



IP INCLUSIVE

Working for diversity and inclusion in IP

Annual Report 2020

Contents

2020: Well! Foreword by Andrea Brewster OBE	4
1 Our 2020 priorities	7
1.1 Extending our reach	7
1.2 Disability confidence	11
1.3 Ethnic diversity	11
1.4 Careers in Ideas	13
1.5 The Equality, Diversity and Inclusion (EDI) Charter	17
2 The five communities	22
2.1 General	22
2.2 IP & ME	23
2.3 IP Ability	24
2.4 IP Futures	26
2.5 IP Out	28
2.6 Women in IP	29
3 Other activities	31
3.1 Mental health and wellbeing	31
3.2 D&I data gathering	34
3.3 Other training events and resources	35
3.4 Lobbying/influence	37
3.5 Awards	37
3.6 Interest from overseas	37
4 IP Inclusive Management (IPIM)	38
4.1 General	38
4.2 The Lead Executive Officer (LEO)	39
4.3 Strategic development	39
5 Financial matters	40
6 Other operational matters	41
6.1 Websites	41
6.2 Other comms	42
6.3 Online accounts	43

6.4	Key contacts	44
7	Covid-19 response.....	44
7.1	General.....	44
7.2	The first national lockdown	45
7.3	The second half of 2020.....	46
7.4	2021 plans	47
8	Acknowledgements.....	47
8.1	General.....	47
8.2	2020 sponsors	48
8.3	Event organisers & hosts	48
8.4	And finally.....	49
9	IP Inclusive contact details.....	49
	IP Inclusive	49
	IP & ME.....	49
	IP Ability	49
	IP Futures	49
	IP Out	49
	Women in IP.....	50
	Careers in Ideas.....	50
	Regional networks	50
	IP Inclusive Management.....	50
10	Notes.....	50
	Annex: IP Inclusive Management 2020 Financial Report	51
	Summary.....	51
	Breakdown of income and expenditure	51

IP Inclusive Annual Report 2020

2020: Well!

Foreword by Andrea Brewster OBE

In January 2020, we were enjoying our first ever full-day diversity conference. It was standing room only as we heard updates on 2019 achievements and shared ideas for the next twelve months.

By the end of 2020, the only way we could meet was online.

Covid-19 threw everyone's plans in the air. I confess I feared that diversity and inclusion would be a low priority compared to the chaos of the lockdown, the need to set up new working arrangements and the associated economic uncertainty – not to mention the human cost of such a ferocious pandemic.

In fact the opposite turned out to be the case. Wellbeing and inclusivity became more important than ever. Deprived of their corporate finery, the professions recognised that their most valuable assets are in fact their people and how well they function together. The trauma of the pandemic made it vital to look after the mental wellbeing of isolated, often anxious, staff members. At the same time, new ways of working emphasised the importance of different needs, personalities, perspectives and approaches – and also made them easier to accommodate, giving a new depth to the term “inclusivity”. And the need to respond quickly and creatively to massive upheaval highlighted the fact that more diverse teams can often be more productive and innovative, another incentive for change.

The killing of George Floyd in America in June 2020 brought a heightened sense of urgency to the call for racial and ethnic equality. Social and economic fall-out from the lockdown, including in the education sector, exacerbated social mobility constraints on diversity in the workplace. Problems over access to health care and child care made life even more difficult for some disabled people, carers and parents – and overall, women were more likely to bear the brunt of that. Thus, in many different respects, diversity became a more pressing issue during 2020.

Once we'd shaken ourselves down it became clear that IP Inclusive could still achieve much of what we'd set out to during 2020, but in a different way. We could harness the changes that were going on around us and tailor our work to suit people's new priorities: mental health came to the fore, as did support for individual IP professionals as opposed to their employer organisations. And we were

incredibly well placed to take advantage of the move to virtual working. With so few resources of our own, we were now able to organise events more easily. We could gather participants and reach people we had previously struggled to, making it feasible for us to host several high-level discussions during 2020: sector-wide round-table meetings on BAME representation and social mobility, and a “think tank” for senior representatives of private sector patent and trade mark firms. In this new, more accessible, world it became easier to communicate with our supporters and provide them with new and better resources, including our own videos and event recordings.

An amazing band of volunteers, particularly in the five networking and support communities and the regional networks, played a key role in bringing people together during these difficult times. As a result, IP Inclusive became a source of reassurance and guidance for many, providing an inclusive and supportive community at the heart of the IP sector thanks to our unique pan-professional positioning. Informal “coffee dates”, hosted online of course, proved a popular forum for Women in IP and IP Futures and brought us many new supporters. A great deal of progress was made on encouraging and supporting “allies”, across all of the diversity strands.

Our Careers in Ideas task force also worked incredibly hard in 2020. “Careers in Ideas Week” brought a plethora of events, projects, resources and contacts, especially with relevant charities and outreach organisations. The events for potential recruits were over-subscribed, their audiences including higher BAME levels than we’ve seen before and many students from non-Russell Group universities. They are sure to have widened awareness of IP sector careers and we hope that that in turn will diversify our intake.

So, at the end of 2020, we look back and find that we did after all manage to progress the objectives we’d set ourselves. Previously we’ve structured our annual report around the original four IP Inclusive workstreams, but this time we’ve aligned it with the strategic priorities in our plans for the year, to show what we’ve achieved for each of them. Considering the year it’s been, we’re really proud of this. We’re proud of the way that so many IP sector organisations – individual businesses, membership bodies, regulators, mental health charities and the Intellectual Property Office itself – have come together to support the work we’ve been doing. What an amazing sector we’re in.

We believe our campaign for diversity and inclusion now has more relevance and value than ever. It’s a good time, then, to be thinking about moving to a more formal and sustainable footing, which is what – based on the encouraging responses to our stakeholder consultations – we will progress in 2021. With more resources and a better structure, we’ll be able to continue building on what we did in this unprecedented year.

