

IP Inclusive: LEO's report 3Q 2021



IP INCLUSIVE

Working for diversity and inclusion in IP

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1 Overview

Summer is usually a relatively quiet time for IP Inclusive, although “park meets” from some of the communities and regional networks kept the calendar live this year. Other highlights in 3Q 2021 included the launch of our new Senior Leaders’ Pledge in July (see 6.1 below), and pressing “go” on the Careers in Ideas mentoring scheme (2 below) and BAME network directory (4.1).

On the operational side, we’ve appointed our new Advisory Board (7.3), which will meet for the first time during 4Q 2021. Donations towards our 2021-22 fundraising campaign have continued to trickle in; we have now reached three-quarters of our £80,000 target (see 7.2).

2 Careers in Ideas (CinI)

- September: re-run of the November 2020 Careers in Ideas Week “careers clinic” with IP Futures (see 4.3)
- September: event with the IPO, and JAC involvement, about careers as an Appointed Person (see 6.3)
- September: task force met to prioritise plans for 4Q 2021; discussed, among other things:
 - New resources and events to help IP professionals with outreach, to coincide with National Careers Week in March 2022
 - A directory of volunteers willing to help with outreach opportunities generated eg by the IPO
- New mentoring scheme (for would-be applicants to the IP professions) progressed, with the creation of mentor training materials and the initiation of a six-month trial with the online MentorLoop platform
 - Mentor induction and training, and the opening of the scheme for mentees, planned for 4Q 2021
- New working group established to coordinate university outreach; initial contact made with some university careers departments
- Event being planned with the senior leaders’ think tank (see 6.1), to update them on Careers in Ideas projects and discuss collaborating to improve access to the patent and trade mark professions

3 The EDI Charter

- July: North of England Network online event to mark their second anniversary
 - Included updates from all six IP Inclusive communities and informal breakout discussions about future plans and priorities
- August & September: series of summer social “park meets” in various locations, coordinated with help from the CIPA Informals and involving various regional networks as well as the IP Non-traditional Family Network
 - Gatherings held in Bath, Cambridge, Cheltenham, Leeds, Nottingham and Sheffield

- September: regional network involvement in the Women in IP coffee date (see 4.6)
- September: IP Inclusive short-listed for a Bristol Law Society award (see 8.2); results to be announced at a gala dinner in October, attended by some of the South West Network committee members
- Acquired 2 new Charter signatories during 3Q 2021 (one private sector, one in-house); lost one (an academic department) due to failure to supply up-to-date contact details

4 The six communities

4.1 IP & ME

- July: founder and committee co-lead Anita Shaw included in WIPR's 2021 list of Diversity Champions (see 8.2)
- AskME directory progress
 - Working with IP Inclusive website developers Making Websites Better (MWB) to create an online platform through which volunteers can sign up to, and "customers" (eg event organisers) interrogate, the directory
 - Project scope, cost and timings to be agreed shortly; should be completed before the end of 4Q 2021
 - Being managed by Krishna Kakkaiyade and Josh McLennon from IP & ME, Jay Janusz from the Careers in Ideas task force, and me

4.2 IP Ability

- July: filed comments in response to an epi discussion paper on e-EQEs
- July: founder and committee co-lead Marianne Privett included in WIPR's 2021 list of Diversity Champions (see 8.2)
- July: website News and Features post reporting discussions on disability at the May joint coffee date with Women in IP
- Assisted a trainee patent attorney with a request for reasonable adjustments for the PEB exams

4.3 IP Futures

- August: informal online networking event to chat about returning to the office
- September: re-run of the November 2020 Careers in Ideas Week "careers clinic", with personal perspectives from early-career IP professionals and facilitated breakout discussions

4.4 IP Non-traditional Family Network

- August: informal "park meets" for supporters and their families in Bath, Cambridge, Cheltenham, Leeds, Nottingham and Sheffield (organised in collaboration with the CIPA Informals and IP Inclusive regional networks)
- Launch event organised for October

4.5 IP Out

- July: committee member Darren Smyth included in WIPR's 2021 list of Diversity Champions (see 8.2)
- August: event with Global Butterflies on trans and non-binary issues
 - Made a donation to GiveOut in lieu of a speaker fee, funds coming from a donation made to IP Out earlier in the year

4.6 Women in IP

- July: committee co-leads Joanna Conway and Susi Fish included in WIPR's 2021 list of Diversity Champions (see 8.2)
- September: coffee dates discussing how people set and achieve their goals, in particular at the start of the new academic year
 - Held as a single event with delegates from around the country randomly assigned to breakout rooms, to allow people to see new faces; this format met with approval
- July: website News and Features posts reporting previous coffee date discussions on (a) disability and (b) new working models
- August: newsletter circulated via the Women in IP mailing list
- Committee has already started work on its 2022 business plan and key theme, and ideas for the next annual event in 1Q 2022

