

# Report of IP Inclusive AGM 23.1.18

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**IPINCLUSIVE**

Working for diversity and inclusion in IP

**Attendees:** Carol Arnold (IP Federation); Keven Bader (CITMA); Isobel Barry (Carpmaels & Ransford); Caelia Bryn-Jacobsen (Kilburn & Strode); Ben Buchanan (IPO); Chris Burnett (AA Thornton); Stella Chandler (Focal Point Training); Joanna Conway (Norton Rose Fulbright); Holly Cowie (D. Young & Co); Lee Davies (CIPA); Liz Dawson (Pearl Cohen & FICPI-UK); Hannah Edwards (Marks & Clerk); Lesley Evans (Haseltine Lake); Sian Gill (Venner Shipley); Richard Goddard (BP & CITMA); Tibor Gold MBE (Generating Genius); Kate Hackett (Haseltine Lake); Catherine Jewell (Beck Greener); Parminder Lally (TLIP); Joseph Letang (Dehns); Danielle Ngwana-Joseph (Legal Media Group); Sara Jane Paines (Marks & Clerk & Informals); Tracy Powley (Focal Point Training); Maggie Ramage (Edwin Coe & CITMA); Alexandra Seymour-Pierce (Venner Shipley); Anita Shaw (IBM); Polly Shaw (Dehns); Darren Smyth (EIP); Vanessa Stainthorpe (HGF); Michael Silverleaf (11 South Square); Eleanor Wade (IPO); David Wilson (Carpmaels & Ransford).

**Chair:** Andrea Brewster OBE (CIPA)

The meeting started with a review of activities in 2017 – a good and successful year.

An Annual Report for 2017 has been distributed with the agenda. Key points and successes were reviewed alongside plans for 2018:

**Careers in Ideas:** In 2017 a website has been built that enables dissemination of positions and information about entry-level IP related jobs. 2018 will see a flagship launch party to raise awareness: probably 10 April.

**EDI Charter:** The number of signatories now stands at 118; in 2017 issues that concerned in-house departments were resolved and more are now signing up – but there is still a relatively low take-up. Increasing the in-house sign up will be a target for 2018; also building up a regional clustering of EDI officers and contacts to enhance best practice sharing

**Support teams:** IP & ME was set up during 2017 and joins Women in IP, and IP Out. All have built up sizeable networks. WIP has over 460 subscribers; IP Out has 250 and IP & ME has around 140. All will continue to hold events through 2018. IP & ME will have its inaugural event at Chinese New Year (February 26<sup>th</sup> at Baker & McKenzie). There was interest to try to link the support groups.

General Events & Social Media: Workshops were held on Unconscious Bias and on the Business Case for Diversity. Social Media is active via the website blog, LinkedIn groups and Twitter. It is unclear who moderates the LinkedIn accounts.

**Action: Andrea to resolve.**

Following the main meeting, Stella Chandler (Focal Point Training & Consultancy Ltd) gave a presentation entitled “Championing inclusion” and challenged the meeting to think through the key needs in order to set up Champions for IP Inclusive.

## Formal matters

As proposed at the 2017 round-table, a Management Committee has been set up, the constitution of which was circulated with the agenda. It can have a maximum of 8 members; currently it has 5:

- CIPA, represented by Andrea Brewster (Chair) and Lee Davies
- CITMA, represented by Richard Goddard and Kevin Bader
- FICPI-UK, represented by Liz Dawson (Treasurer)
- IP Federation, represented by Carol Arnold (Secretary)
- Michael Silverleaf QC.

The Committee aims to meet 4 or 5 times a year and will be responsible for the annual plan, identifying funding needs and generate funding requests for specific projects. A bank account has been set up and the initial donation received will be used to set up insurance cover for IP Inclusive events.

There was general approval and support from the meeting for the Management Committee as set up and for how it is proposed to run. The current members were elected for 2018.

## Overall priorities for 2018

The sub-group leads have contributed to proposals for 2018. The meeting looked at the following general aims for 2018:

- Expanding the Business Case work, possibly with an event that provides client input
- Getting the IP Inclusive message to outside London; ideas included:
  - A road show
  - Setting up regional networks
  - Regional champions
  - Linking into CIPA regional meetings
- Getting the name/logo more well-known such as via a stand at CITMA evening CPD events
- Getting the message across that IP Inclusive is for everyone and not just for the perceived minority groups: the idea of an IP Inclusive week was discussed, with provision of a list of suitable activities that could for example involve admin support staff as well as attorneys.
- Research benchmarking on diversity data. There was discussion as to whether this was IP Inclusive’s role or IPREG’s. Not all people that work in IP are covered by IPREG and some

professions already collect diversity data (Bar Council for example). It was felt that IPREG would be happy to provide funding for research to be carried out, and that any done should be via independent researchers. There was not a strong consensus to move ahead on this topic.

**Action: Management Committee to review**

- Mentoring. We should not lose sight of this topic.

### **Other:**

The Donation Handling Policy agenda item will be passed to the Management Committee.

**Action: Management Committee to agree key aspects of IP Inclusive's approach to seeking and processing donations, both financial and other forms of support.**

### **Next AGM**

Will be held Tuesday 22 January 2019.