the increase in investor attention on places with a high density of startups, **proximity** creates a feedback loop of momentum.

This concept explains the emergence of **industry-specific clusters** at CIC —hubs of activity where companies with shared interests convene. With our emphasis on **community** and **ecosystem development**, our campuses provide an **ideal environment** for these clusters to form. In 2021 and 2022, we saw considerable movement across our industry hubs worldwide.



Cosmic Hub at CIC Warsaw



Run by the [Polish Space Agency \(POLSA\)](#), Warsaw's [Cosmic Hub](#) is recognized as the leading facilitator of connections within Poland's space sector. In 2022, members of the hub continued to grow and included consultants, satellite data users, upstream companies searching for natural resources, and downstream technology companies using space and satellite data. Cosmic Hub held more than 20 events, including workshops focusing on facilitating collaborations with the [European Space Agency \(ESA\)](#), assessing risk in the space industry, and finding funding for space projects.

AGENCY at CIC Cambridge



Soaring housing costs and high demand have combined to make Boston one of the most expensive housing markets nationwide. [Housing Navigator Massachusetts](#) is addressing this challenge head-on and is a member of CIC Cambridge's Hub [AGENCY](#), dedicated to technologies that support healthy aging. In summer 2021, it released a free online tool that simplifies the search for affordable rentals. Within six months, the tool had attracted more than 32,000 unique visitors from across Massachusetts. Many users are from communities experiencing racial and economic inequities, and 10 percent of them are ages 65+. Another sign of the non-profit's progress: Massachusetts now requires all new state-funded rental housing to be listed on Housing Navigator.



Energy & Environment Innovation Community at CIC Tokyo

In 2021, CIC Tokyo and U3 Innovations launched the [Energy & Environment Innovation Community](#), a group that fosters the creation, growth, and acceleration of startups in the energy and environmental space. The organization has seen some impressive growth since then, with 770 startups, investors, incubators, researchers, nonprofits, government representatives, and corporations. In its first year, E&E hosted 42 events that drew more than 8000 people. In 2022, **E&E gained the support of 18 new sponsors**, including the [Tokyo Metropolitan Government](#), [Tohoku Electric Power](#), [Honda](#), [Mitsubishi Electric](#), and other distinguished firms in Japan.



Offshore Wind Cluster at CIC Providence

In 2022, our members in the offshore wind industry grew to 30, with the addition of [Crowley Maritime Corporation](#) in 2021, and [Boskalis](#), and [Venterra Group](#) in 2022. These members chose the Providence location for its robust and growing concentration of offshore wind companies within a larger hub of innovation that aims to support their long-term growth. Future plans for the offshore wind industry include workforce programming, such as a lunch and learn with CIC Boston member [NES Fircroft](#), the world's leading engineering staffing provider.





Strengthening our mission through inclusion

Fixing the world through innovation means **paying attention to how we do our work**: prioritizing generative processes alongside bold solutions; striving for greater equity in the industries we touch and the larger communities where we reside; and cultivating not only diversity but **true belonging for all**.

In 2021 and 2022, we pursued a number of initiatives aimed at strengthening the inclusive CIC community we envision and amplifying the social impact efforts of our clients.



Creating communities we believe in

In 2021, our **Diversity, Equity, Inclusion, and Belonging (DEIB) Advisory Committee** established **four long-term goals** for achieving DEIB throughout our company. These goals provided a framework for our teams to develop and implement initiatives through 2021 and 2022 in their respective areas.

Goal #1: Representation

Ensure the CIC community is representative of the communities in which we exist.

In 2021, we created a blueprint for more accurately **reflecting the local communities in which we operate**. This helps to **inform our recruiting, hiring, marketing, and social impact efforts**. We are working intentionally to seek out and engage applicants who may not already be familiar with CIC, and to ensure diverse pools of candidates for our job opportunities. Additionally, we've introduced a plan to **increase the diversity of our vendors and partners**, with a special focus on supporting local businesses and community organizations. For example, we partner with [The Independence Center](#) in St. Louis, a local community organization, to hire for our part-time Operations team member roles. Across our North American sites, we are seeing **greater diversity represented by our candidates** throughout the stages of our interview process, and in our strong finalists who then receive offers to work at CIC.

Goal #2: Belonging

Foster an inclusive culture in which our CIC community, clients, and employees feel a sense of belonging.

We set into motion a number of initiatives that will serve as important steps towards our objective of promoting **belonging** in 2023. These include standardizing participation in **racial literacy and bias training**, and kickstarting the formation of **Employee Resource Groups** in early 2023. These employee-led committees are organized around particular identities and work in alignment with the company's DEIB goals. Info-sessions and trainings are being kicked off by the subcommittees this spring.