As life hopefully returns to something more “normal” through 2021, it will be important to preserve the gains made in terms of flexibility and inclusivity, and not relapse into less people-focused models. The outcomes from our key 2020 events will help to inform and drive the work we do next, assisted by the results of our second benchmarking survey and of our stakeholder consultations. The leaders’ think tank will provide extra impetus and practical support for the patent and trade mark professions, and doubtless knock-on effects in other areas. We also need to work on

engagement with our Charter signatory organisations as well as with individual volunteers. 2021 could be a big year for us.

Thank you to everyone who has helped to get us this far, particularly through such a difficult twelve months. We hope you find this report of our 2020 achievements a basis for your ongoing trust, support and involvement.

Andrea Brewster OBE
Lead Executive Officer
IP Inclusive

1 Our 2020 priorities

Based on discussions at our 21 January annual meeting, we set ourselves five strategic priorities for our work during 2020¹. As we were starting on those, the Covid-19 pandemic was already beginning to cause problems. Nevertheless, despite having to cancel one or two live events, we are proud that we have been able to deliver on most of the objectives we set ourselves and more besides.

In this section we summarise the progress made in each of the five priority areas. In the following sections we discuss the additional work that was done during 2020 under the IP Inclusive banner, some of it in direct response to the impact of Covid-19 and some of it taking advantage of that impact to improve diversity and inclusion levels in new ways.

1.1 Extending our reach

- *Persuade more people of the importance of diversity and inclusion (D&I) to the IP professions*
- *Target in particular people who are not yet convinced of the business case for D&I; people from outside the “minority” groups, who believe that IP Inclusive is not “for them”; and senior people in influential and decision-making roles*

The move to virtual working during 2020, as a result of the Covid-19 restrictions, has made it easier for IP Inclusive to reach more people. We made the most of the opportunity to organise cross-sector events and to bring people together from all career levels, including senior professionals who are in a good position to create lasting change but would previously have been difficult to assemble. Our round-table meetings on BAME representation levels and social mobility (see 1.3.2 and 1.4.6 below) gathered invited guests from many IP sector membership organisations, including those for IP solicitors, barristers and licensing executives, helping to improve our notoriety throughout the IP professions.

1.1.1 Diversity “allies”

The same increase in accessibility has allowed our five communities to widen their reach. In particular 2020 saw excellent collaborations between the communities and the regional networks in order to encourage and support their allies.

The North of England and Midlands networks had planned an eight-centre event on the role of allies for late March 2020. That was rescheduled in June as an online panel discussion and workshop, “Allies and supporters”, involving speakers from all five communities. It attracted around 100 attendees.

The North of England network followed up with an allies’ “Ask Me Anything” survey in August. This gathered questions for an October event on allyship, which again involved panellists from the five communities. Based on the survey responses, four videos were recorded in which the panellists

¹ See <https://ipinclusive.org.uk/newsandfeatures/where-to-next/>

addressed a range of allies' questions: the first was aired at the October event, with the rest being published in November and December through the IP Inclusive website.

Our June 2020 diversity breakfast (a collaboration with CIPA and CITMA) was also restyled as a virtual event, including talks and a "fireside chat" with Daniel Winterfeldt, founder and chair of the InterLaw Diversity Forum, and Parminder Lally, patent attorney and diversity champion. Our topic was "Allies and intersectionality", and we subsequently published recorded interviews with both Parminder and Daniel, exploring the overlap between different diversity strands. These were followed by three further "Allies and Intersectionality" interviews published from July through to September, in which we heard from diversity champions whose experiences span more than one of the "minority" categories.

The communities continued to organise excellent events and supporting resources, helping to raise awareness, understanding and practical skills among potential allies for the groups they represent. Some of our 2020 website "News and Features" posts also related to allyship, for example a July post about how to support BAME colleagues. This was a key theme for the second half of the year (see 1.3 below), and our July round-table on BAME representation levels was largely about non-BAME professionals becoming better allies for their BAME counterparts.

Meanwhile our Women in IP community have been organising some of their popular coffee dates (see 2.6 below) as joint projects with other communities: their October event linked up with IP & ME and discussed issues to do with #BlackLivesMatter and being a BAME ally, and their first coffee date of 2021, in January, will be a collaboration with IP Out.

Where appropriate, we have encouraged our event attendees to invite someone along who has not been involved with IP Inclusive before, for example an ally, potential ally, diversity sceptic and/or senior decision-maker. The move to online events has probably made it easier for less confident allies to join meetings, even if only as listeners.

1.1.2 Business support professionals

We had hoped, during 2020, to encourage and support greater involvement from business support professionals in IP sector organisations (for example those in HR, training, IT, finance, business development or practice management). We had taken tentative steps towards establishing an IP Inclusive network for them, to provide events on topics of interest and to help them find resources to persuade their senior colleagues of the benefits of D&I.

However, many of these people were too busy adapting their workplaces for the Covid-19 lockdown; it was not therefore a good time to ask them to engage more with IP Inclusive. Instead we provided a few simple events which we hoped would be of value to business support professionals, whether live or through the recordings and follow-up materials:

- In May, a webinar with CIPA on bullying and harassment in the workplace.

- In June, an event on the importance of D&I to staff recruitment and retention, with input from specialist IP recruitment consultants and a senior HR professional from the IPO. The published outcomes from this event emphasised the business case for D&I and provided recommendations for both individual organisations and the sector as a whole to make the most of post-lockdown opportunities and drive positive change.
- In September, an event on D&I data gathering (see 3.2 below).

We are also hopeful that the senior leaders' think tank we established in November (see 1.1.3 below) will help to make decision-makers more receptive to D&I initiatives from their business support colleagues.

1.1.3 Senior leaders' "think tank"

In November we convened a meeting of senior leaders from the patent and trade mark professions, to share ideas and best practices and agree how to use their status, influence and connections to improve D&I in their sector. This was a joint project with the membership bodies CIPA and CITMA, led by CIPA's Honorary Secretary Gwilym Roberts and our Lead Executive Officer Andrea Brewster.

