

IPIM meeting with LEO

8 December 2020:

Action minutes



Working for diversity and inclusion in IP

(Meeting convened via ZOOM)

Present: Ben Buchanan (Chair), Andrea Brewster, Julie Browne, Liz Dawson, Julie Dunnett, Julia Florence, Mark Foreman, Michael Silverleaf, James St Ville, Sheila Wallace, Keven Bader, Lee Davies.

Apologies: Richard Goddard

Purpose of Meeting

Agenda Items for discussion: Survey Results ; Data protection; Complaints Procedure; Leo Funding, Leo Workload; AGM.

Introduction

Julie Dunnett and Julia Florence confirmed they would be stepping down from the IPIM committee at the end of the year or formally at the AGM. Sheila Wallace was welcomed to the committee as Julia's replacement as CIPA representative. Sheila is a member of CIPA Council and is involved with Careers in Ideas.

Survey on future of IP Inclusive

The survey was sent to some 150 Charter Signatories, and around 40 response have been received. There was a good spread of respondent types over both private practice and industry. Andrea pointed out that stakeholders will have another opportunity to comment and vote on any proposals put forward at the AGM. Prior to this there is a need to analyse the free text comments in a fair way and avoiding confirmation bias. It was proposed that the comments be split into batches and each be reviewed independently by two committee members. Julie Dunnett, Julie Brown, Mark Foreman, Liz Dawson, Michael Silverleaf and Julia Florence agreed to assist in this work.

Action: The above-named to work with Andrea on analysing the survey responses..

Data Protection

Andrea raised the issue as to whether there are likely to be any new issues concerning data protection in the event of a no-deal Brexit. The current GDPR will continue to apply in the UK, but there may be changes relating to data exchange with the EU. Committee members had no definitive information on this point. IP Fed members are waiting for advice from their own company data protection experts. CITMA are monitoring the ICO (Information Commissioners Office) website. It was noted that IP Inclusive is limited to the UK, so there should be little possibility of any issues arising. All IPIM members are asked to share with Andrea any useful information they may obtain on this point.

Action: IPIM members to let Andrea know of any guidance or information regarding data protection post-Brexit.

Complaints procedure

It was agreed that IP Inclusive should have a complaints procedure. It was noted that there is no intention for IP Inclusive to become a tribunal for complaints, but that it was good practice to have something in place should any issues arise. A number of IPIM members noted that they are familiar with the complaints procedures of other organisations and offered to look at these. Andrea will also approach some of her contacts who have expertise in this area.

Action: Julie B, Keven B and Michael to review some existing models of complaints procedures; Andrea to seek advice from her contacts.

LEO Funding

CIPA and CITMA have committed to providing funding for the first 3.5 months of 2021. Other IPIM members are still investigating how much their organisations can contribute. Ben agreed to provide clarity on what further funding is needed and by when.

Action: Ben to provide information on further funding

AGM

In view of the increase in LEO workload and the need to have a clear and detailed proposal of the future structure of IP Inclusive, it was agreed to postpone the AGM within a 4-8 week window, ie up to the end of March 2021. In the meantime IPIM will meet in January to focus on preparations for the AGM and the proposed transition of IP Inclusive.

Action: Julia to arrange for a Doodle poll to set a date for an IPIM meeting in January.

LEO Workload

IPIM members recognise the very large workload that Andrea is currently dealing with. A vote of thanks was proposed to Andrea, for all the great work she has directed and carried out in this very difficult year, including the BAME and Social Mobility round-tables and the Senior Leaders think-tank.

Date of next meeting

A date in January will be selected following a Doodle poll of IPIM members.