



IPINCLUSIVE

Working for diversity and inclusion in IP

Annual Report 2018

IP Inclusive Annual Report 2018

2018: another busy year

Foreword by Andrea Brewster OBE

For a year that began with the tedious administrative task of ensuring compliance with the General Data Protection Regulation (GDPR), 2018 nevertheless turned out to be as busy and rewarding as 2017.

These were the highlights for me:

- A launch reception for our Careers in Ideas outreach campaign in April, and the new partnerships we forged as a result.
- Our series of blog and LinkedIn® posts – organised by the IP & ME and Women in IP communities – to mark World IP Day in April.
- Also in April, the IP Regulation Board's (IPReg's) approval of IP Inclusive training events as valid CPD for patent and trade mark attorneys, in line with similar events run by CIPA and CITMA.
- Winning the Memcom award for "Best equality or diversity campaign" in May (our thanks to CIPA's Chief Executive Lee Davies for nominating us).
- The creation of our first regional "chapter" of Charter signatories, at a meeting of Scottish signatories in September.
- Beginning a dialogue with IP administrators, at a reception following CIPA's Administrators' Conference in September, on the diversity and inclusion (D&I) issues affecting their profession and how IP Inclusive can help.
- Learning, in November, that the EPO's revised new Rules of Procedure for the Boards of Appeal contained gender-neutral terminology, following the submission of comments on the previous draft by our Women in IP community: a small but significant achievement for IP Inclusive on the lobbying front.
- Securing the sponsorship we needed to upgrade the IP Inclusive website, and the work we did on this exciting project – which is so nearly finished – during the last quarter of the year.
- The huge progress we made throughout 2018 in raising awareness of, and providing training around, mental health in the workplace, and in forging partnerships with relevant charities such as Jonathan's Voice.

But probably best of all was:

- Our first ever “IP Inclusive Week”, from 12-18 November, and the enthusiastic participation of so many of our supporters.

As in 2017, this last year has seen our support base grow, with new Charter signatories, new subscribers to our mailing lists, and increased engagement with our work. IP Inclusive Week certainly helped with that.

Our three networking and support communities – IP Out, IP & ME and Women in IP – also increased in strength, and continued to organise events and activities for their growing memberships. We ran many other successful training, awareness-raising and social events, including some focused on our 2018 theme of D&I champions and allies: the three communities also came together to organise their first ever joint event, scheduled for January 2019, to develop the allies theme further.

So, what’s on the horizon in 2019? Well, largely I believe we need to focus on consolidating and developing the work we began in 2018. The Careers in Ideas reception, for example, garnered interest and supporters, but there is still much to be done to convert that into actions that significantly impact on our target audience. As we were told by our expert speaker Johnny Rich at the event, outreach is a slow burn process; you start now in order to win the hearts and minds of students who might not enter the IP professions for several years. It’s a big job but we will continue to work at it, because recruiting good people remains a problem for many IP sector organisations, and diversity levels in the incoming talent pool are still not as good as we would like. So, some of our resources in 2019 should be devoted to re-energising and developing the Careers in Ideas campaign.

Our new website is not quite finished; we plan to unveil it at our annual meeting in January 2019 but work will need to continue in the following weeks to migrate content over from the old site and to create and load all the necessary new material.

We could still do more work on engaging with allies for our three support and networking communities. We did not manage to establish IP Inclusive “champions” in 2018, although many individuals and organisations have certainly done their bit to promote our cause. And we have not yet, sadly, done all we had hoped to in terms of engaging as yet under-represented sections of the IP professions, so we should continue to try to reach younger and less senior professionals; so-called support staff, including IP administrators and paralegals; those not associated with a “minority” group; IP solicitors and barristers; and supporters outside of London, for whom regional activities, webinars, and ideally regional Charter signatory networks, remain important.

Talking of the future, during the second half of 2018 something was going on in the background at IP Inclusive which is likely to assume increasing importance this year. IP Inclusive Management (IPIM), the body established to oversee IP Inclusive’s activities, began turning its attention to strategic

aspects of our development. The initiative has grown faster than any of us expected and this needs careful management to ensure sustainability.

Overall, I believe that the IP Inclusive of January 2019 is well placed to do more for its existing supporters, to widen its reach within the IP professions and to make positive changes to D&I levels. Thus far we have delivered on our objectives – objectives that underlay the initiative even before they were codified and that have united professionals from across the IP sector – despite our reliance on volunteers and our relatively low resources. We have increasing credibility and influence, and a great deal of support and goodwill.

However, as the initiative gains momentum, it is becoming harder for us to rely solely on volunteers and *ad hoc* funding. IPIM's strategic review is therefore timely, and I am glad that the nettle has been grasped. Both human and financial resource levels need to be addressed during 2019, with so many exciting projects on the horizon.

IPIM and I are collaborating on the review and planning process; together we will ensure that IP Inclusive develops in a way that all of its stakeholders – in particular our volunteers and sponsors – are comfortable with, and that does not lose sight of our core values and objectives.

Finally, it may now be time to consider collecting some basic data on diversity and inclusivity in the IP professions, as a benchmark against which to assess our progress and target future efforts. I will continue to ask the question; as last year, it is for our annual meeting, open to all supporters, to decide on this and other plans for 2019.