In 2021 our Events teams worldwide hosted DEIB-related events open to our clients on a rotating basis, delivering up to three events over the course of the year at each campus.



Eurovision Song Contest Party at CIC Rotterdam

The **Eurovision Song Contest** is always something to celebrate, especially when your city is hosting it. CIC Rotterdam saw an opportunity to collaborate with [Gay Rotterdam](#) (now known as **OutInRotterdam**) for a watch party, a highlight for many of its members and one of the innovation center's biggest events of the year. The success of the event inspired Gay Rotterdam to become a CIC member, creating new opportunities to work in perfect harmony.

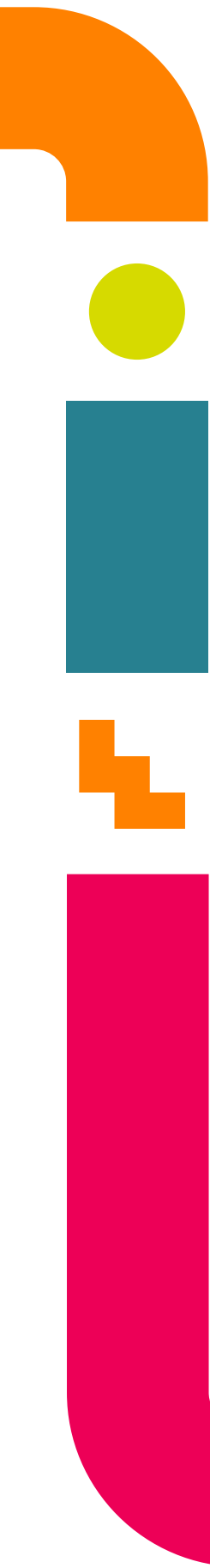
Outside the Box Event at CIC Warsaw

For the **2021 International Day of People with Disabilities**, CIC Warsaw partnered with [NaviParking](#) to organize **Outside the Box**, an event that challenged stereotypes about people with mobility challenges. The evening featured an art exhibit in [District Hall Warsaw](#) with works donated from several local artists. The art was also sold through an online auction and all proceeds went to [Avalon](#), a foundation that supports people with disabilities.



The Kokujin Experience at CIC Tokyo

Kicking off **Black History Month**, CIC Tokyo partnered with [Jaspura](#), the largest platform promoting the African diaspora in Japan to host one of its first ever diversity events. This event brought people together to initiate meaningful dialogue, with more than 250 participants from 24 different countries banding together to discuss and share what it means to be Black and/or mixed race while living in Japan.



Goal #3: Equitable Practices

Establish equitable practices, policies, systems, and programs to attract, engage, and retain diverse clients, vendors, partners, and employees.

We're establishing **job-related competencies** across the organization that will be integrated with our hiring, performance, and career management practices. By clarifying expectations and requirements for each role, we aim to create a **consistent, objective baseline** against which to evaluate candidates, employee performance, and promotions, and thus reduce bias. These equitable practices, policies, systems and programs aim to attract, engage, and retain diverse clients, vendors, partners, and employees.

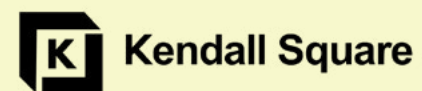
Goal #4: Proactive Citizenship

Be a proactive member of our larger communities in addressing systems of oppression.

We understand the importance of using our sphere of influence for good, as we house such a large community of people and companies within our walls. Our local sites are exploring ways that we can give back and invest in our communities, including the creation/formalization of **Social Impact Cohorts** at several Centers, as well as developing a new system to increase the diversity of local vendors. We are also looking to assist others who are taking strides in their journeys towards inclusivity by sharing examples and framing the work we do here at CIC.

Inclusion Drives Innovation (IDI) program

CIC is a sponsor of the [Kendall Square Association \(KSA\) Inclusion Drives Innovation \(IDI\) program](#) —a ten-week professional development program designed by and for KSA members, focused on building anti-racist organizations by activating a team of change agents.