The initial meeting established a high-level diversity "think tank" to champion D&I initiatives from the top. An encouraging response to our initial invitations brought representatives from over 30 private sector patent and trade mark practices to the table, with high levels of enthusiasm and engagement. The outcomes have since been reported² on our website. They identified five areas where think tank members could collaborate, both within and upstream of the IP professions, and recognised the need for leadership from the most senior levels to create genuine, lasting changes to working practices and cultures.

The new think tank has proved valuable for raising awareness of IP Inclusive within many of our Charter signatory organisations and ensuring that their engagement has the requisite authority and support. It has created a set of new and more influential champions amongst a group that had not yet been closely involved with IP Inclusive, many of whom were already doing great work to improve D&I in their own organisations.

1.1.4 Men in IP

Our Women in IP community has always been open to people of all genders, and during 2020 we gradually saw more involvement of men in their virtual coffee dates (see 2.6 below).

In June 2020, we also ran our first "Men in IP coffee date", discussing work-life balance and parenting in particular in view of the lockdown. The male participants came from a good range of IP roles and career levels and the event seemed to be well received. Its key outcomes were later published in a website "News and Features" post.

² See <https://ipinclusive.org.uk/newsandfeatures/new-senior-leaders-diversity-think-tank/>

1.1.5 Other IP sector organisations

In addition to our founding organisations (CIPA, CITMA, FICPI-UK and the IP Federation), and the IPO, we continued in 2020 to build on our relationships with other IP sector organisations. These relationships help us to reach more, and a wider range of, the UK’s IP professionals, and boost our ability to influence change in the sector. Invitees to our two key round-table meetings, on BAME representation levels and social mobility, included senior representatives from AIPPI-UK, IPAN, the IP Bar, IPLA, the Law Society’s IP Law Committee and LES-B&I.

Of particular note in this context were:

- Closer work with the CIPA Informals, who promote our events and collaborate on mental wellbeing projects; our Lead Executive Officer Andrea Brewster provided an introduction to IP Inclusive as part of CIPA and the Informals’ new student webinar series in November 2020.
- An event organised by the Law Society’s IP Law Committee for Careers in Ideas Week (see 1.4.7 below), about routes to becoming an IP solicitor.
- Collaborations between our communities (in particular IP Ability, IP Out and Women in IP) and the IPO’s support networks, as well as with relevant groups from the wider legal sector, such as the Law Society’s Lawyers with Disabilities Division.
- Involvement of the Chair of the InterLaw Diversity Forum, Daniel Winterfeldt, in our “Allies and intersectionality” event in June and subsequent series of interviews (see 1.1.1 above).
- Particularly close working relationships with the mental health charities Jonathan’s Voice and LawCare (see 3.1.1 below).

1.1.6 2021 plans

During 2021 we hope to capitalise on the early success of the senior leaders’ think tank. Covid-19 permitting, we will follow up with a second meeting in the early part of the year to progress one or two selected objectives, and ideally create working groups to pursue others. We may involve external experts to help us target these efforts. We will also vigorously publicise the project in order to maintain momentum, guarantee follow-up and raise awareness of the importance of D&I at all levels of the IP professions. Membership of the think tank should become a badge of honour.

We will also continue to promote and support allyship. Women in IP, in partnership with our other communities, are already planning an event for early 2021 to identify “quick wins” for organisations to support people in under-represented groups (see 2.6 below).

We hope to organise at least one more “Men in IP” event during 2021, possibly focusing on issues relating to men’s health (including mental health), and perhaps in collaboration with the IPO’s Men in IP network. Work with business support professionals, and with IP paralegals, could also benefit from revival if time permits. Armed with the right resources, these people are often well placed to take our messages back to managers and other colleagues.

We will also continue to involve other IP sector organisations in our projects wherever feasible, particularly the organisations that represent IP solicitors and barristers and including those specific to under-represented groups such as BAME and LGBT+ professionals. Where our work would benefit from a sector-wide approach, all these groups will be invited to participate, as they will with our 2021 annual meeting. We would also like to build closer relationships with diversity champions at the European Patent Office, where both sides could benefit from exchanging ideas and pooling resources.

1.2 Disability confidence

Through IP Ability, encourage and support disability confidence in the IP professions

IP Ability, our community for disabled and neurodiverse people and carers, did a great deal of work on this objective during 2020. It has helped to raise awareness of accessibility issues and the support needed by disabled people and carers, both during lockdown and in the more “normal” workplace to which we may eventually return. See 2.3 below.

The 2020 move to virtual events has made our training and social interactions more accessible for disabled people – both audiences and speakers. We have been able to publish recordings of many of our events, for which our YouTube account generates automatic subtitles, thus widening accessibility yet further. In exploring these new forms of communication, IP Inclusive itself has become more disability-confident too.

1.3 Ethnic diversity

Through IP & ME, understand more about, and begin to address, the current low levels of ethnic diversity in the IP professions

1.3.1 General

2020 was an important year in this context. The killing of George Floyd in the USA in June, and the associated #BlackLivesMatter protests, brought the issues of racial and ethnic equality into the public spotlight and inspired both BAME people and their non-BAME allies to join the drive for greater fairness.

This groundswell of support coincided with a period when it was easier than ever for a small, resource-light initiative like IP Inclusive to organise wide-reaching projects. We took advantage.

1.3.2 BAME round-table

We had been hoping for some time to convene a sector-wide round-table to discuss BAME representation levels in the UK’s IP professions, partly in response to the results of our November 2019 benchmarking survey. An invitation to senior representatives of IP sector organisations yielded instant support and a virtual gathering was convened in late July to discuss the nature, extent and

causes of the problem and in particular practical measures to address it. The project was led by our BAME community IP & ME, and the meeting chaired by our Lead Executive Officer Andrea Brewster.

Over 50 IP professionals joined in, from across the IP professions. The Chief Executive of the IPO, Tim Moss, addressed the meeting and endorsed its objectives. Discussion topics in the subsequent breakout sessions included: increasing BAME levels on recruitment into the sector; improving BAME visibility within the sector; supporting BAME professionals; tackling unconscious bias; and improving our evidence base. The initial outcomes were published in August 2020³, and a more detailed report in September⁴. The latter suggested steps that IP sector organisations could take to improve BAME representation levels; it was published alongside endorsements from several organisations, including the IPO, and progress updates from those who had begun discussing and in cases implementing the suggestions.