Once again there are so many people and organisations to thank, and I hope we have managed to mention them all in this report. To any we have inadvertently omitted: sorry, and we are still very, very grateful to you.

Andrea Brewster OBE
IP Inclusive leader

1 Workstream A: awareness-raising upstream of the professions

Leaders:

- Chris Burnett (A.A. Thornton & Co)
- Parminder Lally (Cambridge Mechatronics, previously TLIP)
- Polly Shaw (Dehns)

Workstream A acts through the “Careers in Ideas” outreach initiative (www.careersinideas.org.uk), which aims to raise awareness of IP-related careers and encourage newcomers from a wider range of backgrounds.

2018 highlights:

- April: formal launch event, sponsored by CIPA, CITMA and Dehns. This well-attended event showcased the Careers in Ideas resources to IP professionals, recruiters, careers advisers and other invited contacts. Professional writer and careers consultant Johnny Rich explained how the resources had been developed and targeted; he and other experts contributed to a subsequent discussion on the best ways to disseminate and exploit the materials.
- April: IP Federation sponsored the purchase of eight more Careers in Ideas exhibition banners. Now housed at CIPA, these are available for all IP professionals to borrow for use at careers fairs and other recruitment and outreach events; they were used several times during 2018, at locations around the country.
- May: Sarah Kostiuk-Smith and Anna Mudge (both of Mewburn Ellis) attended the 2018 WISE Conference in Salford, and manned a Careers in Ideas exhibition stand which WISE had offered us free of charge.
- June: Abel & Imray sponsored the printing of Careers in Ideas posters and information pamphlets, again housed at CIPA and free for use by IP professionals to support their careers and outreach activities.
- September: Chris Burnett and Andrea Brewster presented Careers in Ideas to a meeting of the IPAN (IP Awareness Network) Board; Chris attended their subsequent seminar to share the materials with a wider audience.
- November: for IP Inclusive Week, publication of a Careers in Ideas resource pack for IP professionals to use in organising work experience events. This had been kindly put together by James Anani-Isaac, Julie Barrett-Major, Chris Burnett, Karen Genuardi, Lucy O’Brien and Suzanne Power of A.A. Thornton & Co, based on an event they had recently hosted for sixth-form students and teachers.

We continue to rally support from within the IP professions, and encourage people to make use of the Careers in Ideas materials when they visit schools, universities and careers fairs. An active Twitter® presence (@CareersInIdeas) helps to direct traffic to the website and generate further publicity for the initiative – huge thanks to Parminder for continuing to manage both the Twitter account and the website.

The free-to-list website “opportunities board” is already being used by employers in the sector, who also engage with us on Twitter. We know of many attorneys who have given careers talks, at schools and universities, based on the Careers in Ideas materials. We are also starting to receive requests for further information from students and advisers visiting the website, and considerable interest from the external organisations we talk to. This is all evidence both of buy-in from the IP professions and of reach into our target community.

During 2018 we started to focus the opportunities board onto non-employment opportunities such as open days, work experience placements and similar schemes. This was to avoid conflict with the CIPA and CITMA pay-to-advertise jobs boards.

Meanwhile, we are building a network of external contacts through whom the Careers in Ideas resources can be disseminated, or who might collaborate with us in opening up the IP professions to a wider pool of recruits. Links have been established not only with WISE, but also with the social mobility charities Generating Genius and in2scienceUK and with the UK Intellectual Property Office’s (IPO’s) outreach team.

Future plans include widening this network; establishing a rota of volunteers to answer website visitors’ queries and requests; preparing more guidance and case studies for IP professionals to use in their outreach work; and producing video testimonies to supplement the “My Career in Ideas” stories on the website. We had hoped to produce the videos during 2018, but work on the new IP Inclusive site and on IP Inclusive Week left us with insufficient time. It seems sensible to consider establishing a task force, in 2019, devoted to progressing the Careers in Ideas initiative.

2 Workstream B: the IP Inclusive EDI Charter

Leaders:

- Lesley Evans (Haseltine Lake) (until end of September 2018)
- Andrea Brewster (since October 2018)

We currently have 130 Charter signatories and a steady trickle of new ones. These continue to represent a wide range of entities, in terms of size, structure, location and areas of practice; they include in-house IP departments, membership organisations and both private and public sector practitioners and bodies. It is an encouraging pan-professional take-up.

Increasing numbers of signatories are now using the IP Inclusive logo to indicate their commitment to the cause, for example on their websites and corporate stationery.

We have continued to distribute information, updates and calls to action to our network of Charter EDI Officers. Through the new website, we hope to provide more, and more accessible, diversity and inclusion (D&I)-related resources for our signatories to use. We are delighted that our requests to Charter signatories, for example for sponsorship for the new website or for participation in IP Inclusive Week, are always met with such enthusiasm and generosity.

Higher levels of Charter accreditation may be considered in the future. Our more immediate priority, however, is to ensure that current signatories actively pursue the Charter commitments, and to support them as well as we can in doing that.