All-Inclusive Award in Leadership Organization

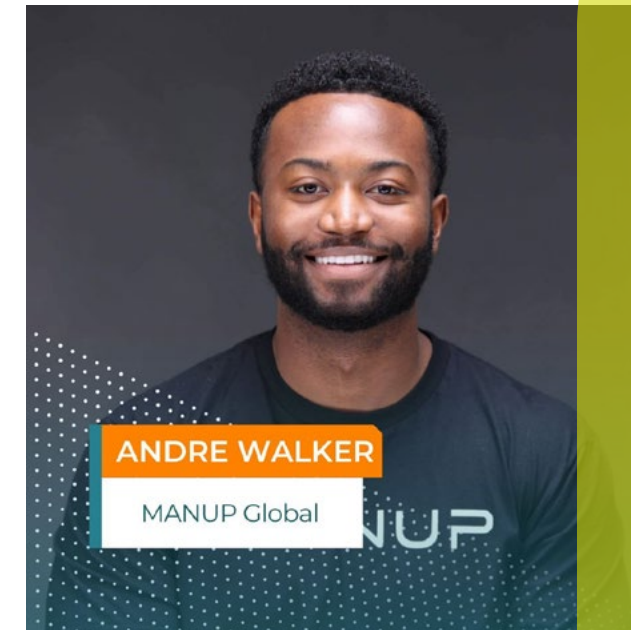
In 2021, **CIC Health** received Color Magazine's [All-Inclusive Award in Leadership Organization](#) for its diversity, inclusion, and health equity efforts during the COVID-19 pandemic. The award recognizes the organization's efforts in creating a welcoming vaccination and testing experience for people of all backgrounds and the company's commitment to providing vaccination information in English, Spanish, and six other languages.



Amplifying our communities' efforts for DEIB

We know that the work of societal transformation cannot be achieved by any single individual or organization. One way that we contribute to work already being done in the community is through a series of programs that provide **pro bono CIC memberships to small businesses, impact-driven organizations, and entrepreneurs from under-resourced communities.** In addition to access to our workspaces, amenities, events, and network, program participants have dedicated time with their cohort and may access skill-building opportunities through [General Assembly](#).

Originally piloted in Philadelphia, we have since expanded our **business grant programs** to two other US locations. In 2021, CIC St. Louis welcomed its first **social impact cohort** of four companies in October. This number increased to seven companies in 2022.



“We look forward to partnering with other organizations and entrepreneurs to make a greater social and financial impact in St. Louis; creating a space for creatives in the St. Louis area to connect, learn, network and grow; and being able to facilitate long term change in the innovative space.”

Chris Hill, CEO, Andre Walker, CMO,
MANUP Global
2022 Social Impact Cohort, CIC St. Louis

Celebrating the success of our clients



CIC was founded as a place uniquely designed to help innovators **achieve their goals**. We do this by creating spaces where they can work, connect, access essential resources, and turn their ideas into local and global impacts. **As they succeed, so do we.**

In 2022, we saw tremendous achievements throughout our community of more than 3,100 clients. We'd like to share some of these exciting stories with you, with a focus on four areas: **sustainability, life sciences, equity, and urban planning.**

Sustainability

USEFULL ■ CAMBRIDGE

Today, more than 99 percent of disposable cups and containers end up in landfills, incinerators, or as litter. Cambridge startup **USEFULL** is on a mission to transform our throwaway world, helping colleges, corporate offices, and communities replace disposables with custom-designed, stainless-steel to-go cups and containers that users can check out and return. USEFULL first came to CIC Cambridge as part of the BlueSwell program, hosted by SeaAhead and the New England Aquarium, and is growing fast, thanks in part to a pre-seed investment round of \$1.7M with UBMB, LLC.

TRANSITIONHERO ◆ ROTTERDAM

CIC Rotterdam-based engineering company **TransitionHERO** drives the realization of clean production processes for industrial businesses. Combining cutting-edge technologies with strong business cases and expert innovative mindsets, the team has projects underway with Coca-Cola, Eneco, BioBTX, Bionexx, and more. In addition to having secured funding, the company has grown to 18 employees since taking its first steps in 2019, and moved into a bigger office at CIC this year.



Life Sciences

VERISMO THERAPEUTICS ■ PHILADELPHIA

Verismo Therapeutics is a pioneer in CAR T-cell therapy for cancer—a treatment where the patient’s own immune cells are collected and engineered to attack their cancer. Verismo’s groundbreaking SynKIR-110 improves on prior generations of CAR T-cell therapy to enhance performance, especially in solid tumors, which account for about 89 percent of all cancers. In 2022, Verismo obtained FDA clearance and is now preparing to start its first clinical trial at the Hospital of the University of Pennsylvania. SynKIR-110 was also granted Orphan Drug Designation by the FDA for treatment of mesothelioma.

DOCTOR ONE ◆ WARSAW

A way to assuage global healthcare worker shortages, **Doctor One** enables more healthcare services to be delivered virtually and asynchronously. The mobile platform also allows patients to have unlimited access to their personal doctor for a monthly fee. The company’s unique approach attracted a EUR 2.1M seed investment round, led by Berlin-based Atlantic Labs, which will allow them to start their international expansion. In April 2022, the company was recognized at the European Economic Congress as the best healthcare startup.

