

IP Inclusive Plans for 2019



The following are projects and priorities which we would like to take forward in 2019. They are based on discussions at our 22 January 2019 annual meeting.

IP Inclusive Management welcomes suggestions for other events and projects, from all IP Inclusive supporters. Please contact the Chair Richard Goddard (Richard.Goddard2@uk.bp.com), the Secretary Carol Arnold (ipimsecretary@gmail.com) or the IP Inclusive leader Andrea Brewster (andreabrewstercipa@gmail.com).

Key themes for the year

- Allies
 - Bringing together all three of our networking and support communities (IP & ME, IP Out and Women in IP), and reaching out to others in the IP sector who want to support them
- Mental health
 - In addition to specific projects such as Mental Health Awareness Week, weaving the theme into activities focused on other topics, eg with personal stories and perspectives from speakers and other contributors
- Social mobility
 - Improving access to the IP professions for those from less privileged educational and socio-economic backgrounds; exploring and addressing associated challenges and consequences
- Disability
 - Raising awareness of issues affecting people (both IP professionals and clients) with physical or mental disabilities, with a view to making the IP professions more inclusive for them
- D&I data gathering
 - Starting conversations on the pros and cons of D&I data gathering among IP Inclusive supporters, as well as by IP Inclusive itself, so as better to equip us to monitor our progress and target future work

Key initiatives for the year

Workstream A: awareness-raising upstream of the professions

- Develop the Careers in Ideas outreach campaign
 - Establish a task force to build on the existing Careers in Ideas resources and (working with appropriate external bodies) disseminate them to a wider audience
 - Potentially produce “My Career in Ideas” videos to supplement the current resources
- Run an event on social mobility in the IP professions and ways to improve it
 - Work with the Careers in Ideas team on issues relevant to careers outreach
 - Begin to develop training, best practice guidance and outreach schemes to address associated challenges

Workstream B: the IP Inclusive EDI Charter

- Continue to engage with and develop the community of Charter signatories
 - Encourage their involvement in the initiatives identified here
 - Encourage more in-house IP departments to sign up to the Charter, as well as signatories from non-lawyer sections of the IP community, for example searchers and information scientists
 - Continue to collate information and resources for Charter signatories to access via the IP Inclusive website
 - Promote the use of resources available through our website, in particular the “Steps to Inclusion” D&I review
 - Encourage signatories to share their success stories, experiences and practices with the wider IP Inclusive community
- Establish a team to take charge of developing and engaging with the Charter community, the support we provide to signatories and potential follow-up schemes such as higher levels of accreditation

Workstream C: training and awareness-raising

- Organise events around the themes identified above, including:
 - The role of allies, resources to support them and the needs of relevant “minority” groups
 - Best practices for recruitment and selection and their impact in particular on social mobility
 - Mental health and wellbeing in the workplace, including “mental health first aid”
 - Flexible working and staff retention more generally

- Disability (including both physical and mental disability) and access; neurodiversity
- D&I data gathering: its importance and value; ideas and best practices for collecting and utilising data; addressing the associated challenges
- The impact of unconscious bias on social mobility into and within the IP professions
- Dealing with difficult people, how to say “no” and other personal development skills
- Support Mental Health Awareness Week (13-19 May 2019)
 - With the help of Charter signatories, the IP Inclusive communities and external contacts such as Jonathan’s Voice and LawCare, organise events around the country to explore, address and destigmatise mental health issues in the workplace

Workstream D: support schemes

- Continue to organise events and activities for, and to develop communications with, supporters of the current three networking and support communities (IP & ME, IP Out and Women in IP)
- Explore the potential for new communities, and encourage and support their creation where appropriate, with help from existing bodies in the IP sector (eg the IPO’s internal support groups, the CIPA Informals, the Law Society’s Junior Lawyers Division):
 - Allies
 - Disability and accessibility
 - Junior IP professionals
 - Support staff
- Continue working with relevant bodies such as Jonathan’s Voice and LawCare to develop mental health support for individual IP professionals and their employers, aimed at improving resilience and reducing the risk of mental ill health
- Remain open to opportunities for establishing mentoring schemes, eg to complement work done around social mobility, allies, mental health support or IP Inclusive’s engagement with more junior members of the IP professions

Other

- IP Inclusive Week 2019
 - Repeat the 2018 campaign, in which all IP Inclusive supporters were encouraged to focus on diversity and inclusion during a specified week, for example with in-house awareness-raising events and training, by hosting events for the wider IP Inclusive community and/or through involvement in other IP Inclusive projects
 - Attempt to involve a wider range of supporters than in 2018
 - Weave the key 2019 themes into IP Inclusive Week projects
 - Encourage every supporter to get involved in at least one outreach activity, working with the Careers in Ideas task force

- Continue to widen IP Inclusive’s reach:
 - Outside London (eg with more regional events, (recorded) webinars, webcasts and multi-location events; by creating more regional “chapters” of Charter signatories; and through involvement in other organisations’ regional activities)
 - Among IP solicitors and barristers (eg by working more closely with bodies such as the Law Society, the IP Bar, IPLA, AIPPI, InterLaw Diversity Forum and the Society of Black Lawyers)
 - Among so-called “support staff” such as IP administrators, paralegals and secretaries
 - Among other non-lawyers such as searchers and information scientists (including those working in-house with other IP professionals)
 - Among junior members of the IP professions (eg by working with bodies such as the CIPA Informals and the Law Society’s Junior Lawyers Division)
 - Among those about to embark on management roles or reaching other critical points in their career development
 - Among “allies” of people in minority groups
- Increase event attendance, in particular by varying timings, locations and formats where possible
- Encourage and support D&I data gathering
 - Encourage our supporters to gather their own D&I data and to use it to identify problem areas as well as to benchmark progress
 - Support those who do, eg with best practice guidance, training and other resources
 - Aim to reassure and persuade those who don’t
 - Obtain at least some basic data of our own, using simple, voluntary and anonymous online surveys in appropriate parts of the IP Inclusive community; aim to feed this into our 2020 plans
- Recruit more volunteers to help with IP Inclusive administration and communications, including website maintenance and social media
- Through IPIM, continue to develop IP Inclusive’s structure and strategic planning to enable it to deliver on the above objectives efficiently and sustainably