1.3.3 Other work under this heading

IP & ME has been doing further work to progress this part of the IP Inclusive agenda (see 2.2 below), including initial plans for a BAME speakers' directory.

Careers in Ideas Week (see 1.4.7 below) also incorporated some of the round-table suggestions into its outreach activities.

Our work on allies during 2020 (see 1.1.1 above) undoubtedly helped to raise awareness of the issues that BAME IP professionals face and what can be done to address them. Several of our "News and Features" posts have related to BAME allyship, including a series of articles by Josh McLennon during Black History Month in October, whilst the first of our "Allies and Intersectionality" interviews, with Parminder Lally, reflected on the implications of being both black and female. Meanwhile our efforts to improve D&I data gathering in the IP sector (see 3.2 below) will help inform and evaluate our future work to improve BAME representation levels, again in line with recommendations agreed at the round-table.

What was also pleasing was the sense of solidarity that emerged during the year, particularly among the five IP Inclusive communities but also more widely. In response to the June events, we published statements in support of IP & ME and BAME people, on behalf of IP Inclusive as a whole and also from the individual communities. Joint projects followed, to maintain the momentum and continue educating BAME allies throughout the IP professions: see 2 below.

1.3.4 2021 plans

During 2021, we will encourage our Charter signatories – and indeed all IP sector organisations – to act on the suggestions generated at the July 2020 round-table. We aim to coordinate sector-wide working groups where appropriate and will continue to publicise and celebrate progress updates

³ See <https://ipinclusive.org.uk/newsandfeatures/bame-representation-in-ip-round-table-outcomes/>

⁴ See <https://ipinclusive.org.uk/newsandfeatures/and-were-off-positive-steps-towards-better-bame-representation/>

from within the IP sector. IP & ME will of course play a key role in this, and we hope will benefit from the additional support it generates.

1.4 Careers in Ideas

- *Continue to raise awareness of, and improve access to, IP-related professions, focusing on currently under-represented groups*
- *Develop the existing Careers in Ideas resources*

1.4.1 General

Careers in Ideas⁵ is IP Inclusive’s outreach initiative, designed to raise awareness of IP-related careers and encourage recruits from a wider range of backgrounds. It went from strength to strength in 2020, with a growing base of volunteers working together on a range of projects, culminating in “Careers in Ideas Week” in November (see 1.4.7 below).

A workshop at our January 2020 conference, led by Julie Barrett of Purposive Step Consulting, provided a strong start to the year, showcasing the existing Careers in Ideas resources and gathering feedback to assist with their development. Later in January, an event led by the IP Inclusive Scotland network (see 1.5.4 below) focused on access to the IP professions and again yielded new volunteers and suggestions for Careers in Ideas projects.

1.4.2 The Careers in Ideas task force

The Careers in Ideas “task force”, initially established in March 2019, was reconvened and restructured in March 2020. Working groups were set up to progress specific tasks to agreed timescales, and plenary catch-up meetings held every two months to coordinate efforts. The groups focused on areas such as social media and comms; the Careers in Ideas resources; and databases of school, university and charity contacts.

The task force has provided a forum for interested IP professionals to share ideas and experiences from their own outreach activities, which has proved useful in developing our resource packs and guidance. It has allowed us more easily to involve new volunteers in projects that interest them. It has also established important relationships with external organisations who can help amplify the work we are able to do for ourselves.

1.4.3 Social media and comms

A team of people now update the Careers in Ideas website content more regularly with news posts, events and case studies, as well as processing visitor communications through a new email account. They have overseen updates to the website, to make it easier to edit and in particular to improve its useability in time for Careers in Ideas Week.

⁵ See <https://ipinclusive.org.uk/careers-in-ideas/> and <https://careersinideas.org.uk/>

The Twitter account (@CareersInIdeas) became more active during the year; it had 546 followers at the start of 2021, compared to 402 at the start of 2020. A rota system ensured a regular flow of content. A new LinkedIn group was also established in March 2020, to further share content from the website and Twitter accounts: at the start of 2021 it had 79 members.

Highlights on the comms front included a series of blog posts with IP Out and the IPO's iPride network, to mark Pride Month in June, and content relating to Careers in Ideas Week.

1.4.4 Resources

One of the task force working groups focused on creating new resource packs for IP professionals' outreach activities (for example work experience events) and guidance on effective outreach tactics. Building on feedback from the January workshop, it brought much of this work to fruition for Careers in Ideas Week.

Another working group looked into developing the Careers in Ideas resources to include (a) targeted information for school years 10 and 12 and (b) an updated "careers pathways map" with an interactive online version. Initial work was done on this project in early 2020 but unfortunately had to be put on hold due to lack of volunteer time and anticipated difficulties in raising the necessary sponsorship during the pandemic. We do however hope to revive the project later in 2021.

1.4.5 External networks

2020 saw a significant widening and strengthening of our relationships with external organisations, which helped to raise awareness of Careers in Ideas amongst a larger audience. Particularly fruitful relationships during the year were those with:

- National Careers Week (a community interest company dedicated to improving careers information and advice in schools; they presented a webinar for us during Careers in Ideas Week; have provided input and assistance with our outreach resources; and will be able to help us promote IP careers among teachers, pupils, careers advisers and parents).
- The University of Law (following an online careers talk provided by task force members for their students in July, the University helped to promote Careers in Ideas Week activities among students at their campuses around the UK).
- Several charities and community interest groups involved in improving diversity, social mobility and access to the professions (building on our existing contacts, together with new ones made at our September 2019 event on social mobility, we worked this year with Generating Genius, HUDL Youth Development Agency, In2scienceUK, Reach Society, Stemettes Futures, Strive Consultants, Teach First, The Access Project, The Sutton Trust and WISE: many took part in our July round-table on BAME representation levels, our September event on social mobility and access and/or Careers in Ideas Week, some going on to establish relationships with individual IP sector organisations).