2018 highlights:

- September: creation of a Scottish regional “chapter”. A network of Scottish-based Charter signatories has met twice already to discuss D&I issues, share ideas and resources, and support one another in fulfilling the Charter commitments. We hope to establish similar networks in other regions, making it easier for us to reach and support signatories outside London, but we need volunteers to co-ordinate them.
- November: launch of the “Steps to Inclusion” D&I review. We collaborated with Focal Point Training to create this simple and cost-effective review package, tailored for the IP Inclusive Charter commitments. The review was successfully piloted in both a large and a smaller IP practice and is now available to all Charter signatories. The review process is confidential and bespoke for the client organisation and its commercial objectives. It takes relatively little time to complete but yields expert advice on practical measures to improve D&I levels and strategies. See <http://www.focalpointtraining.com/steps-to-inclusion/> for more details.
- November: our first “IP Inclusive Week”, with enthusiastic involvement from many of our Charter signatories, in particular in the patent and trade mark professions. See 3.2.2 below.

Unfortunately this year we said goodbye to Lesley Evans of Haseltine Lake, who retired at the end of September. Lesley had been an inspirational leader for the Charter project, combining enthusiasm and energy with a pragmatic approach and a high level of professional credibility. She and her colleague Kate Hackett handled all aspects of the Charter Group’s administration and communications, including the challenging task of keeping the signatory database up to date, and they will be greatly missed. We now need volunteers to help with this, although the creation of more regional networks should help us to share some of the work around developing and supporting the Charter community.

In the meantime, huge thanks to Haseltine Lake for their support and assistance during Lesley’s time at the helm, and of course to Lesley and Kate themselves.

3 Workstream C: training and awareness-raising

Leader:

- Andrea Brewster

3.1 Training events and resources

Workstream C provides cost-effective and accessible training for IP professionals in diversity-related issues. Our 2018 events, developed and hosted entirely by volunteers, continued to foster a sense of involvement in the IP Inclusive cause, and created networking, business development and PR opportunities for speakers, hosts and delegates alike. Many of them yielded follow-up resources,

either produced by the speakers (as in the case of Focal Point Training’s guidance on managing inappropriate workplace behaviour) or generated as a result of workshop sessions at the events (eg the mental health toolkit from May’s Bristol meeting): these have been made available free of charge on the IP Inclusive website. Recordings of our webinars were also made available via our website blog, as were reports of events and their key learning outcomes.

On the whole our training has been well received. We were delighted by IPReg’s April decision to recognise its CPD content for patent and trade mark attorneys, in line with CIPA- and CITMA-organised events¹. We believe we have significantly improved D&I training for the IP professions – in particular its relevance and availability – as well as the profession’s awareness of and willingness to undertake such training.

In addition to those organised by the IP Out, IP & ME and Women in IP communities (see 4.1 below), and the Careers in Ideas reception described at 1 above, IP Inclusive held the following training and awareness-raising events during 2018:

- January: a talk on diversity “champions” as part of our annual meeting at CIPA, to kick-start discussions around establishing and supporting IP Inclusive allies and champions during 2018.
- February: workshop on “Managing inappropriate behaviour at work”, hosted by Kilburn & Strode. This was organised in collaboration with Focal Point Training, who provided various follow-up resources.
- To mark Mental Health Awareness Week (14-20 May): two discussion events and two webinars. Withers & Rogers, with support from Haseltine Lake, hosted a breakfast meeting in Bristol entitled “Mental health – the last taboo”, which yielded a toolkit of ideas for tackling mental health in the workplace. Carpmals & Ransford hosted a breakfast meeting in London on “Well-being at work”, with speakers from Thrive in the City and a brief session on mindfulness. The charity LawCare provided two webinars for us, the first on “Why looking after your mental health is so important” and the second, tailored for trainee IP attorneys, on “Top tips for studying under pressure”; both were hosted by CIPA.
- June: annual London “Diversity in IP” breakfast, co-hosted by CIPA, CITMA, FICPI-UK and a visiting delegation from the American Intellectual Property Law Association (AIPLA). This year we included a panel discussion on “The importance of diversity champions”.
- June: Andrea Brewster took part in a panel discussion on the importance of LGBT+ allies, organised by Clarivate’s LGBT+ employee resource group Spectrum. Clarivate kindly opened this event to the wider IP Inclusive community.
- July: CIPA-hosted webinar on the business case for diversity. As requested at the 2018 annual meeting, speakers included a representative from industry. The theme followed up on the business case presentation developed from our November 2017 workshop on the

¹ See the guidance to IPReg’s CPD regulations at <https://ipreg.org.uk/pro/manage-your-professional-development/cpd-regulations/>

subject. Immediately after the webinar, we published our “tube map” poster to illustrate the interconnected business benefits of D&I.

- September: private screening of the film “Bombshell: The Hedy Lamarr Story”, organised by CIPA and our Women in IP community, highlighting the struggles of a prolific but often overlooked female inventor.
- September: CIPA-hosted webinar on “Unconscious bias and the IP professional”, with tips on recognising and addressing unconscious biases and an explanation as to why they might be prevalent in the professional services. Again this was a follow-up to the unconscious bias “toolkit” created from our November 2017 workshop.
- September: two CIPA-hosted drinks receptions, one following its Administrators’ Conference and one following the main CIPA Congress. At the former, we took the opportunity to seek IP administrators’ views on D&I issues in their profession, and ways in which IP Inclusive could help to address them (see 3.2.4 below). The reception following the main Congress focused on our BAME support and networking community IP & ME.
- For IP Inclusive Week (12-18 November):
 - Andrea Brewster was invited to attend a discussion on D&I issues affecting in-house IP departments, following the IP Federation’s November Council meeting.
 - Carol Arnold took part in a panel discussion on “Diversity as a brand value”, as part of Hogan Lovells’ Annual Brands Seminar in November.
- November: CIPA-hosted webinar on “Dealing with strong emotions at work”, our speaker, career and leadership coach Jo Maughan, returning to work with IP Inclusive following her popular 2017 webinar on “imposter syndrome”.

