



WEBINAR: Allies and supporters: how to be one and the benefits it brings

DATE: 30 JUNE 2020

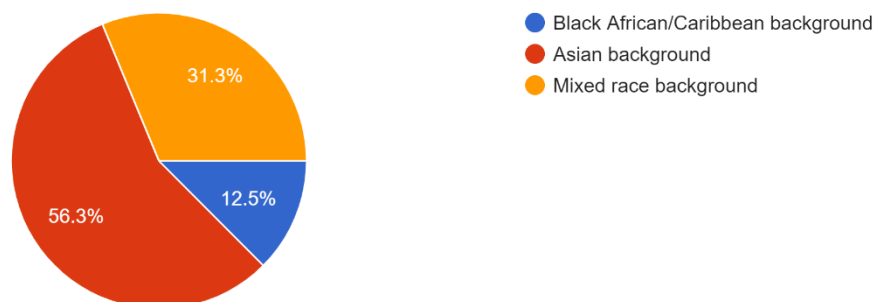
PRESENTER: Kingsley Egbunu, IP & ME committee member

Below are some of the charts from a diversity and inclusion (D&I) survey conducted on behalf of CITMA in 2019. CITMA's editorial team analysed the results in an article published in the March issue of the CITMA Review <https://www.citma.org.uk/resources/citma-review-magazine/citma-review-latest-issue/citma-review-march-2020.html>

1. ABOUT YOU

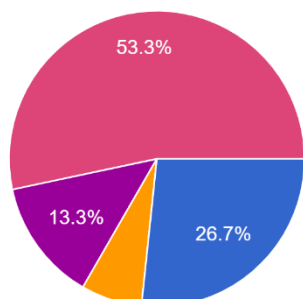
How would you describe your ethnic group?

16 responses



If you're actively practising your religion, what is it?

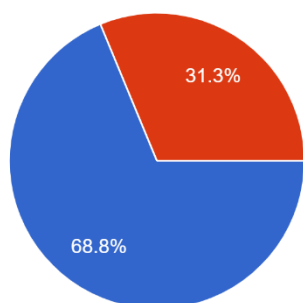
15 responses



- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- No religion

Were you born and/or raised in the UK?

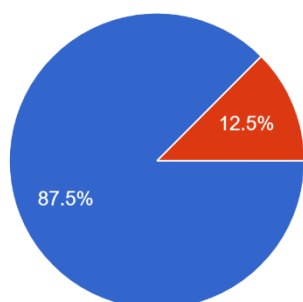
16 responses



- Yes
- No

Nationality

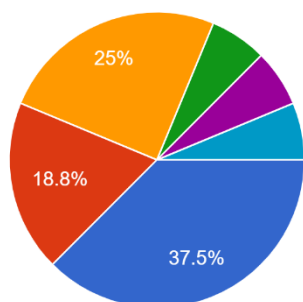
16 responses



- British
- Non-British

Your education - part 1

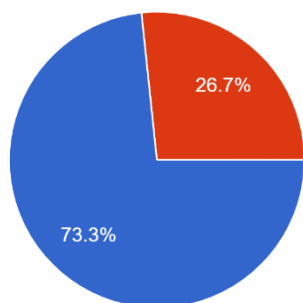
16 responses



- I attended a non-selective state school, e.g. a comprehensive school
- I attended a grammar school
- I attended an independent fee-paying school
- I attended a faith school
- secondary modern state school
- Non UK school

Your education - part 2

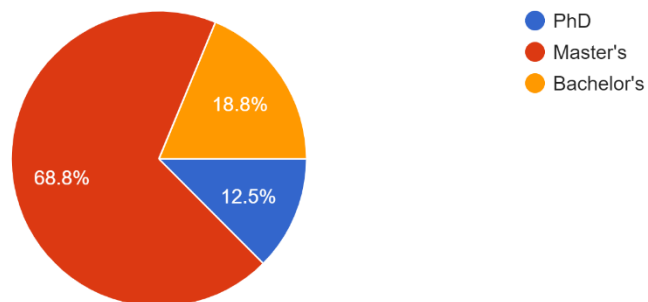
15 responses



- I attended a Russell Group university
- I attended a non-Russell Group university

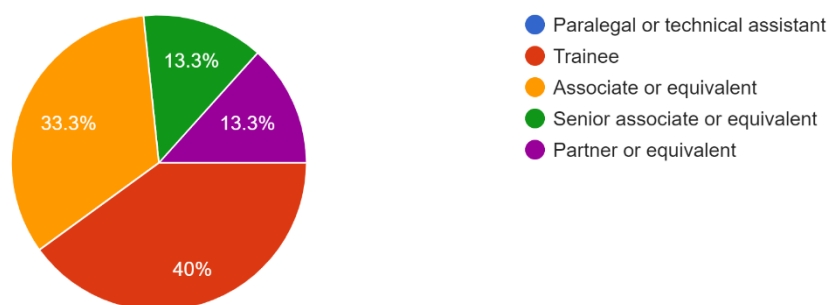
What is your highest level of degree?