One of our task force working groups collated databases of UK educational establishments (including universities offering business and/or law courses) and relevant charities, for IP professionals to use

in planning and targeting their outreach activities and to facilitate coordination of these efforts across the sector. The databases were published in time for Careers in Ideas Week.

Within the IP sector, the Careers in Ideas team have built closer links with IP Futures, IP Federation, the Law Society's IP Law Committee and the IPO, all of whom have representatives on the task force and contributed to Careers in Ideas Week projects.

1.4.6 Social mobility

We had always intended to work with IP Federation during 2020 on at least one project related to socio-economic mobility, this being a key theme for their centenary year celebrations. The originally planned live event could not take place because of Covid-19; instead we co-hosted an extremely successful virtual "think tank" meeting in September 2020.

The event, "Social mobility and access to the IP professions", involved high-level invited representatives from a range of IP sector organisations, as well as from the IP Federation itself, the Careers in Ideas task force, the IP Inclusive communities, and several relevant charities. Tim Moss (IPO Chief Executive) and Scott Roberts (IP Federation President) addressed the meeting; Suzanne Oliver (IP Federation Immediate Past President) chaired.

Discussion topics included: outreach; access; career development; unconscious and conscious bias; particular issues for the STEM-related IP professions; patent attorney qualification requirements; our evidence base; and national policy. The outcomes, in the form of suggested steps that IP sector organisations could take to improve social mobility and access, were published in October and included ideas for supporting Careers in Ideas Week.

Importantly, this event yielded stronger links between Careers in Ideas and the charities already working to improve social mobility. Their expertise and involvement will be key to our progress. We are hopeful that as a result of the September gathering, IP professionals and their organisations will offer work experience opportunities and other outreach events, and/or volunteer speakers, mentors and coaches, working with the charities to ensure our messages reach a new and more diverse audience. There is already evidence of this happening.

1.4.7 Careers in Ideas Week

"Careers in Ideas Week" took place between 16 and 22 November 2020, in place of IP Inclusive Week. Unperturbed by the need to make everything happen in the virtual space, the task force organised a range of events and new resources. Other IP sector organisations got involved by hosting their own events; establishing partnerships with relevant charities and outreach groups; assisting with new resources; or publishing content such as IP professionals' career stories. The IPO's outreach team helped with events, resources and social media comms.

The September event on social mobility positioned us well for Careers in Ideas Week, raising awareness and gathering additional ideas, support and contacts. Our senior leaders' think tank in

the preceding week (see 1.1.3 above) also helped to underline the importance of upstream awareness and access and of the work Careers in Ideas does to improve them.

Our Careers in Ideas Week events included:

- Participation in a CIPA “Two IPs In A Pod” podcast, by task force members, to explain and promote the campaign.
- Three webinars to help IP professionals with outreach: one on schools outreach for STEM-based careers; one on schools outreach with input from National Careers Week; and one on university outreach with input from the IPO on their IP education and outreach tools.
- An online careers “clinic” organised by IP Futures, for potential recruits to a range of IP sector careers.
- A webinar by the Law Society’s IP Law Committee on routes to becoming an IP solicitor.
- A webinar by CITMA on “Trade mark careers stories”.
- An online “masterclass” offering guidance on the application and interview process, for students hoping to enter the patent and/or trade mark professions – plus follow-up notes, compiled with IP Ability support, on accessibility.

We also launched the following new resources for Careers in Ideas Week:

- Databases of UK schools and universities (see 1.4.5 above).
- Materials for IP professionals to use in their school and university outreach work, for example school lesson plans, case studies and workshop tasks.
- “The IP Crowd” – a set of collages showcasing the diverse sector that IP professionals work in, created with help from CIPA.
- A video produced by the IPO about their “Cracking Ideas” schools outreach resources, designed to raise awareness among IP professionals and their contacts.
- A directory of outreach organisations looking to partner with IP professionals.
- Where appropriate, recordings of our online events.

Before, during and after the week itself, we posted features on relevant outreach organisations, especially those who support under-represented groups such as BAME students, disabled people and women in STEM, or who focus on social mobility and access to the professions. These organisations helped us make sure that Careers in Ideas Week did the right things, in the right way, with the people who needed it most. The information from the features was compiled in the directory mentioned above, which is now free for all IP professionals to access.

A dedicated Careers in Ideas Week page⁶ on our website carried blog posts, information about events and resources, and ideas for getting involved. We also published “scrapbook” posts showing the many tweets being exchanged during the week. Where possible these comms were mirrored on

⁶ See <https://ipinclusive.org.uk/careers-in-ideas-week/>

the Careers in Ideas website; the events and resources were also posted there so as to widen exposure. In all, 32 of our 2020 “News and Features” posts related to Careers in Ideas Week.

1.4.8 2021 plans

During the next twelve months we hope to build on the excellent work done by the task force and encourage even more IP professionals to make use of the Careers in Ideas materials when they visit schools, universities and careers fairs. We can use forums like the new leaders’ think tank to help us drive this, and make use of the impetus generated at the BAME and social mobility round-tables, the outcomes from which align with the Careers in Ideas objectives.

We intend to develop the links established with charities, outreach organisations and careers services, who can potentially contribute website content and take part in our 2021 events. We will continue to encourage IP sector organisations to establish partnerships with these contacts. We also hope to repeat some of the Careers in Ideas Week events that were aimed at would-be recruits, so as to reach an even wider audience: as before, these will be offered to students and alumni of our charity contacts.

The Careers in Ideas website is also in need of a rebuild, having been designed for a less active form of volunteer engagement than we now need. Time and funds permitting, this could be combined with the intended upgrade to more interactive versions of the “careers pathways map” and other student materials. It would also, we hope, allow us to revive the website opportunities board.

