

# SÉMINAIRE

→ **de recherche** ←

**JEUDI  
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SALLE 103  
TEAMS**



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WHEN INVISIBILITY BECOMES  
VISIBLE: HOW  
ENTREPRENEURIAL  
ECOSYSTEMS PERCEIVE AND  
RESPOND TO INVISIBLE  
DISABILITIES. COMPARATIVE  
CASES FROM FRANCE,  
GERMANY, RUSSIA, AND THE  
U.S.

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Entrepreneurial ecosystems are often depicted as resource-rich environments supporting venture growth. This article examines how they perceive and respond to invisible disability, understood as a fluctuating and non-apparent condition. Based on a qualitative multiple-case study of ten entrepreneurs in France, Germany, Russia, and the United States, we show that ecosystems operate as institutionalized performance regimes structured around implicit norms of constant availability, temporal intensity, and growth. When embodied variability disrupts these expectations, it triggers attribution processes shaped by actor-specific evaluative logics. We introduce the concept of institutionally mediated visibility to explain how disclosure reframes, rather than suspends, evaluation. The study reconceptualizes entrepreneurial ecosystems as regimes of recognition that both enable opportunity and normalize particular forms of entrepreneurial embodiment.