16 responses



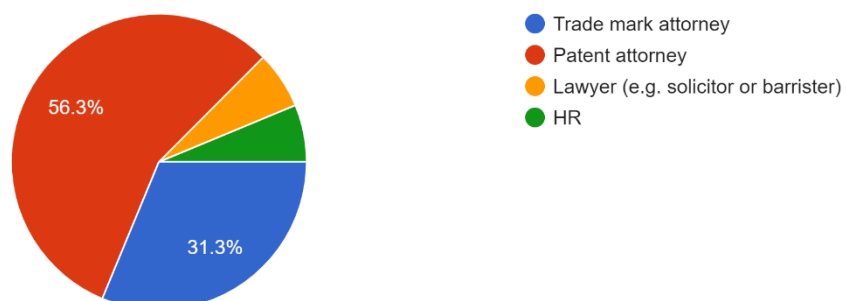
Your position in your firm/company

15 responses



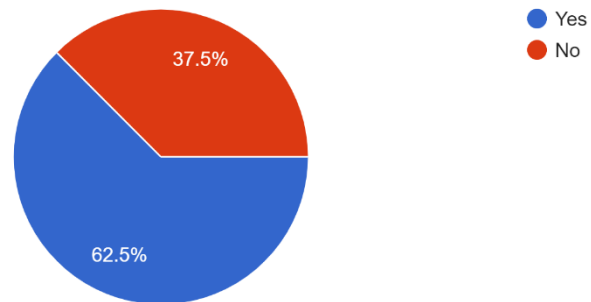
Your primary profession

16 responses



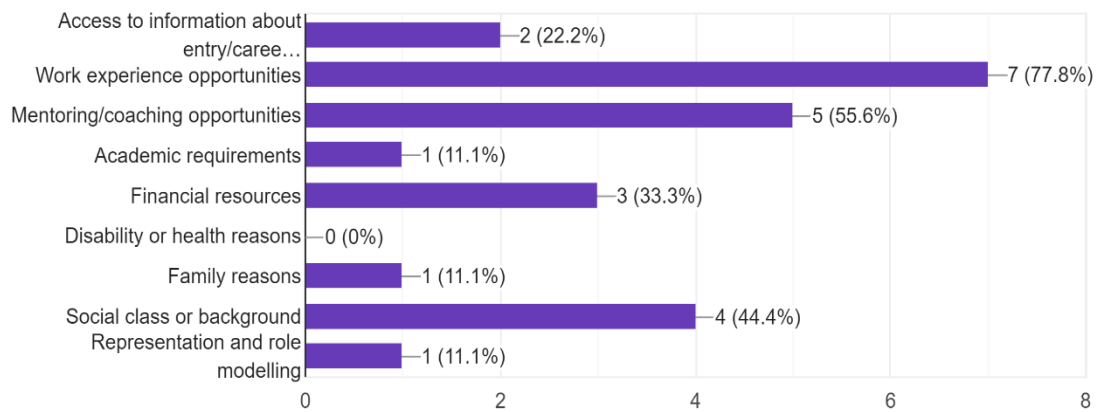
2. BEFORE YOU JOINED THE IP PROFESSION

Did you experience challenges or barriers before your entry into the legal/IP profession?
16 responses



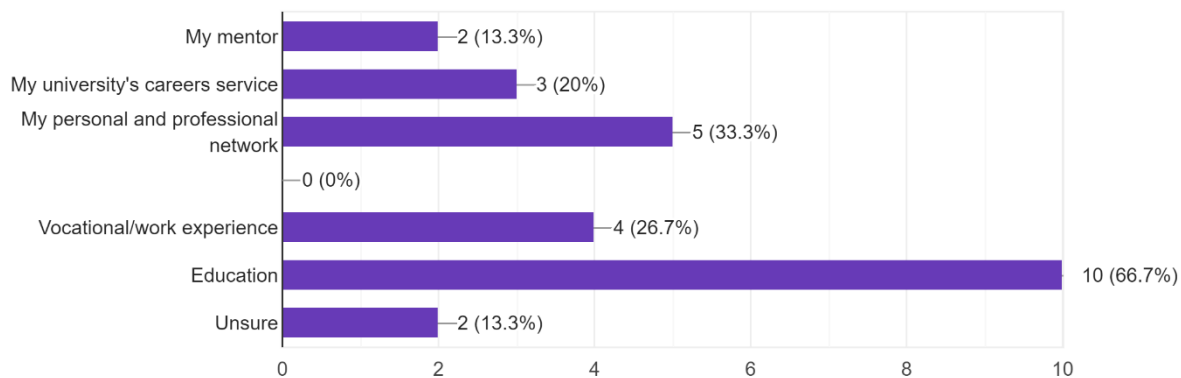
If yes, what were the key challenges or barriers?