1.4.9 Key contacts

At the end of 2020 the Careers in Ideas task force members were: Julie Barrett (PurposiveStep Consulting); Andrea Brewster (IP Inclusive); Rebecca Brooks (Marks & Clerk); Julie Browne (Shell); Chris Burnett (Birkett Long); Vandita Chandrani (Elekta); Gemma Christie (Keltie); John Enser (CMS-CMNO); Sally Lingjun Gao (Mathys & Squire); Joshua Green (Kilburn & Strobe); Thomas Hailes (Beck Greener); Rebecca Halford-Harrison (RSC Law Group); Jay Janusz (Boult Wade Tennant); David Joo (Haley Guiliano); Philip Lawrence (IPO); Joseph Letang (Dehns); Ayesha Malik (University of Law); Carol Nyahasha (Barron Warren Redfern); Zahra Panchbhaya (Lawrie IP); Natasha Perks (Abel + Imray); Anna Rice (IPO); Heather Scott (Gill Jennings & Every); Sheila Wallace (Marks & Clerk); and Ellie Wilson (Virtuoso Legal).

Task force lead: Chris Burnett.

1.5 The Equality, Diversity and Inclusion (EDI) Charter

- *Encourage and support greater involvement from Charter signatories, and fulfilment of the Charter commitments*
- *Encourage a wider range of signatories from across the IP sector*

1.5.1 General

Due to Covid-19, 2020 saw more of a focus on individual IP professionals than on the organisations that employ them, which were typically occupied with more immediate business challenges. We have not therefore been able to progress this objective as much as we had intended, and it should remain a priority for 2021 (see 1.5.5 below).

That said, many of our signatories have been involved, at the organisational level, in key projects such as the BAME and social mobility round-tables. Their representatives have attended our events on recruitment, D&I data gathering, unconscious bias and allyship. Our November think tank for senior leaders of patent and trade mark practices (see 1.1.3 above) also yielded greater engagement from signatories in at least part of our constituency, raising awareness of IP Inclusive’s work and its value to their organisations.

During 2020 we acquired 9 new Charter signatories. We lost one through a merger with an existing signatory, and a second due to a continued failure to supply EDI officer contact details. The signatories continue to represent a wide range of entities, in terms of size, structure, location and areas of practice; they include in-house IP departments, membership organisations and both private and public sector practitioners and bodies, from large international law firms to sole practitioners. They also include suppliers to the IP sector, for example specialist recruiters and business consultants, and providers of IP databases, publications and management systems. The UK IPO and the IP Regulation Board (IPReg) are both signatories.

We also received a number of enquiries from overseas organisations hoping to sign up to the Charter (see 3.6 below). Although we have limited the scheme to UK-based organisations, nevertheless it is encouraging to see awareness of our work growing. We hope that these contacts will be able to establish similar schemes of their own, using ours as a blueprint, so as to improve diversity and inclusivity throughout the IP world.

1.5.2 Charter signatory resources and comms

We have continued to update the Charter signatories’ “designated EDI Officers” on our work, roughly fortnightly, using our mailing list. This allows us to share the outcomes from our activities and events, as well as to flag up new ones.

Through our website (see 6.1.1 below), we have provided a good range of D&I-related resources to help our signatories fulfil the six Charter commitments⁷. Many of our 2020 events also provided training and awareness-raising on issues directly relating to the Charter commitments, for example fair recruitment, allyship, D&I data gathering and unconscious bias. These events have provided opportunities for signatories to share ideas and best practices, and collaborate to improve standards across the IP professions.

⁷ See <https://ipinclusive.org.uk/about/our-charter/>

2020 saw some more take-up of the “Steps to Inclusion” D&I review⁸, created by IP Inclusive partners Focal Point Training and tailored for our Charter signatories: it has proved useful to several organisations for evaluating their D&I credentials and developing strategies for improvement. Focal Point continue to adapt the review in response to our supporters’ feedback.

Increasing numbers of signatories are now using the IP Inclusive logo to indicate their commitment to the cause, for example on their websites and corporate stationery.

1.5.3 Stakeholder consultation

An important project this year was our “To Diversity and Beyond!” stakeholder consultation about IP Inclusive’s future. This was particularly targeted at Charter signatories, who will probably be our main source of financial support as the initiative evolves. An initial survey yielded useful information about what our signatories value about IP Inclusive, how they would like us to develop and their likely levels of support. See 4.3 below.

1.5.4 Regional networks

Our four regional networks provide opportunities for supporters from specific areas to share ideas and support one another in fulfilling the Charter commitments. This in turn helps us to reach more people, and to provide better tailored activities, events and resources. The networks are generally run by small, informal committees which include representatives from a number of local organisations.

During 2020 the move to online working reduced the need for regional hubs, meaning that events organised by one of the networks could in fact be accessed by professionals from anywhere in the country. The year’s highlights included:

- January: a North of England network informal early morning “drop-in coffee and chat” in Manchester, for IP professionals in the area to discuss future plans for the network.
- January: a panel discussion on “How to improve access to the IP industry”, hosted by the IP Inclusive Scotland network; the main event in Glasgow was joined by video link from a second venue in Aberdeen and by panellists in Leeds. This yielded several new volunteers for the Careers in Ideas task force (see 1.4 above).
- February: an informal social gathering in Bristol, organised by the South West network’s IP Out representative.
- May: for Mental Health Awareness Week (see 3.1 below), a Midlands network coffee morning and a North of England network social media campaign on “Life in Lockdown”.
- June: the North of England and Midlands networks’ event on “Allies and supporters”, originally scheduled for March (see 1.1.1 above).
- September: a Midlands network discussion on “Culture and belief”.

⁸ See <https://ipinclusive.org.uk/steps-to-inclusion-page/>

- October: the North of England network’s “Ask Me Anything” event (officially entitled “How to be a better ally: answers to those questions you’ve always wanted to ask”) (see 1.1.1 above).

The networks’ committees were also represented at our May get-together (see 2.1 below) and are now working more closely with the five communities. Several of the networks’ committees include community representatives. They have helped provide regional hubs for Women in IP’s virtual coffee dates (“venues” included Bath, Belfast, Birmingham, Cambridge, Glasgow, Leeds, Liverpool, London, Newport, Nottingham, Southampton and York; see 2.6 below) and the North of England and Midlands networks have involved all of the communities in their events on allyship.

