

Report of IP Inclusive Annual meeting 22.1.19



IPINCLUSIVE

Working for diversity and inclusion in IP

Attendees: Johnny Rich; Jonathan Lerwill (Airbus, IP Out); Julie Dunnett (GKN, IP Federation); Carol Arnold (IP Federation, IPIM); Edward Nodder (Bristows, Law Society IP Law Committee); Michael Silverleaf (11 South Square, IPIM); Ben Buchanan (UK-IPO); Michael Yates (PEB Governance Board); Richard Goddard (BP, CITMA, IPIM); Kate O'Rourke (Charles Russell Speechleys, CITMA); Terry Daly (Unilever, CITMA); Nicola Greenbrook (EIP); Rachel Bell (Marks & Clerk); Joseph Letang (Dehns, CITMA); Sian Gill (Venner Shipley); Caroline Marshall (Potter Clarkson); Sue Gregory (Haseltine Lake); Catherine Jewell (Beck Greener); Emma Longland (HGF); Polly Shaw (Dehns); David Roberts (PWF); Emily Teesdale (Abel & Imray); Ariana Sadr-Hashemi (Haseltine Lake); Val McCartney (Jonathan's Voice); Emily Collins (Kilburn & Strode); Sundeeep Aujla (Kilburn & Strode); Jonathan Clarke (Kilburn & Strode); Charlotte Erskine (Bristows); Tibor Gold (Universify Education); Luke Rehbein (Dawn Ellmore); Kevin Bartle (Dawn Ellmore); Keith Howick (IPReg); Angela Butler (Carpmaels & Ransford); Beatriz San Martin (FieldFisher, IPLA); Mark Foreman (Osborne Clarke, CITMA); Rebecca O'Kelly-Gillard (Bird & Bird); Ally Orrin (Withers & Rogers); Stella Chandler (Focal Point Training & Consultancy Ltd); Tracey Powley (Focal Point Training & Consultancy Ltd); Darren Smyth (EIP); James Anani-Isaac (A.A.Thornton & Co); Chris Burnett (A.A.Thornton & Co); Julie Barrett-Major (A.A.Thornton & Co); John Enser (CMS, Law Society IP Law Committee); Andrew Sunderland (Haseltine Lake); Lee Davies (CIPA)

Chair: Andrea Brewster OBE (IP Inclusive)

The meeting started with a review of activities in 2018 – a good and successful year.

An Annual Report for 2018 had been made available via the IP Inclusive website blog and circulated to attendees in advance. Key points and successes were highlighted as follows:

Careers in Ideas: 10 April 2018 saw the official CinI website launch. Posters, banners and the website resources are now available; we now just need to spread the word and get the resources to schools, colleges and universities. A resources pack has been created for those running work experience events. Outreach talks are being provided but a coordinated approach is needed to plan distribution and maintain/increase momentum. [A Careers in Ideas Task Force for 2019?].

EDI Charter: The number of signatories now stands at 130 and the first regional Chapter was established in Scotland. There is a good spread of membership across the IP professions but we are

light on in-house departments and patent searchers. Lesley Evans retired in 2018 but we aim to continue her work to establish regional networks. Tracy Powley spoke about “Steps to Inclusion”, which was developed and launched during 2018; this is a D&I assessment available for Charter Signatories that provides a focussed and tailored set of recommendations for achieving desired D&I goals. Pilots were run in 2018 with very positive feedback.

Communities: All have held multiple events through 2018, and representatives from each of the networks (Communities) of IP Out; Women In IP and IP & ME gave lively updates.

Annual campaigns: Following up on events specially directed to supporting Mental Health Awareness Week, the first IP Inclusive Week was held in November 2018. This went really well with numerous events, many in-house. It appeared that many across the IP support base aimed to do something, both big and small, to highlight D&I issues.

Social Media: Thanks go again to Parminder Lally who is handling all of the social media accounts. We need to concentrate on utilising LinkedIn more in 2019.

Following the updates, Johnny Rich gave a demonstration of the new website. Various snagging issues will be resolved in the next few weeks after which the website will go live. It is aiming to showcase the significant amount of content in a visually appealing way, allowing and drawing in the reader to engage with the content.

Formal matters

IP Inclusive Management (IPIM) has been active in the background, dealing with insurance, GDPR and other issues. The main officers were voted in as follows:

- Chair: Richard Goddard (CITMA);
Proposed by Kate O’Rourke; seconded by Ben Buchanan
- Secretary: Carol Arnold (IP Federation)
Proposed by Catherine Jewell; seconded by Julie Dunnett
- Treasurer: Liz Dawson (FICPI-UK)
Proposed by Carol Arnold; seconded by Andrea Brewster

The continuation of IPIM in general was proposed by Emma Longland and seconded by Chris Burnett.

The members of IPIM remain as CIPA, CITMA, FICPI-UK, IP Federation and Michael Silverleaf, QC, with Ben Buchanan (UK-IPO) as an observer and Lee Davies and Keven Bader (Chief Executives of CIPA and CITMA respectively) as advisors.

Overall priorities for 2019:

Following discussion within groups involving all attendees, the following thoughts emerged:

- Measuring the impact of what we are doing. Generally it was felt time to collect data. It was appreciated that this will not be easy but maybe it would be possible to collect data anonymously and via EDI officers.
- “Allies” – building on our recent popular event and extending our reach beyond “minority” groups.
- Mental health as a priority and woven into our activities throughout the year; include prevention rather than just cure; resilience training and mental health first aid; build a mention into each event through the year?
- Wider engagement: for example partnering with the Law Society and the Society of Black Lawyers; targeting different times and locations and formats for events; replicating events regionally via technology use; reaching out to a wider range of IP professionals (including so-called “support staff”).
- Should we add a disability/accessibility/neurodiversity (Autism; ADHT) network?
- Outreach to schools and universities via a coordinated strategic approach, possibly also with partner organisations; Careers in Ideas task force.
- Tackle class and socioeconomic/social mobility issues.
- Collate and disseminate recruitment best practices: blind CVs perhaps.
- Diversity at higher management levels. What is the next step for ‘Just Qualifieds’? Career pathways and ceilings.
- Website maintenance and general communications management – perhaps via short term secondees from Charter signatories.

A set of objectives for 2019 will be drawn from the above.

Next AGM

Will be held Tuesday 21 January 2020.