9 responses



In addition to hard work and perseverance, what else would you say played a pivotal role in getting you to where you are today?

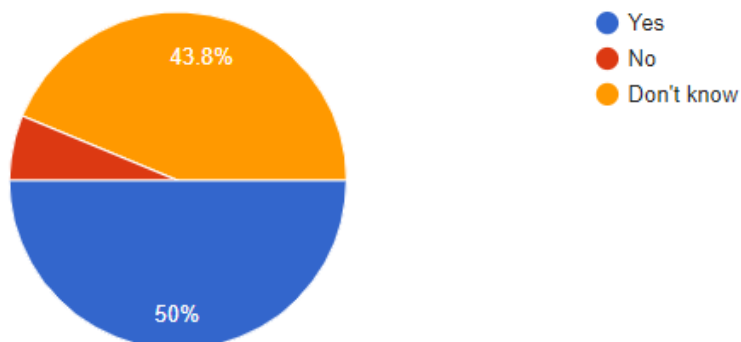
15 responses



3. DIVERSITY AND INCLUSION (D&I) IN YOUR FIRM/COMPANY

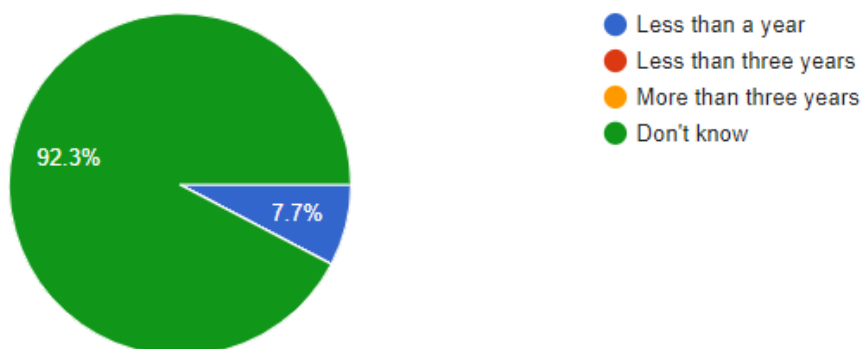
Does your firm/company have a diversity and inclusion (D&I) policy?

16 responses



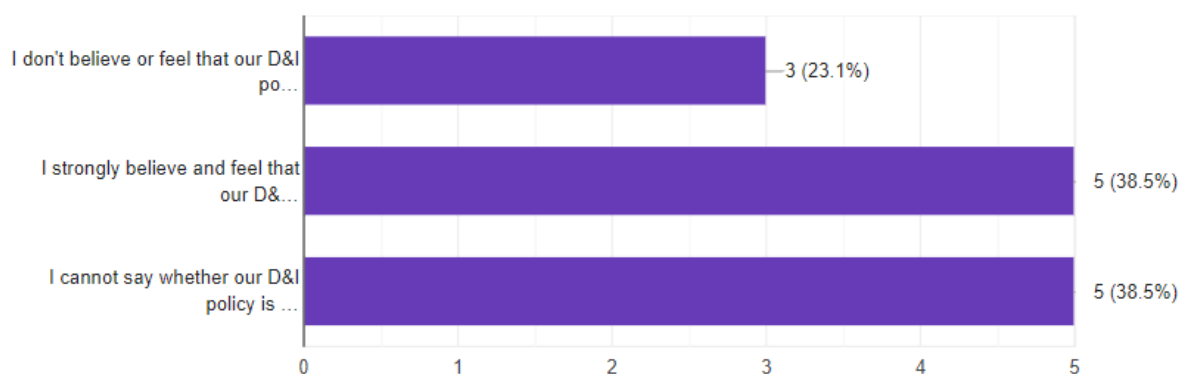
If yes, how long has your firm/company had its D&I policy?

