

# IP Inclusive: LEO's report 1Q 2022

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**IP INCLUSIVE**

Working for diversity and inclusion in IP

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## 1 General

This has been a busy quarter on the administrative and operational front: see 8 below. It has also been a time for gathering feedback and advice from the IP Inclusive community, both through our impact survey (7 below) and with the help of our relatively new Advisory Board (8.2).

On 27 January 2022 we published our 2021 Annual Report<sup>1</sup>. Note that there is no separate quarterly report for 4Q 2021; please refer instead to the 2021 Annual Report.

## 2 Careers in Ideas (CinI)

- February: task force met to coordinate projects to mark National Careers Week 2022 and to hear updates on the Mentoring Hub launched in November 2021
- February: I spoke at a Boulton Wade Tennant and Sutton Trust student workshop, about D&I in the IP professions and the work of CinI
- February: published a commitment from members of the senior leaders' diversity think tank to help with outreach work – including alongside CinI – to improve awareness of, and access to, the IP professions<sup>2</sup>
- March: National Careers Week projects:
  - A re-run of the November 2020 and September 2021 “careers clinic” with IP Futures (see 4.3)
  - A new set of bite-size “Meet the IP Crowd” videos<sup>3</sup> for school students and their career advisers.
    - People in IP jobs share their thoughts about what they do and why they enjoy it
    - Series includes a 5-minute general video about why now is a good time to be thinking about a career in the IP sector.
  - A video to illustrate the roles played by patent and trade mark attorneys when a client wants to protect a new idea
- Mentoring Hub pilot continued to be a success
  - More mentors now trained up (35 at the end of 1Q 2022) and new mentees being recruited (44 at the end of 1Q 2022)
  - Funding secured to renew the MentorLoop platform subscription for a further 6 months from May 2022
- Other projects:
  - Universities outreach group planning a survey to establish a feel for which universities are already in touch with IP sector employers, to help them target wider outreach efforts through CinI

<sup>1</sup> See <https://ipinclusive.org.uk/newsandfeatures/our-2021-annual-report/>

<sup>2</sup> See <https://ipinclusive.org.uk/newsandfeatures/sharing-our-privileges-high-level-outreach-access-commitments/>

<sup>3</sup> See <https://ipinclusive.org.uk/resources/meet-the-ip-crowd-videos/>

### 3 The EDI Charter

- February: Women in IP’s collection of “Quick wins for Charter signatories” published on the website Resources page (see 4.6 below)
- 32 Charter signatories responded to our impact survey (7 below)
- I had discussions with a number of Charter signatories, at their instigation, regarding their involvement in IP Inclusive activities
- Working with IP Federation on a version of the Senior Leaders’ Pledge tailored for in-house department heads
- Acquired one new Charter signatory (a small private sector patent and trade mark firm) during 1Q 2022

### 4 The six communities

#### 4.1 IP & ME

- Cass Dottridge (Cargill), Josh McLennon (Kilburn & Strode) and Monifa Phillips (Appleyard Lees) appointed as new committee co-leads
- IP Inclusive’s volunteers’ directory
  - Development of the online functionality held up during 1Q 2022 due to staffing issues at the supplier’s end
  - Advice on trade mark clearance for the “AskME” working title kindly provided pro bono by Advisory Board member Abdulmalik Lawal from Franks & Co

#### 4.2 IP Ability

- March: article by committee member Rebecca Campbell published in *World Intellectual Property Review*, to mark Neurodiversity Celebration Week

#### 4.3 IP Futures

- March: event with Careers in Ideas: re-run of the November 2020 and September 2021 online “careers clinic”, with personal perspectives from early-career IP professionals and facilitated breakout discussions
- March: episode 3 in the “What I’d tell my younger self” series, an online discussion with Robert Andrews, Chief Inclusion and Diversity Officer at Mewburn Ellis

#### 4.4 IP Non-traditional Family Network

- March: “Challenging the narrative” online discussion on the strengths brought by non-traditional families to the workplace
- March: joint event with IP Out discussing non-traditional families, the routes to parenthood for LGBTQ+ people and related legal challenges (see 4.5)