Already planned for January 2019 is an event on “Allies, advocates, and supporters in IP”, to be hosted by Norton Rose Fulbright. This is a first-of-its-kind collaboration between all three of our networking and support communities – IP Out, IP & ME and Women in IP – and covers an important topic that not only brings the whole of the IP Inclusive community together, but also builds on our 2018 theme of diversity “champions”. Other future plans include the creation of training resources for younger and/or less senior members of the profession, and for so-called “support staff” such as IP administrators and paralegals, as well as an event focused on social mobility in the IP professions (overlapping with the work of the Careers in Ideas initiative). Plans for 2019 will be mapped out at our annual meeting in January 2019.

Thank you to all the organisations who hosted and organised the 2018 events, to the individuals whose hard work ensured their success, and to the numerous speakers and discussion leaders. All of these people provided their time, expertise and hospitality for free.

3.2 Awareness-raising

3.2.1 General

Workstream C embraces mechanisms for raising awareness of diversity-related issues in the IP professions. Thus far we have largely used social media for this purpose: our website blog, our

Twitter accounts and LinkedIn®. However, during 2018 we also took opportunities to contribute articles and interviews to IP sector-specific publications such as the *Inside Careers* guide, *Intellectual Property Magazine*, *World Trademark Review* and *IPPro Patents*, and regular updates for the monthly *CIPA Journal*. Dawn Ellmore Employment's publication *IP Recruiter* also now features updates on IP Inclusive and Careers in Ideas. We also worked with CIPA, CITMA and the IPO to generate press releases to mark special events such as the official launch of the Careers in Ideas initiative in April.

We use our mailing lists (a general "IP Inclusive Updates" list; lists for each of the three networking and support communities; and lists for the Authorised Signatories and EDI Officers of our Charter signatories) to make supporters aware of diversity-related developments, as well as of our own activities. The IP Inclusive Updates list currently has 192 subscribers.

Our website blog (www.ipinclusive.org.uk/blog) provides a platform for awareness-raising materials (see 3.2.3 below). Our Twitter account (@IPInclusive) allows us to flag these blog posts to a wider audience, along with links to other relevant information, articles, events and resources. Via Twitter, we can also reach out to new supporters, and keep our members abreast of D&I-related developments in our own professions and beyond. Our LinkedIn discussion group performs a similar function, and currently has 240 members. Our networking and support communities have their own LinkedIn groups and Twitter accounts, through which they raise awareness of more specific issues.

We continue to be hugely grateful to the people who maintain the blog and Twitter feed – Parminder Lally, Emily Teesdale (Abel & Imray) and Andrea Brewster – whose efforts are supplemented by those of the networking and support communities who manage their own Twitter and LinkedIn accounts as well as relevant pages of the website. Our social media activity is of course a vital part of our stakeholder engagement efforts.

3.2.2 IP Inclusive Week

Our first ever "IP Inclusive Week" took place from 12-18 November 2018. This campaign aimed to raise awareness of IP Inclusive; to start conversations on D&I issues; to catalyse improvements in D&I levels and practices throughout our support base; to foster a sense of community and involvement among the people and organisations who are interested in improving D&I in the IP professions, in particular our EDI Charter signatories; and to widen our reach.

We called on all of our supporters to do at least one thing during IP Inclusive Week, however small, to improve D&I, and asked them to share that via our blog and other social media outlets. Participation was wide and enthusiastic, particularly within the patent and trade mark professions. Charter signatories around the country organised activities and events ranging from workshops, discussions and training sessions to the publication of internal fact sheets on diversity-related issues. Some launched initiatives that will continue to have an impact well into the future, such as internal D&I committees or action groups. Many organised internal social events such as tea and cake, lunches, a games session or even a wheelchair obstacle course. Others raised funds for relevant charities. A great deal of cake was eaten, much of it rainbow-coloured.

Some organisations provided us with guest blogs to mark IP Inclusive Week, or published blogs by IP Inclusive supporters. We were also invited to take part in meetings such as those mentioned in 3.1 above.

A dedicated blog page on our website posted ideas and supporting resources during the run-up to IP Inclusive Week, the resources including suggested workshop exercises on unconscious bias, kindly provided by the IPO's Ben Buchanan; a presentation on the role of D&I champions; and a resource pack for running a work experience event, compiled by Chris Burnett and colleagues at A.A. Thornton & Co (see 1 above). We were also able to launch, via this blog, the "Steps to Inclusion" D&I review developed for us by Focal Point Training and piloted earlier on in the year (see 2 above).

During the week itself, the blog was updated several times a day with tweets and posts from participating organisations, generating a delightful "scrapbook" record of the week (see <http://www.ipinclusive.org.uk/ip-inclusive-week-2018>). Activity on our Twitter account during that week reached (for us) record levels.