13 responses



If your firm/company has a D&I policy, which of the following statements do you agree with?

13 responses

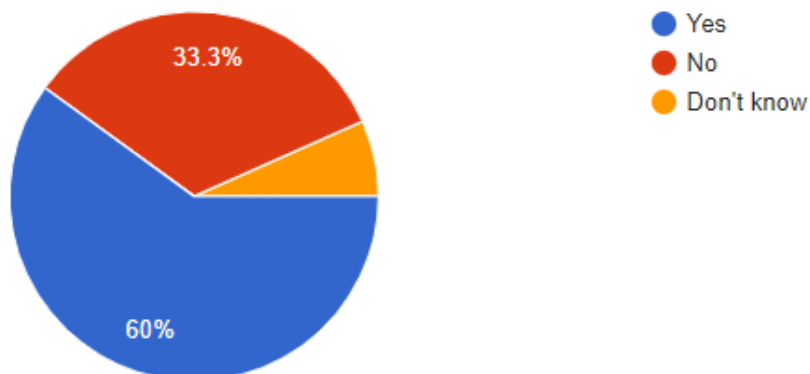


Answer options

- I don't believe or feel that our D&I policy is implemented
- I strongly believe and feel that our D&I policy is implemented
- I cannot say whether our D&I policy is implemented

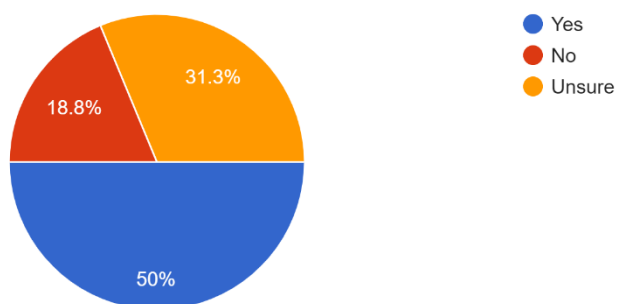
Does your firm/company discuss and celebrate D&I?

15 responses



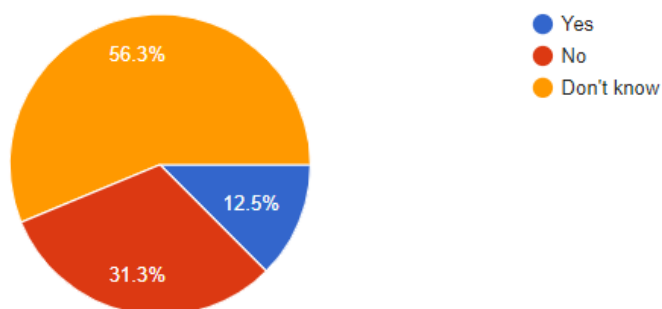
Do you feel that your firm/company attracts and/or retains suitably qualified, talented IP practitioners from ethnic minority backgrounds?

16 responses



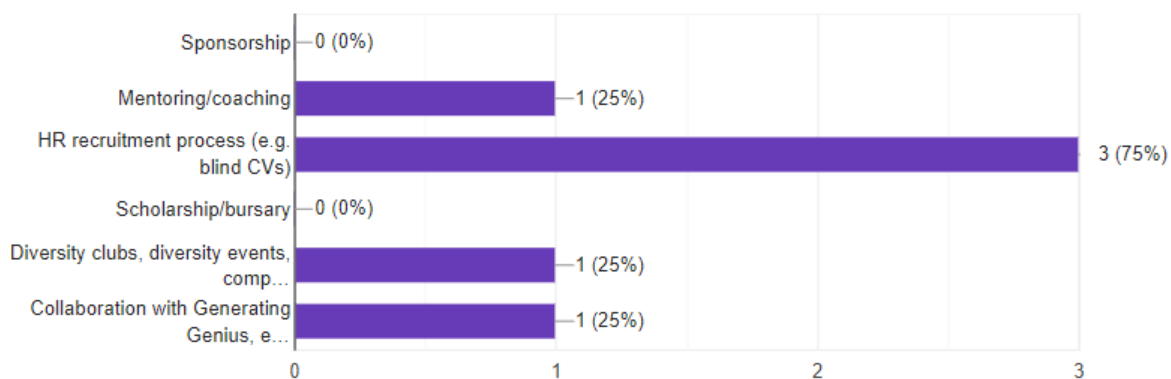
Does your firm/company have D&I initiatives to attract and/or retain suitably qualified, talented IP practitioners from ethnic minority backgrounds?