#### 4.5 IP Out

- March: panel discussion on “Modern families: routes and obstacles to parenthood”
  - Covered non-traditional families, the routes to parenthood for LGBTQ+ people and related legal challenges, as well as panellists’ personal experiences
  - Held as a “hybrid” event, online and in London, hosted by Carpmaels & Ransford
  - Joint project with the IP Non-traditional Family Network

#### 4.6 Women in IP

- January: website News and Features post published with the outcomes of the December 2021 coffee date discussions on “Intent vs impact”
- February: online coffee date on the theme of “invisible labour” (“office housework”) in the workplace and its impact in particular on women; held as a single event with breakout rooms for better networking and discussion opportunities
- February: collection of “Quick wins for Charter signatories” published on the website Resources page
  - Included tips gathered from the 2021 annual event and follow-up coffee dates, together with an associated delegate survey
- March: social media campaign for International Women’s Day: photos and quotes on the #BreaktheBias theme were published on LinkedIn and Twitter
- Plans progressing for the 2022 annual event in June and an associated “book club”-style online discussion in May
  - Discussion theme: the book *The Authority Gap* by Mary Ann Sieghart, and the issues it raises for women, other under-represented groups and their allies

### 5 Mental health and wellbeing

- Working with Jonathan’s Voice on a repeat of our 2018 and 2019 mental wellbeing surveys, for launch to mark Mental Health Awareness Week in May
  - As before, the survey will cover CIPA and CITMA members, with separate versions for both students and paralegals
  - It will include questions on the impact of Covid-19 on mental wellbeing; these will align with questions in LawCare’s 2020-21 “Life in the Law” survey<sup>4</sup> to enable comparisons with the wider legal sector
- Also working with Jonathan’s Voice on events:
  - During Mental Health Awareness Week, an online panel discussion with representatives from the IP Inclusive communities, to discuss the intersections between mental wellbeing, diversity and inclusion

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<sup>4</sup> See <https://www.lawcare.org.uk/latest-news/life-in-the-law-new-research-into-lawyer-wellbeing-makes-the-case-for-profession-wide-change/>

- In June, alongside the wellbeing support consultancy Illuminate VR Services<sup>5</sup>, a webinar about how organisations can take a more systematic and holistic approach to mental wellbeing
- February: website News and Features post to mark Time to Talk Day
- March: met with representatives of two external organisations to exchange ideas and discuss 2022 collaborations:
  - LawCare’s new D&I champion
  - One of the IPO’s mental wellbeing champions (in particular discussing a joint event about wellness action plans and workplace adjustment passports)

## 6 Extending our reach

- Senior leaders’ diversity think tank:
  - In February, published a commitment from think tank members to help improve awareness of, and access to, the IP professions (see 2 above)
  - Now organising a plenary catch-up for June, to review progress and impact of the Senior Leaders' Pledge<sup>6</sup>; attendees’ senior HR and management colleagues are also invited
- February: met with CIPA’s D&I committee to discuss how we can support one another
- Hope to work more closely with the CIPA and CITMA paralegal members during 2022, including through the Mental Health Awareness Week survey (see 5 above), to increase their engagement with IP Inclusive
- March: IPIM sought the Advisory Board’s guidance about reaching groups that are currently under-represented in the IP Inclusive community; in 2021 the Board had emphasised the importance of engaging more business support and other non-attorney professionals (see also 8.2 below)
- Our events continue to be largely virtual, helping us reach more people, although some of the communities are now moving towards “hybrid” versions that allow both in-person and virtual attendance (see 4 above)

## 7 Impact evaluation

- February: survey launched to obtain stakeholder views about IP Inclusive’s impact on IP professionals, their organisations and the UK’s IP sector as a whole
  - One version, for Charter signatories, included opportunities to confirm continuing commitment to the six Charter pledges and to update contact details if necessary; notifications were emailed directly to all “authorised signatory” and “designated EDI officer” contacts

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<sup>5</sup> See <https://www.illuminatevr.co.uk/>

<sup>6</sup> See <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>

- Another, entirely anonymous, version for individual IP professionals was promoted via the website, social media and update emails
- At the end of 1Q 2022, the Charter signatory survey had elicited 32 responses (21% of all signatories) and the individuals' survey 43 responses
- Results will be analysed in 2Q 2022 and used to help shape the 2022-23 business plan and to create a 2021-22 impact report for publication alongside