Each regional network has its own section in the main IP Inclusive mailing list, allowing it to target notifications, updates and invitations to relevant people. We also have a website page dedicated to our regional networks and events. The North of England network, especially active in 2020 with its work to support diversity allies, now has its own email address, LinkedIn group and YouTube channel.

The regional updates sections of our mailing list included, at the start of 2020, 35 subscribers for the Midlands network, 67 for the North of England, 50 for Scotland and 110 for the South West. The North of England’s LinkedIn group had 51 members.

A new Northern Ireland network is currently in gestation, following successful Women in IP coffee dates hosted from Belfast.

1.5.5 2021 plans

Engagement from our Charter signatories (as distinct from the individual IP professionals within them) will be vital for any structural changes we undertake in 2021, particularly if we move to a funding model that includes signatory subscriptions (see 4.3 below). Increasing their number and diversity, as well as their level of involvement, needs to become a higher priority.

We must also ensure that IP Inclusive continues to deliver value through the Charter scheme, appropriately targeted towards different types of signatory, and to articulate that value effectively. Feedback from the 2020 survey will help us to do that. We will of course continue to consult with signatories throughout IP Inclusive’s strategic development.

We are considering a further survey in the first part of 2021, asking signatories to re-confirm their commitment to the Charter pledges; to update their contact details if necessary; to tell us the resources they would like from IP Inclusive in the future; and potentially to share updates and ideas from their own experiences with D&I issues. This type of consultation could become a regular feature of our interactions with Charter signatories, potentially linked to the collection of subscriptions.

Our Women in IP community’s annual event, intended to take place in early 2021, will focus on “quick wins” for Charter signatories to help them support people from each of the five communities.

The outcomes will be published as a toolkit, which we hope will increase engagement between signatory organisations and other parts of the IP Inclusive support base.

The regional networks have also begun planning their 2021 activities: the Midlands network hopes to run an event with IP Ability, about working arrangements post-Covid-19 and reasonable adjustments for disabled colleagues, whilst regional hosts have been recruited for the next series of Women in IP coffee dates. We will also continue to work with supporters in Northern Ireland to establish the feasibility of a network there. The regional networks may of course assume greater importance again if the Covid-19 restrictions are lifted later in 2021, but their help in spreading the word about IP Inclusive is always valuable.

On the operational side, as IP Inclusive grows we will need to decide how best to handle administration of the Charter scheme and signatory communications. Some of this may require paid support. It would also be useful to assemble a team of volunteers to develop the Charter community. Such a team could for example begin to consider higher levels of Charter accreditation, linked to specific D&I achievements or practices: this idea was mooted at a number of our 2020 events such as those on BAME representation levels and D&I data reporting, and by the senior leaders' think tank (see 1.1.3 above).

1.5.6 Key contacts

The EDI Charter group as a whole is coordinated by Andrea Brewster.

The committee members for the regional networks are:

- Midlands: Helen Bartlett (Potter Clarkson); Lynne Jackson (Marks & Clerk; committee co-lead from November 2020); Claire O'Brien (Mills & Reeve; Women in IP representative); Gareth Probert (EIP); Kevin Rich (Potter Clarkson; IP Out representative); Kerry Russell (Shakespeare Martineau; IP Ability representative); Kathryn Taylor (Ocado); Hannah Thorne (Marks & Clerk; IP Futures representative); Nirmal Trivedy (Potter Clarkson; IP & ME representative); Jennifer Unsworth (Vault IP; committee lead until October 2020); Frances Worrall (Marks & Clerk; committee co-lead from November 2020).
- North of England: Catherine French (Sacco Mann); Abdulmalik Lawal (Franks & Co; IP & ME representative); Akvilė Lukauskaite (HGF); Liam O'Connor (Marks & Clerk); Martyna Polenska (Appleyard Lees); Vanessa Stainthorpe (HGF; committee lead); Joanna Thurston (Withers & Rogers).
- South West: Susan Antoine and Caroline Day (Haseltine Lake Kempner); Megan Jefferies (Thrings; committee co-lead); Rachel Jones (Mewburn Ellis); George Karkera (Withers & Rogers; IP & ME representative); Jonny Lerwill (Airbus Defence & Space; IP Out representative); Fiona McBride (Withers & Rogers; committee co-lead); Jim Pearson (Abel + Imray).

The Scotland network is led by Laurence Cheney (Murgitroyd); it does not have a formal committee at this stage but representatives of Brodies, BTO, Burness Paull, Cameron IP, Capella IP, Dentons,

HGF, Hindles, Innovare IP, IP Pragmatics, KPIP, Lawrie IP, Lean IP, Lincoln IP, MacRoberts, Marks & Clerk, Morton Fraser, Murgitroyd, Ouzman IP, Scintilla IP, Shepherd and Wedderburn, Snapdragon IP and Thorntons Law have been involved in its recent activities, as have a number of in-house IP professionals.

2 The five communities

2.1 General

We currently have five networking and support communities: IP & ME, IP Ability, IP Futures, IP Out and Women in IP. Each organises its own social, networking, training and awareness-raising events, and communicates relevant issues and resources via its own communication channels (eg mailing list, LinkedIn group and Twitter account) and also the IP Inclusive website. They provide safe spaces for their members to share experiences and seek guidance and support from like-minded professionals, as well as a focus for those wishing to act as “allies” to the relevant groups. They continue to be valuable ambassadors for the IP Inclusive cause, both within the IP sector and in their relationships with similarly-aligned external groups. All five have growing mailing lists and well-supported events.

The communities are all open to allies of the groups they represent. During 2020 they did a great deal towards encouraging and supporting diversity allies: see 1.1.1 above and also the individual sections below.

In May 2020 the committee leads for the five communities met, along with their counterparts from the regional networks, to update one another on their activities and plans. Facilitated by the move to virtual working, this discussion provided a valuable and well-timed opportunity to catch up, celebrate and coordinate, and seemed to inspire people to reinvigorate their efforts despite the challenges presented by the Covid-19 pandemic. We hope to repeat this once a year from now on.