16 responses



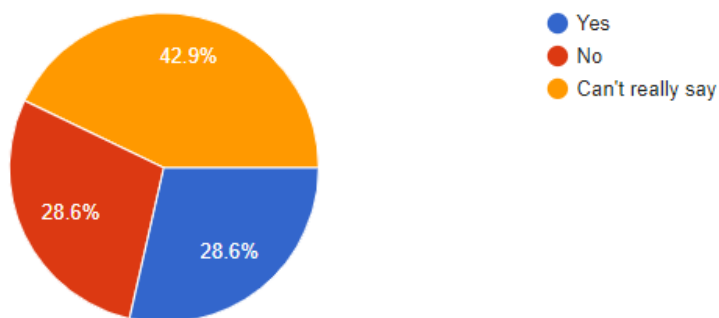
If yes, what D&I initiative do you have in your firm/company?

4 responses



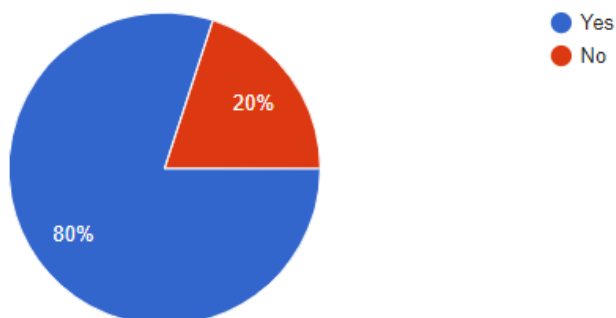
Do you feel that your firm/company is truly committed and proud of its D&I policy and/or D&I initiatives?

14 responses



If you don't already have one, would you like your firm/company to introduce a D&I policy and D&I initiatives?

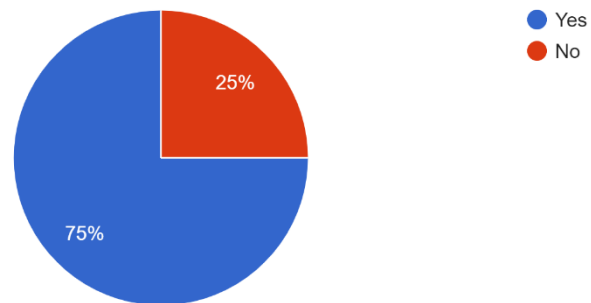
10 responses



4. PERSONAL EXPERIENCES IN YOUR FIRM/COMPANY

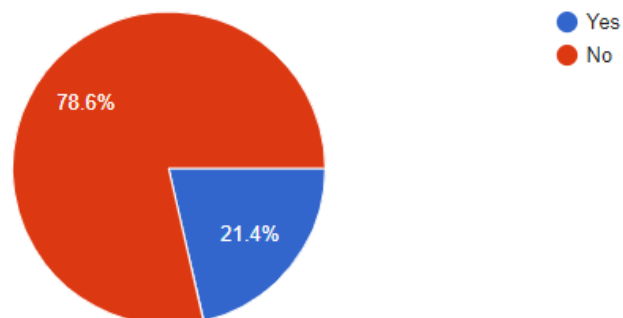
Would you say your firm/company is diverse and inclusive?

16 responses



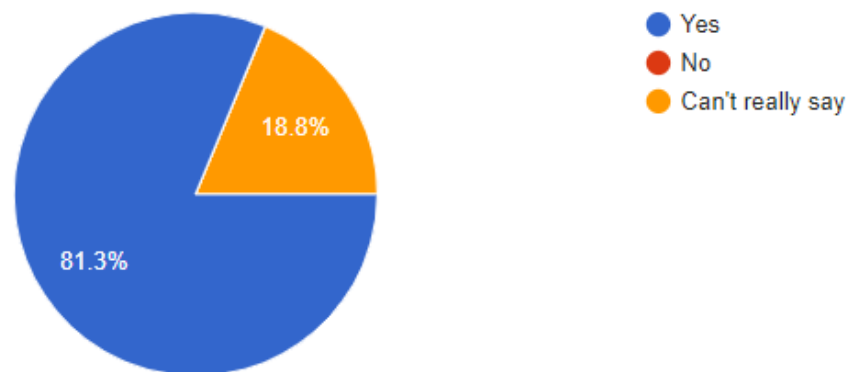
If you answered 'yes' above, did you join your firm/company because of its D&I credentials?