## 8 Operational

### 8.1 IPIM

- Meetings held on 17 January and 1 March 2022
- January: 2021 Annual Report and Financial Report published<sup>1</sup>
- January: Register of Interests published<sup>7</sup>

### 8.2 Advisory Board

- Meeting held on 1 March 2022
  - Discussed (a) how IP Inclusive can widen its reach to currently under-represented groups such as paralegals and business support professionals; (b) how it can hear and respond to those who are critical of, or otherwise not engaged with, D&I; and (c) initial suggestions for the 2022-23 business plan
  - Joined by IPIM in the last 30 minutes to report back key outcomes; more detailed advice will be provided to IPIM with the formal meeting minutes
- I met with Chair Ben Buchanan and Secretary Josh McLennon later in March to discuss meeting frequency, format and minuting from here on
- During 1Q 2022, Board members assisted with trade mark clearance advice for the IP & ME directory (see 4.1) and provided input into the role specification for the new administrative support (8.3)

### 8.3 Executive staff

- Recruitment of administrative support:
  - Role specification finalised
  - Emphasis HR & Training<sup>8</sup> appointed to advise on the legal and other HR aspects of recruiting, appointing and employing staff members
  - Emphasis provided a template contract and offer letter which we will use for this and other IP Inclusive employment roles (including interns)
  - Hope to start advertising for recruits early in 2Q 2022
- Clifford Chance have offered to pay one of their future trainees to work with us for 4 weeks this summer, under their "LIFT" internship scheme

<sup>7</sup> See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

<sup>8</sup> See <https://www.emphasis.uk.com/>

- Currently selecting a candidate from a shortlist of 3 provided by Clifford Chance, and can then arrange timings and tasks to suit
- Clifford Chance will provide office space and IT equipment for the intern if needed
- A great way to “test the water” for our own intended internships in the future, eg to help with Careers in Ideas projects and general IP Inclusive comms

#### 8.4 Websites

- 13 “News and Features” posts published on the IP Inclusive website during 1Q 2022, including IP Inclusive news and formal reports, event reports, guest blogs and comment
- 4 news posts on the Careers in Ideas website during the same period: two about our new videos for National Careers Week (see 2 above), one about an IP careers podcast, and a guest post shared by IP Federation about in-house IP careers
- Added 4 items to our website Resources page in 1Q 2022, including the Women in IP “Quick wins” toolkit (see 4.6), Careers in Ideas videos and a Careers in Ideas event recording

#### 8.5 Financial

- £13,696 in further donations received during 1Q 2022 – including from IP Federation to cover the cost of the Careers in Ideas website hosting, from IPReg towards our 2022 operating costs and the setting up of an online accounting system, and from the IPO towards the operating costs of the Careers in Ideas Mentoring Hub (see 2 above) which raises awareness of, and improves access to, careers in the UK’s IP sector
- IPIM formally appointed Haines Watts to act as its accountants
  - This Bristol-based firm will provide guidance on IPIM’s tax and reporting as well as access to (and training for) the cloud-based Xero accounting system and in due course an outsourced payroll
  - Currently undergoing the firm’s new client checks and registration procedures

#### 8.6 Other

- February: IPIM liability insurance renewed
- February: ICO data protection fee paid for 2022
- March: SurveyMonkey account renewed
- March: Zoom Pro account renewed
  - I pay for this account but make it available for IP Inclusive business as well as my own

### 9 Miscellaneous

- March: response filed to IPReg’s regulatory review consultation<sup>9</sup>
  - The IP Inclusive communities and Advisory Board had input into the draft response
- Australian and New Zealand IP attorneys, led by The Institute of Patent and Trade Mark Attorneys of Australia, are setting up an EDI group along the lines of IP Inclusive. IPIM agreed

<sup>9</sup> See <https://ipinclusive.org.uk/newsandfeatures/ip-inclusive-response-to-ipregs-regulatory-review-consultation/>

to the new group using resources from our website, preferably with acknowledgement of the source, but suggested they adopt a distinctive name to avoid confusion and other potential issues for both them and IP Inclusive.

ARB

6 April 2022