Overall, we were delighted with levels of engagement, and confident that the campaign had achieved its goals, providing valuable focus for our Charter signatories' D&I efforts. We hope that the publicity it generated – for everyone involved – will also have brought us new supporters. It felt like a celebration.

We intend to run IP Inclusive Week as an annual campaign from now on.

3.2.3 The IP Inclusive website

The most active parts of our website continue to be the pages dedicated to the individual networking and support communities (see 4.1 below); those to do with the EDI Charter; and the blog page.

During 2018 we published blog posts – including those for IP Inclusive Week – at a rate of from 5 to 25 a month, the highest number naturally being in November, the month containing IP Inclusive Week. Only in December, traditionally a quiet time on the IP Inclusive front, did we publish just the one post, reporting on November's Women in IP event. These posts covered a wide range of topics, including updates on IP Inclusive activities, events and resources; and news and comment on diversity-related topics, designed to promote discussion and promulgate good practices. A steady supply of guest blogs, from both within and outside of the IP professions, has helped us to widen participation, strengthen our expertise and raise our public profile. Notable among these was a series of four posts on disability and employment, provided by Ryan Compton of the Centre for Resolution.

We also added several items to the "resources" area of the site, free for download and use by site visitors, including an IP Inclusive poster which we asked our supporters to display where all team members could see it.

We recognised in 2017 that our website was due for an upgrade. As the gateway to IP Inclusive, it is key to engaging with both current and future supporters, as well as equipping them with the resources they need to improve D&I in their own workplaces. One of the highlights of 2018 was planning for that exciting, but also rather daunting, task and obtaining – in a very short space of time thanks to the generosity of our supporters – the sponsorship we needed to proceed. We began work on the project in September, intending to complete it by the end of the year. Sadly we didn't quite make that target, but the new site is progressing well and we plan to unveil it at our 2019 annual meeting on 22 January.

The new site is being designed and built by Visix Ltd, with input on content and structuring from communications consultant Johnny Rich and from Duncan Grant of The Membership Organisation – a team that also worked with us to create the Careers in Ideas resources in 2017. Early interviews with IP Inclusive supporters from a range of backgrounds were used to help create a “wish-list” to shape the project. We hope to incorporate further supporter feedback into the final content development phase in early 2019.

The new site will retain the current IP Inclusive logo – which was designed for us by a team at the IPO back in 2015 and has become a much-loved part of our image – but has been re-designed to create a more modern and professional feel. It will be easier to navigate and carry more useful areas for visitors (for example events listings and registration links, and new ways to contact us and sign up to mailing lists), with simpler access to news, updates, comment and information, as well as to the many IP Inclusive resources. There will be both mobile and desktop versions, and the site will be readily editable by IP Inclusive team members after its launch.

The current IP Inclusive website is maintained by Parminder Lally and Jonny Lerwill (Airbus Defence & Space, previously Dyson). The website upgrade project is being led by Jonny Lerwill and Andrea Brewster, with project management support from Duncan Grant. Our thanks go to them, and to the sponsors who provided the funding to make it possible: Abel & Imray, Appleyard Lees, Bird & Bird, Chapman IP, Dehns, Tibor Gold MBE, Haseltine Lake, HGF, Hoyle IP Services Limited, the IPO, IPReg, Kilburn & Strode, Lawrie IP, Marks & Clerk, Potter Clarkson and Withers & Rogers.

3.2.4 Widening our reach

One of the priorities we had identified for 2018 was to reach out to sections of the IP community that were not yet well represented in our support base. These included in particular (a) regional supporters and (b) a wider audience of “IP professionals”. We made some progress with this work, although not as much as we would have liked.

We established our first regional Charter signatory “chapter” in Scotland, and hope to create similar networks in other regions in 2019. A significant proportion of our 2018 training events took the form of webinars, greatly widening participation. Live events have proved more difficult to organise outside of London, with events in Bristol, Glasgow, Leeds and Manchester having to be cancelled due to insufficient numbers, but we will continue to try to organise regional activities in order to engage with as many of our supporters as possible.

Thanks to CIPA, we were able to speak with IP administrators following their September conference (see 3.1 above), and we have followed up on this by working with CIPA’s Administrators’ Committee on D&I-related training plans and updates for their newsletter. During 2019 we hope to build on this work, and extend it to trade mark as well as patent administrators, paralegals and other so-called “support staff”.

We also worked with the CIPA Informals, the body representing trainee patent attorneys, on our mental wellbeing survey and webinar for Mental Health Awareness Week, and again intend to develop this relationship in 2019 by establishing key points of contact for the two organisations to collaborate.

Building relationships with representative bodies such as the Law Society, the Bar Council and IP Bar, IPLA and AIPPI has helped us to reach out to IP solicitors and barristers, which we will continue to do in 2019.

In the run-up to IP Inclusive Week, we posted a blog about ways in which sole practitioners and one-person in-house IP departments could get involved in the campaign, and more generally about how they could help promote D&I in their profession.

Meanwhile our events on D&I “champions” and “allies”, both in 2018 and planned for 2019, help us to convey the message that IP Inclusive is for everyone in the IP professions, not just those in minority groups – but it may take a while to get this message across to everyone.