14 responses



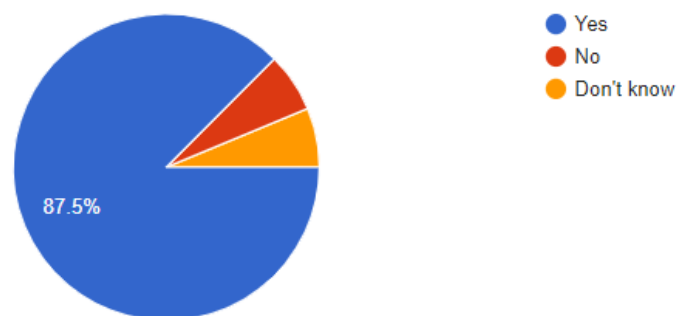
Do you feel valued and respected in your firm/company?

16 responses



Do you feel that you get appropriate support in your firm/company to succeed or progress in your role/career?

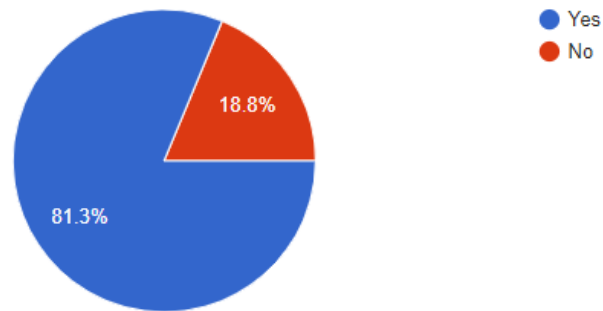
16 responses



5. YOUR GENERAL VIEWS ON D&I

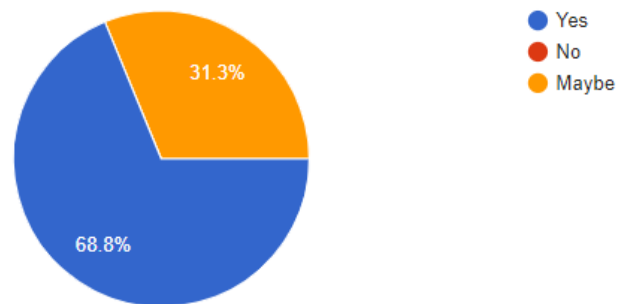
Is D&I one of the attributes you will consider when searching for a new firm/company to join?

16 responses



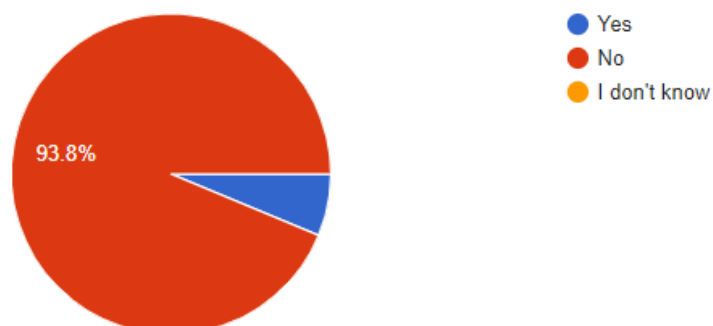
Do you think that having a D&I policy and D&I initiatives would make a firm/company a better or more attractive place for people from ethnic minority backgrounds?

16 responses



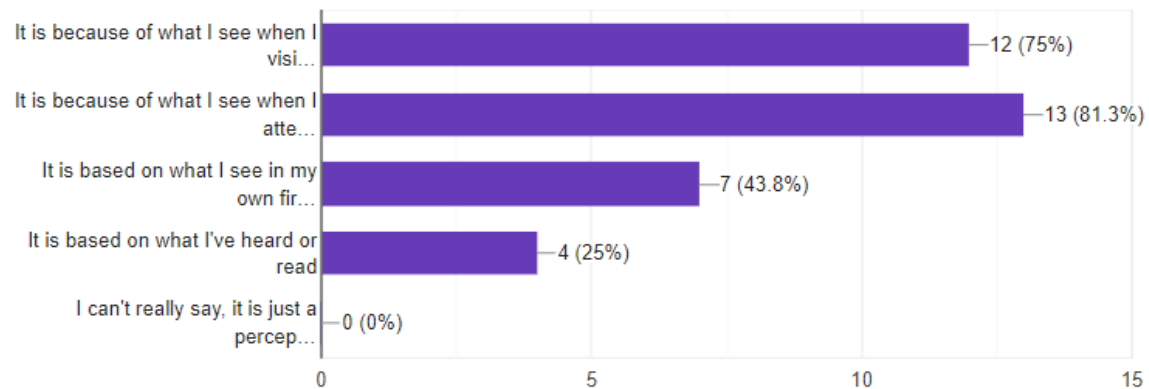
Do you think the UK IP profession is diverse

16 responses



Why did you answer 'yes' or 'no' to the above question on whether the UK IP profession is diverse?