INTUS CARE ▼ PROVIDENCE

Founded by Brown undergrads in 2019, Providence-based **Intus Care** is helping health care providers deliver the best possible care to elderly patients. Intus’s powerful data analytics platform identifies patients’ risk of hospitalizations, readmissions, and chronic disease, empowering providers to make informed decisions and optimize care. 2022 was a banner year for Intus: they established multiple new partnerships in California and North Carolina, closed a \$14.1M Series A led by Deerfield Management, and passed the 25-team-member mark. Intus Care anticipates more growth in 2023 as they work to innovate PACE (Program of All-Inclusive Care for the Elderly) across the country.



Equity

PENNROSE ■ BOSTON

Since 1971, [Pennrose LLC](#) has created safe, affordable rental housing communities for working families and seniors. In June 2022, the Boston Office of Pennrose broke ground for New England's first LGBTQ-friendly development for seniors, The Pryde. Working with their partners at LGBTQ Senior Housing Inc., Pennrose will convert the former Rogers School in Hyde Park, Boston, into 74 mixed income apartments. The development will also include more than 10,000 square feet of community space, a courtyard, gallery, and community garden. Pennrose will continue to be active throughout New England in 2023, with projects including the creation of the first LGBTQ-friendly development in Connecticut.

PER SCHOLAS ◆ ST. LOUIS

[Per Scholas](#) is on a mission to expand access to technology training and job opportunities for women and people of color. The nonprofit offers courses in major cities across the US, including Philadelphia, where they were a CIC member. When Per Scholas wanted to expand their offerings to St. Louis, they chose CIC. In June, they ran their first course at the CIC St. Louis campus, in partnership with the Cortex Innovation Community. Students in the tuition-free, 15-week cybersecurity training certificate program learned how to set up computer networks and firewalls, troubleshoot IP addresses, identify network issues, and more. Additional courses are now underway, and enrollment is open for 2023.



PENNROSE
Bricks & Mortar | Heart & Soul



 **PER SCHOLAS**



TECHLABS ▼ ROTTERDAM

At CIC Rotterdam, [TechLabs](#) is working to dismantle the digital divide through free training for young people who would otherwise face barriers to entering the tech field. Its programs are based on three pillars: delivering personalized blended training that meets each learner where they are; building a tech community where learners support and encourage each other; and presenting learners with challenges that help them develop relevant skills, creativity, and an entrepreneurial mindset.

DREAM BUILDERS 4 EQUITY ■ ST. LOUIS

Focused on community development through growing equity for youth, business, residents, and real estate, CIC St. Louis member [Dream Builders 4 Equity](#) (DB4E) has made big strides to reach that goal. In 2022 it secured a five-year, \$1M grant through the Little Pebble Foundation and \$100K in grants from the Regions Foundation to support homeownership. In June, Mayor Tishaura Jones named DB4E cofounder Neal Richardson as Executive Director of the St. Louis Development Corporation, the city's economic development arm. DB4E also made progress in raising funds for #HydePark2025, a large-scale project that employs local youth and BIPOC contractors in building rehab initiatives and other community resource construction projects.

Urban Planning

UNERRY ■ TOKYO

Tokyo-based [unerry](#)'s Real Behavior Data Platform captures and analyzes real-world, human flow data—patterns of human movement in public spaces. Governments can use this data for applications like city planning and congestion reduction, while businesses can use it to deliver better and more personalized experiences for their customers. 2022 was a milestone year for unerry, with their successful IPO in July. This makes them the first CIC Tokyo member to go public since we opened our doors there. Thanks to alliances with major companies like Coca Cola West, Dentsu, NTT Data, and Mitsubishi Corporation, unerry is expanding fast, with endeavors outside of Japan on the horizon, including a smart city project in Indonesia with Mitsubishi Corporation.



Looking ahead

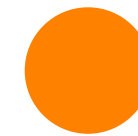
Today, our team of 400+ is excited to see the collective positive impact our clients, staff, and partners have made over the last two years. And as **we look towards the future**, we will strive to support even more companies succeed by **expanding our vibrant innovation ecosystems**—spanning 50 cities across the world, and helping turn their ideas into local and global impact.

If the pandemic taught us anything, it's that we must remain **flexible and adaptable in the face of uncertainty**. In deploying new technologies, infrastructure, and implementing new strategic ways of working, CIC will **continue to support more companies who are fixing the world through innovation**. We look forward to continuing this journey with you.



“An innovation campus, when done right, becomes kind of the warm heart of a city’s innovation community.”

Tim Rowe
CIC Founder & CEO,
BostInno December 2022





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