

Minutes of IP Inclusive Management Committee Meeting 28 February 2020 via web link



IP INCLUSIVE

Working for diversity and inclusion in IP

Attendees: Chair: Richard Goddard (CITMA); Michael Silverleaf (The IP Bar Association); Julia Florence (CIPA); Liz Dawson (FICPI-UK); Julie Dunnett (IP Federation); Ben Buchanan (IPO); James St Ville.

Action points in bold below.

1. 2020 Priorities

The draft plans for 2020 prepared by Andrea were discussed at length. Whilst everyone was generally happy with them overall it was agreed that the IPIM-endorsed 2020 plan should simply state the priorities for 2020, preferably on one page. The more detailed content could be published separately (as an LEO delivery plan) or retained for internal use by individual working groups/communities.

Suggestions for improvement of the 2020 plan included avoiding use of language such as "sceptic" that might put off those we are trying to encourage, instead using positive language; mentioning social mobility; and including mental health and wellbeing as a priority.

Ben offered to produce a revised draft, based on page 1, aiming to stick to 5 priorities (now done with additional details provided) – to be fed back to Andrea after IPIM approval.

All to consider proposal by Ben and feedback to IPIM.

2. Appointments – Secretary, Chair, new members

Firstly James, who had volunteered to join IPIM, was voted in unanimously as an additional member.

Julia, immediate CIPA past president, agreed to take the role of secretary whilst continuing on IPIM as the CIPA representative.

Richard intends to stand down from the chair in due course, so a new chair will be required. Julia suggested that it might not be appropriate for a CIPA representative to take the chair. The possibility of appointing a non-executive chair (Ben) was discussed.

Richard intends to hand over to Mark Foreman (Osborne Clark) to represent CITMA on IPIM, but it would not be appropriate for a new IPIM member to take the chair.

The possibility of recruiting additional IPIM members was discussed. We currently have six voting members – representatives of founding organisations plus Michael (IP Bar) and (now) James. The roles of Ben, Lee Davies (CIPA Chief Executive) and Keven Bader (CITMA Chief Executive) are (highly valued) observers. The Law Society is notably absent although we have many active solicitors in IP

Inclusive. Ben commented that we don't have representatives in IPIM from the wider IP community, such as HR personnel.

Ben will investigate whether he would be permitted to take the IPIM chair.

Michael will approach Carolyn Pepper to discuss how to IPIM can best engage with the Law Society.

3. Finances – LEO remuneration

The money we have from various sources is running low and IPIM needs to make provision to cover Andrea's fees until the end of her current contract. A longer term funding plan will be required once the transformation of IPIM is complete (see next item) with possibly a different funding model.

CIPA has budgeted to support Andrea over the coming months but does not want to be only organisation, same goes for CITMA, so CIPA will certainly cover March and April but IPIM should not take this support for granted.

4. IP Inclusive structure – LEO proposal, role of IPIM

A face to face meeting of IPIM together with Andrea is needed to progress this. Ben has spoken to Andrea, she is mindful of the organisational transformation not being in the priorities for 2020 and that no proposals have been put forward.

Whilst the intention of IPIM is to be light touch, it was agreed:

- to adopt a process for responding to LEO queries/requests; to discuss amongst IPIM and issue one clear response, within a set timeframe; and
- to engage more directly with the IP Inclusive communities.

Andrea would appreciate IPIM scheduling meetings in advance so that she can report to them. We agreed to have quarterly meetings in future.

Julia to schedule date for F2F IPIM+LEO meeting early in April.

Julia to propose dates for quarterly meetings (noting that additional meetings might be appropriate e.g. for specific events).

All to feedback to Andrea on the content of today's meeting as and when the opportunity arises, rather than communicating only via email.

5. AOB

Julia raised the issue that IP Inclusive's independent identity can lead to the misapprehension that the founding organisations are not active in/supportive of D&I. Agreed to discuss further at future meeting.

Reminder to all from Ben to provide thoughts to Andrea on Cini week and IPI week.

Richard to circulate minutes of AGM and September IPIM meeting before sending to Andrea.