5 Mental health and wellbeing

- August: website News and Features post from Jonathan's Voice about World Suicide Prevention Day
- September: mental health first aider (MHFAer) network get-together to exchange ideas and discuss potential events and resources
 - Included an update from Jonathan's Voice
 - Publicity for the event generated several new network members
 - Breakout discussions yielded ideas for future events and resources to support network members
 - Follow-up event being planned for 4Q 2021, with the IPO, on one of the topics identified
- September: LawCare launched its 2020 "Life in the Law" survey results
 - Among other things, revealed strong intersections between D&I and mental wellbeing
 - Plan to follow up with LawCare, including for IP sector-specific results to help inform our own work in this area
- Mental health resources from Jonathan's Voice and LawCare mentioned in several update mailshots to the IP Inclusive mailing list
- MHFAer network continued to post relevant content in its LinkedIn group, a rota ensuring content is frequently updated

- Event on men’s mental health and suicide risks planned for November (to coincide with “Movember”), in collaboration with Jonathan’s Voice
- Invited to take part in a December WIPR podcast on mental health in the IP and wider legal sector, alongside LawCare Chief Executive Elizabeth Rimmer

6 Extending our reach

6.1 Senior leaders’ “think tank”

- July: Senior Leaders’ Pledge launched
 - Great engagement; personally tailored pledges devised, committed to and published by senior people from a range of organisations, including the Chief Executives of CIPA and CITMA
 - 73 sign-ups at launch; 15 more followed during 3Q 2021
- November event planned to focus on “sharing privileges”, outreach and access to the IP professions
 - Careers in Ideas will be involved
 - Will include a keynote from Nicholas Cheffings, Chair of PRIME
 - Aims to progress further objectives from the inaugural November 2020 think tank meeting

6.2 International collaborations

We continue to receive expressions of interest, and requests to collaborate, from overseas IP professionals. At present we lack the resources to progress any non-UK projects but are keeping in touch with these people and offering advice and ideas where possible. Whilst we encourage them to establish their own initiatives along similar lines to ours, we ask them not to use the IP Inclusive name to imply any direct link.

In particular IPTA (CIPA’s Australian counterpart) is hoping to establish something similar to IP Inclusive for IP professionals in Australia and potentially also New Zealand. I will keep an eye on whether some form of affiliation might ultimately be appropriate, as this could be a good way for UK professionals to select overseas suppliers with aligned D&I credentials.

I have been invited to speak about IP Inclusive at a WIPO meeting on the gender gap in October.

6.3 Other

- September: event about Appointed Persons (see 2 above) helped us reach more solicitors, barristers and trade mark attorneys, all historically less well represented in IP Inclusive than patent attorneys
- Our events continue to be mainly virtual, helping us to reach more people; no immediate plans to change this (see 7.6)
 - Automatic closed captions (free from Zoom) now provided for most IP Inclusive events and larger meetings, to increase accessibility

- Event recordings also carry YouTube’s free automatic subtitles

7 Operational

7.1 IP Inclusive Management (IPIM)

- August: new members Alicia Chantrey and Julie Dunnett appointed, having applied to join IPIM in response to our call in 2Q 2021
- I attended IPIM meetings on 6 July and 13 September 2021

7.2 Business plan and fundraising

- Fundraising campaign continued to yield donations, mainly from Charter signatories but also a few individual donations through the crowdfunding page
- By end of September 2021, amount raised = £55,450
 - £37,500 of this allows us to cover the year’s basic operating costs, LEO fees and expenses, and set-up costs for the new structure (including professional advice)
 - £9,800 of it allows us to pay someone to provide basic administrative support for two half-days a week
 - £4,600 of it allows us to recruit an intern to support the Careers in Ideas campaign
 - Further donations would buy us (in order of suggested priority):

£5,000	(Reasonably likely)	Set-up of initial contingency fund*
£13,000		Careers in Ideas website upgrade + one or two other smaller projects
£4,600		Comms support

* Smaller than the originally envisaged £10,000, but a useful starting point in view of the likely HR costs over what remains of the 2021-22 budgeting period

7.3 Advisory Board

IPIM did the following to establish its new Advisory Board:

- July & August: reviewed the 26 membership applications received by the 30 June 2021 closing date
- September:
 - Appointed the Board members listed in the annex
 - Appointed Ben Buchanan from the IPO (former IPIM Chair) to chair the initial Advisory Board meeting
 - Ben has offered to continue as Chair for the first year, subject to approval by the other Board members
 - Prepared draft terms of reference, intended for adoption early in 4Q 2021
 - Fixed a date for the first Advisory Board meeting in November