For obvious reasons, we have an obligation to be as “inclusive” as possible. But with every event, particularly our webinars and our nationwide IP Inclusive Week campaign, we grow a wider support base and reach a little further. Our networking and support communities also have a wide reach throughout the IP sector.

4 Workstream D: support schemes

Leaders:

- See individual projects

4.1 Networking and support communities

4.1.1 General

Workstream D has so far given life to three networking and support groups (“communities”): IP Out, IP & ME and Women in IP. Each of these organises its own social, networking, training and awareness-raising events, and communicates relevant issues and resources via its mailing list, LinkedIn discussion group and Twitter feed.

The communities have been providing safe spaces, which were not previously available to many in the IP sector, in which their members can share their experiences and seek guidance and support from like-minded professionals, as well as a focus for those wishing to act as “allies” to the relevant

groups. They continue to be valuable ambassadors for the IP Inclusive cause, with buy-in from across the sector as well as from relevant external groups such as Stonewall and ChIPS.

All three communities have large and growing mailing lists and their events are well supported. They now wish to focus more, however, on the involvement of “allies”, for example men participating in the Women in IP discussions. An event co-organised by the three communities, specifically on the topic of allies, is scheduled for January 2019.

4.1.2 IP Out

Committee contacts:

- Isobel Barry (Carpmaels & Ransford)
- Tom Leonard (Kilburn & Strode)
- Jonny Lerwill (Airbus Defence & Space)

IP Out is our networking and support community for LGBT+ professionals and their allies. It went from strength to strength in 2018, organising four successful events:

- A purely social “Beginning of year drinks” evening in January.
- A March seminar – “The gender spectrum: what should firms be doing and why?” – on workplace inclusivity for trans* professionals, with speakers and discussion, hosted by Bird & Bird.
- In July, a discussion entitled “In or out: LGBT+ people and mental health”, exploring the mental health implications of coming out at work, hosted by Kilburn & Strode.
- A November reception hosted by Pinsent Masons, in which Lord Chris Smith, the new IPReg Chair, reflected on his personal experiences of a lifetime of progress in LGBT+ equality.

IP Out has started conversations on difficult and hitherto neglected topics, allowing many IP professionals to feel more comfortable speaking about their sexuality and/or gender. Its LinkedIn group, “IP Out Network”, currently has 68 members. It has just over 200 followers on Twitter (@ip_out) and 301 subscribers to its mailing list.

It aims to host another four events during 2019, plans for which already include an event on bi-invisibility and a movie screening with NBC Universal.

The current IP Out committee members are Isobel Barry (Carpmaels & Ransford), Tobias Hawksley-Beesley (NBCUniversal Media), Tom Leonard, Jonny Lerwill, Darren Smyth (EIP), Vicki Taylor (Legal Media Group) and Conor Wilman (Dehns).

4.1.3 IP & ME

Committee chair:

- Anita Shaw (IBM)

IP & ME is our networking and support community for BAME professionals and their allies. It too enjoyed several successes during 2018:

- In February, a Chinese New Year celebration hosted by Baker McKenzie, including Chinese-themed refreshments and talks on the significance of Chinese New Year traditions as well as on business and cultural awareness. This event was popular and well attended, despite coinciding with the “Beast from the East”.
- A series of LinkedIn posts to mark World IP Day in April, in which various female professionals reflected on issues surrounding gender diversity in IP.
- To mark the UN’s World Day for Cultural Diversity in May, encouraging supporters to “Do One Thing for Diversity and Inclusion”, and share their photos and videos on social media.
- A drinks reception sponsored by CIPA, following its annual Congress in September (shortly before Black History Month), with a talk by Daniel Alexander QC of the IP Bar.
- A committee meal out to celebrate IP Inclusive Week in November, and to reflect on the group’s future plans.

The current IP & ME committee members are James Anani-Isaac (A.A. Thornton & Co), Hannah Burrows (Reddie & Grose), Kingsley Egbunu (Managing Intellectual Property), Richard Goddard (BP), Tibor Gold MBE, Tasmina Goraya (Taylor Wessing), Maherunesa Khandaker (HGF Law), Abdulmalik Lawal (Franks & Co), Joseph Letang (Dehns) and Anita Shaw.

The IP & ME community currently has 73 subscribers to its mailing list, over 180 followers on Twitter and 143 followers on LinkedIn.

4.1.4 Women in IP

Committee chairs:

- Joanna Conway (Norton Rose Fulbright)
- Barbara Fleck (Appleyard Lees)

Women in IP is our networking and support community for female IP professionals and their allies. Its 2018 highlights included:

- A series of blog posts to mark World IP Day in April, the theme of which was "Powering change: Women in innovation and creativity". The series included posts from a range of IP Inclusive and guest bloggers reflecting on the role of women in IP and innovation, to celebrate women throughout the IP sector: inventors and creators, IP owners and users, and the professionals who advise and support them.
- Also in April, the submission of comments in response to the EPO’s consultation on its proposed new Rules of Procedure for the Boards of Appeal, which requested the replacement of gender-specific terminology such as “Chairman” with gender-neutral alternatives. The revised version, published by the EPO in November for further consultation, did in fact use gender-neutral terminology, a coup for IP Inclusive and for female patent professionals. Our submissions can be viewed on the blog page of our website: see <http://www.ipinclusive.org.uk/blog/submissions-to-the-european-patent-office>.