16 responses

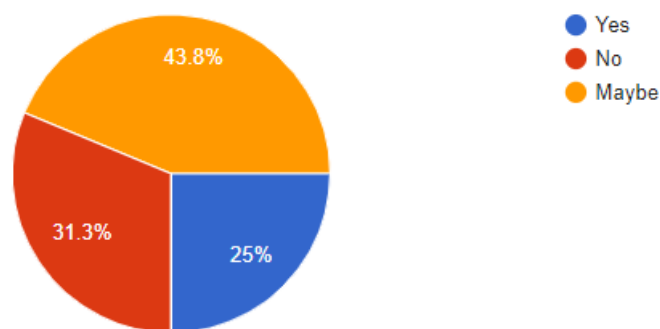


Answer options

- It is because of what I see when I visit the websites of law firms or IP firms
- It is because of what I see when I attend IP events in the UK
- It is based on what I see in my own firm/company
- It is based on what I've heard or read

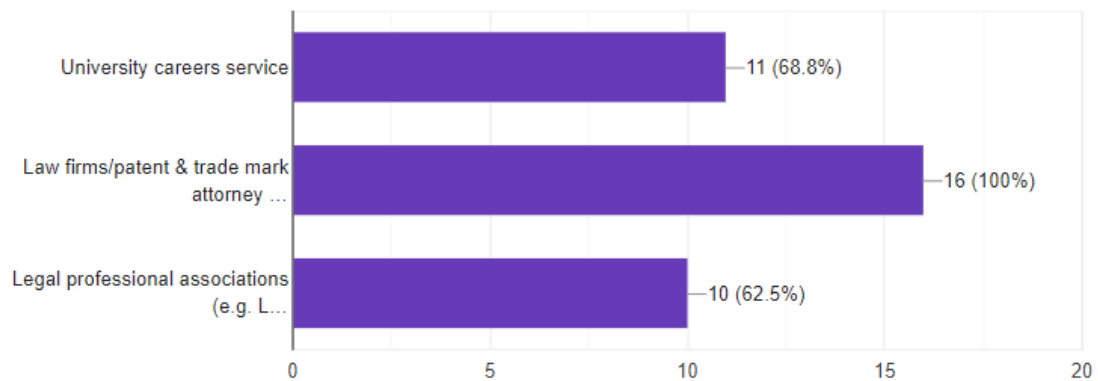
Would you support positive discrimination as a means to promote diversity in the UK IP profession?

16 responses



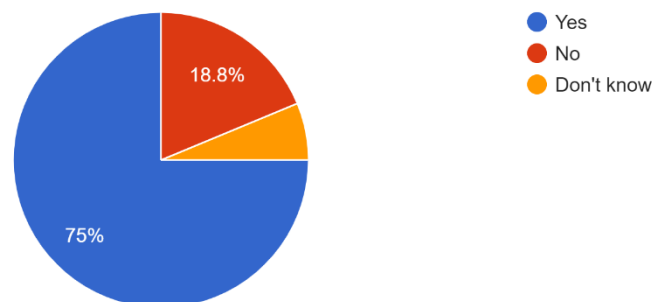
Who is best placed to assist would-be IP practitioners from ethnic minority backgrounds to get into the IP profession?

16 responses



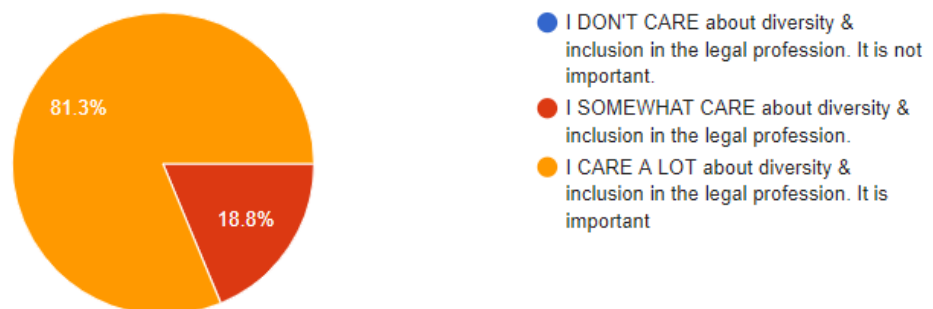
Do you think it is essential for IP practitioners from ethnic minority backgrounds to be visible and proactive in encouraging suitable candidates from ...ackgrounds to consider or join the IP profession?