7.4 LEO role

- Workload less high during 3Q 2021, largely due to the summer holidays; this gave me time to catch up with more formal business such as the drafting of a volunteers’ code of conduct (now with IPIM for approval) and a complaints policy
- Also worked on:
 - Terms of reference, and the selection and appointment process, for the new Advisory Board
 - A specification for the proposed new administrative support role, now that we have sufficient confirmed funding
 - Registers of interests for IPIM and Advisory Board members
 - Guidelines on D&I data gathering, intended for use by Charter signatories (hoping to complete this during 4Q 2021)

7.5 Websites

7.5.1 *IP Inclusive*

- 8 “News and Features” posts published during 3Q 2021, most of them IP Inclusive news or event reports
- Added 5 items to the Resources page in 3Q 2021, all event recordings and associated follow-up materials

7.5.2 *Careers in Ideas*

- Nothing to report

7.6 Covid-19

- Currently no plans to return to live events for most purposes; virtual events are more widely accessible, easier to schedule and administer, and free of hosting and hospitality costs
- Social events (eg the Women in IP coffee dates and other community discussions) continue to work well online and to allow a wide range of people to get together
- Limited face-to-face events have begun, largely for social gatherings and thus far all outside, eg the summer “park meets” (see 3 above)
- Some supporters are returning to their offices on a limited, and generally flexible, basis, but are still happy to work online too
- Starting to receive questions about our future plans on this score, and offers to host face-to-face events when they resume
- Our response to IPReg’s consultation on its 2022 budget and business plan (see 8.1) referred to the impact of the pandemic on disabled people and carers, urging the extension of the practising fee waiver to help more people who have suffered financial hardship

7.7 Other

- Signed a six-month contract with the MentorLoop online platform (see 2 above)
- About to instruct Making Websites Better to begin work on the AskME project (see 4.1), once scope, price and timings agreed

8 Miscellaneous

8.1 Lobbying and influence

- August: meeting with IPReg to follow up on our response to their regulatory review consultation and discuss priority areas and future collaboration
- September: filed submissions in response to IPReg’s consultation on its 2022 budget and business plan¹

8.2 PR

- July: six IP Inclusive people included in *World Intellectual Property Review*’s inaugural “Diversity Champions” list:
 - Joanna Conway and Susi Fish (Women in IP committee co-leads)
 - Marianne Privett (co-founder of IP Ability and committee co-lead)
 - Anita Shaw (co-founder of IP & ME and committee co-lead)
 - Darren Smyth (IP Out committee member)
 - Me
- September: IP Inclusive short-listed for the Bristol Law Society’s annual awards, in the “Diversity, Inclusion and Wellbeing” category (nominated by Megan Jefferies of Thrings, leader of the South West Network committee)
- September: publication of my podcast interview with Gordon Harris, as part of the Gowling WLG “In conversation” series; the content covered IP Inclusive’s development, success and future plans, as well as a call for financial support

ARB

12 October 2021

¹ See <https://ipinclusive.org.uk/newsandfeatures/ip-inclusive-response-to-ipregs-2022-business-plan-budget-consultation/>

Annex:

Advisory Board members

The following people have been appointed to IP Inclusive’s new Advisory Board:

- Susan Antoine (Haseltine Lake Kempner; South West Network)
- Carol Arnold (retired, formerly Shell)
- Julie Barrett (Purposive Step Consulting; Careers in Ideas task force)
- Julie Browne (Shell; Careers in Ideas task force)
- Caelia Bryn-Jacobsen (Kilburn & Strode; IP Ability)
- Ben Buchanan (IPO)
- Becky Campbell (Mewburn Ellis; IP Ability)
- Liz Dawson (Dentons)
- Pete Fellows (Fellows and Associates)
- Jodie Johnson (Boult Wade Tennant)
- David Joo (Aon; Careers in Ideas task force)
- Dola Kayode-Temenu (NumberFit)
- Saiful Khan (Potter Clarkson)
- Abdulmalik Lawal (Franks & Co; IP & ME; North of England Network)
- Liam Lawlor (TLIP)
- Josh McLennon (Kilburn & Strode; IP & ME)
- Charlene Nelson (Foot Anstey; Mental Health First Aiders’ Network)
- Carol Nyahasha (Baron Warren Redfern; Careers in Ideas task force)
- Sarah Phillips (Abel + Imray; IP Non-traditional Family Network)
- Megan Rannard (Marks & Clerk; IP Ability)
- Beatriz San Martin (Arnold & Porter)
- Rina Sond (Longmores Solicitors)
- Vanessa Stainthorpe (HGF; North of England Network)
- Kathryn Taylor (Ocado Group)
- Sarah Vaughan (CITMA)
- Sheila Wallace (Marks & Clerk; Careers in Ideas task force)