- In October, the creation of a Twitter account, @WomeninIPI, which has since been very active and is managed by Meg Booth (Appleyard Lees).
- Its third annual evening reception, in November, with a panel discussion on “Flexible working and career breaks: making them work for you and others”. Hosted by Gowling WLG, this event was over-subscribed and provided valuable insights into an important and widely relevant topic.

The Women in IP committee has been working, during 2018, on plans to streamline its activities, recruit further helpers and improve interactions with its mailing list subscribers so as to make the most of the momentum and support gathered at its highly popular annual events.

The current Women in IP committee members are Isobel Barry (Carpmaels & Ransford), Andrea Brewster, Megan Briggs (Burness Paull), Joanna Conway, Holly Cowie (D Young & Co), Susi Fish (Boult Wade Tennant), Barbara Fleck, Sarah Kostiuik-Smith (Mewburn Ellis), Yelena Morozova (Finnegan Europe), Lucy Samuels (Gill Jennings & Every), Tara Sarwal (Norton Rose Fulbright), Andrew Sunderland (Haseltine Lake) and Emily Teesdale (Abel & Imray).

The Women in IP community currently has 590 subscribers to its mailing list, 160 followers on Twitter (@WomeninIPI) and 599 members in its LinkedIn group.

4.2 Mental health support

Leader:

- Andrea Brewster

Recognising that mental health support is key to an inclusive working environment, we marked Mental Health Awareness Week 2018 with discussion events and webinars (see 3.1 above), and a survey on mental wellbeing in the patent profession. IP Out also ran an event in July on the mental health implications of coming out at work (4.1.2 above).

The survey was a collaboration with CIPA and its student body the Informals. The results, reported on our website blog in early September (see <http://www.ipinclusive.org.uk/blog/our-mental-health-awareness-week-survey>) made for interesting if sobering reading, and should help us to develop our activities in this sphere, to provide better access to mental health support for IP professionals and to destigmatise mental illness. We hope to run a follow-up survey in the future to gauge progress, and to liaise with the Law Society’s Junior Lawyers Division to compare our results with those from their annual wellbeing survey.

In 2018 we worked with a number of mental health charities, in particular LawCare and Jonathan’s Voice. In November we took part in a meeting hosted by the City Mental Health Alliance, looking at ways to target mental health support for SMEs. We are now part of the resultant working group, and will be working alongside Jonathan’s Voice, the Charlie Waller Memorial Trust, MIND and LawCare to create resources for SMEs in the legal sector, beginning with a workshop planned for the spring of 2019.

Our new website will include a dedicated mental health page, which we are compiling alongside Jonathan's Voice. This will carry information and resources for both individual IP professionals and their employers, and will signpost those available elsewhere. Emily Collins (Kilburn & Strode) has been collaborating with Jonathan's Voice on a template mental health policy, which we hope to make available on the website for our Charter signatories to use.

5 Lobbying

Last year we ventured timidly into lobbying. In 2018 our Women in IP community took up the reins and filed submissions on the need for gender neutrality in the EPO's proposed new Rules of Procedure for the Boards of Appeal. The subsequent draft rules were indeed gender-neutral, encouraging us that IP Inclusive and its individual communities have the potential to positively influence progress towards equality, diversity and inclusion throughout the IP landscape.

Lobbying was not specifically catered for in our original four workstreams, and clearly needs to be undertaken selectively, sensitively and consultatively. It could nonetheless become a more important part of IP Inclusive's work in the future, both exploiting and at the same time enhancing the initiative's recognition and authority.

We have not yet received a formal response to the submissions we made to IPReg in September 2017 regarding the impact of their CPD rules on D&I. We understand that IPReg have postponed the intended review of their CPD regulations, but we hope to be able to contribute constructively when that review does take place.

6 IP Inclusive Management (IPIM)

IPIM, constituted in late 2017, continues to oversee activities carried out under the IP Inclusive and Careers in Ideas banners; to be responsible for the assets and liabilities arising from those activities; and to ensure that IP Inclusive functions appropriately at the formal and administrative levels. Its existence has, we believe, served to reassure our supporters and those who donate funds or contract with us. Its work is largely unseen, and deliberately light-touch so as not to detract from, or unduly fetter, IP Inclusive's crucial volunteer activities.

The committee's current members are:

- CIPA, represented by Andrea Brewster (Chair) and (from July 2018) Stephen Jones;
- CITMA, represented by Richard Goddard;
- FICPI-UK, represented by Liz Dawson (Treasurer);
- IP Federation, represented by Carol Arnold (Secretary) and Julie Dunnett; and
- Michael Silverleaf QC, of 11 South Square.

The Chief Executives of CIPA and CITMA (Lee Davies and Keven Bader) serve in an advisory capacity. The IPO, represented by Ben Buchanan, joined IPIM as an observer from March 2018.

In July 2018, Andrea Brewster ceased to act as a CIPA representative, the role being assumed from then on by Stephen Jones. In late 2018 she resigned from IPIM completely in order to concentrate on the day-to-day running of IP Inclusive: this separation allows IPIM genuinely to oversee, without risk of conflict, the executive functions she performs. A new IPIM Chair will be appointed at the January 2019 annual meeting.