16 responses



Which of the statements reflects your view on D&I?

16 responses



ADDITIONAL COMMENTS FROM THE RESPONDENTS

(A) Respondents' suggestions on how firms can demonstrate commitment to D&I

1. "Interviews with BAME [Black, Asian and minority ethnic] employees for publication on website and in print materials."
2. "Make the D&I policy prominent during the recruitment process and include it in the new starter welcome pack. Also, support events celebrating different cultures and provide a proper forum for discussion about issues faced by BAME [employees] in the firm and dealing with any concerns."
3. "Attend more diversity and inclusion events to understand diversity perspectives."
4. "Involve existing staff from diverse backgrounds in D&I implementation."
5. "Attend BAME career fairs; raise awareness and encourage young people to study STEM subjects; offer work experiences/mentorship to students from less privileged backgrounds."
6. "Have a D&I recruitment scheme in place, e.g. mentoring/coaching and scholarship schemes."
7. "Blind recruitment and an acknowledgment of holidays or events celebrating minorities, e.g. Pride."

(B) How some of the respondents felt valued, respected and supported in their firms

1. "Everyone seems to be open about their personal lives and we educate each other about our cultures and backgrounds. This provides a good bond and respect between employees for better teamwork and team building."
2. "I was given responsibilities and challenging tasks."
3. "Awareness of religious dietary requirements and festivals/holidays."
4. "I am regularly asked to prosecute applications that I have a track record of being successful with."
5. "The firm is truly expressive about its diversity initiatives and I can see the enthusiasm everyone has when involved in events such as those hosted by IP Inclusive."
6. "I am allowed significant input into running our D&I initiatives, in particular many partners have been supportive."
7. "Support is provided for professional qualification."
8. "I have approachable managers and get regular feedback."
9. "My supervisor gives helpful and detailed feedback on the work I do."
10. "I have just started my career, and I believe I have been given a lot of guidance and support from people across all sectors and not just from my team."
11. "Supervisors that are invested in my training and development."

(C) Respondents' suggestions on how the profession can support ethnic minorities

1. "Increase exposure of BAME IP practitioners at events."
2. "More awareness of the IP profession from school age; scholarships and grants to study the necessary STEM subjects; having a certain number of work experience places for 'underprivileged' ethnic minorities; reduction of nepotism-based work experience practices; and widening the pool of interviewed candidates beyond the Russell Group universities."
3. "More events for people from BAME backgrounds."

4. “Students should be made aware of the IP profession early on as an alternative career in law. More exposure could lead to a more diverse profession.”
5. “Greater outreach to ethnic minorities, and greater support and networking between ethnic minority professionals.”
6. “Encouraging more firms to clearly disclose their D&I initiatives.”
7. “Partner education and exposure to people from BAME backgrounds, e.g. through a mentorship scheme.”
8. “Seeing diversity at senior management levels.”
9. “Removing structural boundaries to entry such as recruiting criteria that favour certain people.”

ABOUT THIS SURVEY

CITMA commissioned a survey of a focus group of ethnic minorities in the UK IP profession to understand their experiences pre and post-entry into the profession and gather suggestions on how the profession can improve D&I efforts.

Sixteen people volunteered to participate in the survey, which was publicised via email and social media in 2019. The survey was launched in August 2019 and closed in December 2019. The personal questions in the survey took account of the guidance published by the Office for National Statistics.

The majority of the questions in the survey were closed-ended questions with multiple choice answers. The respondents were also presented with open-ended questions on a range of issues, including what firms and the wider profession can do to show their commitment to D&I.

The three main difficulties encountered during the survey exercise were: (a) accurately identifying racial or minority ethnic groups; (b) difficulty in reaching the focus groups and/or convincing them to participate; and (c) lack of or inadequate ethnic diversity data for the IP profession.

The sample size of this survey is small and therefore one must exercise caution when reading or interpreting the findings. Ethnic minority groups are, of course, not homogenous and people that identify with a particular group can have different experiences and perceptions. Furthermore, people from other ethnic minority groups can share similar or the same experiences identified in this survey.

Despite the sample size, this survey (arguably the first of its kind) provides useful insights and adds to the existing literature on ethnic diversity in the UK IP profession (see the IP Inclusive’s Benchmarking Survey 2019 <https://ipinclusive.org.uk/diversity-data-for-the-ip-sector/>). Collecting more data on D&I, including individual experiences, would help the profession to properly understand the concerns, find effective solutions and track progress.