IPIM's 2018 priorities included:

- securing third party liability insurance for the initiative;
- ensuring compliance with the General Data Protection Regulation (GDPR) when it came into force in May: this involved, among other things, establishing new GDPR-compliant mailing lists, and creating a Privacy Notice and Data Protection Policy;
- establishing terms of reference for the “opportunities board” on the Careers in Ideas website, to avoid conflict with stakeholder interests;
- managing the impact of Lesley Evans's retirement from the EDI Charter Group; and
- overseeing the planning stages of the website upgrade project, including the sourcing of sponsorship and appointment of suppliers.

IPIM's managerial role also embraces the strategic aspects of IP Inclusive's development. In the second half of 2018, it began work on plans for the initiative's future. It will continue to work with Andrea Brewster to ensure that IP Inclusive grows sustainably and in a way that our stakeholders are comfortable with, whilst also facilitating and supporting the valuable work of our volunteers.

CIPA kindly funded work done by Andrea in August and September 2018 towards the strategic planning, including a review of IP Inclusive's current positioning, consultations with key stakeholders, and outline plans for the initiative's next two years.

7 Financial matters

IPIM has responsibility for IP Inclusive's financial affairs. Its 2018 financial report, prepared by its Treasurer Liz Dawson (FICPI-UK and Dentons) is annexed.

Keven Bader manages the IPIM bank account. Financial risks are minimised by only raising funds for specific projects and always securing the necessary donations or sponsorship fees before contracting with suppliers.

As in 2017, CIPA has continued to provide “unseen” financial support by reimbursing expenses associated with Andrea Brewster's IP Inclusive work, allowing access to its Webex® platform for our webinars and teleconferences, providing administrative support for events, and storing and distributing our exhibition banners and promotional materials. CIPA also pays for the IP Inclusive and Careers in Ideas domain name registrations. Its Chief Executive Lee Davies sponsors the hosting of the current IP Inclusive website.

Many other donations – of time, expertise, venues, refreshments, and IT and front-of-house support – have also been largely unseen but vital to our work during 2018.

8 Thank yous

IP Inclusive would like to thank all those who donated funds or administrative support; hosted or organised events; provided speakers; shared their contacts; and contributed time, energy, ideas and enthusiasm. Particular thanks go to the individuals who led specific projects, such as Careers in Ideas and the EDI Charter work, and to the committee members in the three networking and support communities. We are also grateful to these people's employers and business colleagues for supporting their involvement in IP Inclusive.

Our thanks go not only to those who are named in this report but also to those who have worked behind the scenes, or simply supported us or spoken about us or attended our events. Sincere apologies if we've omitted to mention you.

9 IP Inclusive contact details

IP Inclusive

- www.ipinclusive.org.uk
- LinkedIn group: "IP Inclusive" ([linkedin.com/groups/8473869](https://www.linkedin.com/groups/8473869))
- Twitter: @IPInclusive
- Emails:
 - Charter queries: ipinclusivecharter@gmail.com
 - Events queries: ipinclusiveevents@gmail.com
 - Data protection queries: The Data Protection Officer at ipinclusivedata@gmail.com

IP Out

- www.ipinclusive.org.uk/ip-out
- LinkedIn group: "IP Out Network" ([linkedin.com/groups/8488373](https://www.linkedin.com/groups/8488373))
- Twitter: @ip_out
- Email: IPOutNetwork@gmail.com

IP & ME

- www.ipinclusive.org.uk/ip--me
- LinkedIn group: "IP Inclusive: IP & ME" ([linkedin.com/groups/12049564](https://www.linkedin.com/groups/12049564))
- LinkedIn profile: [linkedin.com/in/ipandme/](https://www.linkedin.com/in/ipandme/)
- Twitter: @bameipinclusive
- Email: bameipinclusive@gmail.com

Women in IP

- www.ipinclusive.org.uk/womeninip

- LinkedIn group: “IP Inclusive : Women in IP” ([linkedin.com/groups/8557958](https://www.linkedin.com/groups/8557958))
- Twitter: @WomeninIPi
- Email: womeninipinclusive@gmail.com

Careers in Ideas

- www.careersinideas.org.uk
- Twitter: @CareersInIdeas
- Email: careers.in.ideas@gmail.com

IP Inclusive Management

- Secretary: Carol Arnold; ipimsecretary@gmail.com
- Treasurer: Liz Dawson; ipimtreasurer@gmail.com
- Written correspondence c/o CIPA at Halton House, 20-23 Holborn, London EC1N 2JD

10 Notes

References in this report to numbers of EDI Charter signatories, mailing list subscribers, Twitter followers and LinkedIn group members were correct as at 10 January 2019.

Annex:

IP Inclusive Management 2018 Financial Report

SUMMARY:

Opening Balance: £500

Income: £19,879.53

Expenditure: £12,895.80

Current balance: £7,483.73

BREAKDOWN OF INCOME AND EXPENDITURE:

	Income	Expenditure	Balance
Careers in Ideas launch event:	£7,086.00	£7,086.00	£0.00
Careers in Ideas publicity materials:	£817.00	£815.00	£2.00
IPI website development	£11,500.00	£4,770.00	£6,730.00
Careers in Ideas website development - initial surplus	£356.53		£356.53
Misc	£120.00		£120.00
Bank charges (to be reclaimed)		£32.40	-£32.40
Liability insurance		£192.40	-£192.40