On the whole, 2020 saw increasing collaboration between the communities. All five participated in wider IP Inclusive projects: not only the joint allies work but also our round-table on BAME representation levels (1.3.2); our September round-table on social mobility and access to the IP professions (1.4.6); and combined events such as Women in IP’s coffee dates with other communities. All stood together in support of IP & ME when, in mid-2020, the killing of George Floyd brought a collective sense of outrage over racial and ethnic inequities: again, see 1.3 above.

2.2 IP & ME

2.2.1 General

IP & ME is our networking and support community for BAME professionals and their allies. As discussed at 1.3 above, 2020 was an important year for it and we are hopeful that the work it did during the second half – alongside many others in the IP sector – will both incentivise and underpin longer-term improvements.

As endorsed by the July round-table, IP & ME began work in 2020 on a speaker/contributor directory to help improve the visibility of BAME professionals in the IP sector. A prototype scheme should be achievable during the first half of 2021.

In addition to the round-table, IP & ME committee members also took part in wider IP Inclusive activities, in particular joint projects relating to allyship (see 1.1.1 above); our September round-table on social mobility and access (1.4.6); and Careers in Ideas Week (1.4.7), in all of which BAME representation levels remained high on the agenda. The community became more active on social media and its members contributed to several IP sector publications.

At the start of 2021 IP & ME had 377 subscribers to its mailing list, 382 followers on Twitter (@bameipinclusive), 81 members in its LinkedIn group and 489 connections through its LinkedIn profile page (these figures at the start of 2020 were 222, 263, 60 and 312 respectively). During the first quarter of 2020, it established a small regional working group to represent IP & ME in the South West; it also has representatives on the committees of the Midlands and North of England networks.

2.2.2 Other 2020 highlights

- May: survey for World Day for Cultural Diversity (21 May), to understand more about what “culture” means to different people; results reported in the form of “word clouds”.
- June: participation in the North of England and Midlands networks’ “Allies and supporters” event (see 1.1.1 above).
- September: article about BAME allyship, by committee member Hannah Burrows, published in the *CITMA Review*.
- September: committee member Krishna Kakkaiyadi participated in a podcast for *Intellectual Property Magazine*, alongside our Lead Executive Officer Andrea Brewster, on “Breaking down BAME barriers”.
- October: joint coffee date with Women in IP, to raise awareness and encourage dialogue in light of the #BlackLivesMatter movement and related issues during 2020, including on the role of allies and the meaning of the word “privilege”.
- October: participation in the North of England network’s “How to be a better ally” event and associated “Ask Me Anything” recordings (see 1.1.1 above).
- November: committee members Abdulmalik Lawal and Joseph Letang took part in a *Managing IP* podcast on “Brexit, D&I, and a return to normalcy”, which included a discussion on improving D&I in the UK’s IP professions.

- December: committee co-lead Anita Shaw contributed to *World Intellectual Property Review's* "Career Series".

2.2.3 2021 plans

IP & ME hope to organise further events and resources in 2021, including in collaboration with the other communities. They will also continue work on the speaker/contributor directory mentioned above, and assist the wider IP Inclusive community in progressing the outcomes of the July round-table.

2.2.4 Key contacts

The current IP & ME committee members are Hannah Burrows (Reddie & Grose); Asawari Churi (Pinsent Masons); Kingsley Egbunu (Managing Intellectual Property); Richard Goddard (BP); Tibor Gold MBE; Tasmina Goraya (Taylor Wessing); David Joo (Barnes IP); George Karkera (Withers & Rogers); Krishna Kakkaiyadi (Pinsent Masons); Abdulmalik Lawal (Franks & Co); Joseph Letang (Dehns); and Anita Shaw (IBM).

Committee leads: Kingsley Egbunu, Richard Goddard and Anita Shaw.

2.3 IP Ability

2.3.1 General

Established in 2019, IP Ability is our networking and support community for disabled and neurodiverse people, carers and their allies. Its work embraces disabilities and long-term health conditions of all kinds, be they mental or physical, visible or invisible, permanent or temporary, sudden onset or progressive.

Sadly Covid-19 prevented IP Ability from holding the larger-scale launch event it had hoped to in the first half of 2020. Nevertheless, in line with IP Inclusive's 2020 objectives (see 1 above), it continued to provide support, information and resources for both IP professionals and their employers through the year, to raise awareness, understanding and general "disability confidence" and help to make the IP professions accessible, inclusive and welcoming for disabled people and those in care-giving roles. Some of its work inevitably focused on the particular problems for disabled people and carers due not only to the Covid-19 lockdown but also to the associated risks to physical and mental health. But it also had positive stories to tell, about the techniques, tools and general resilience that these people already had, which could now benefit the wider community.

IP Ability did a great deal of awareness-raising during 2020. Committee members contributed articles and opinions to several external publications, including the *CITMA Review*, *World Intellectual Property Review* and *World Trademark Review*, and a good number of "News and Features" posts for the IP Inclusive website. They generated social media activity for World Autism Awareness Week (30 March to 5 April), Global Accessibility Awareness Day on 21 May and World Alzheimer's Day on 21 September, and a feature article to mark Carers Week (8-14 June). Committee members also

participated in an episode of CIPA’s “Two IPs in a Pod” podcast series, discussing the community’s background, activities and future plans; in The Leeds Law Society’s diversity and inclusion conference and a follow-up webinar for the Law Society’s Lawyers with Disabilities Division; and in two of our own “Allies and Intersectionality” interviews (see 1.1.1 above).

In the second half of 2020 IP Ability published a compilation of useful links and sources for IP professionals, employers and aspiring IP professionals. This important and (in the IP sector) pioneering piece of work included tools and resources relating to specific aspects of disability, neurodiversity, health and caring.

Like the other four communities, IP Ability participated enthusiastically in wider IP Inclusive projects, for example those relating to allyship (see 1.1.1 above); our response to the killing of George Floyd in June (1.3); and our September round-table on social mobility and access (1.4.6). It has also continued to collaborate, where possible, with other similar groups such as the IPO’s disability support networks, the Law Society’s Lawyers with Disabilities Division, the “Legally Disabled” research project and the disability support network PurpleSpace, all of whom have helped with IP Ability events in the past.

At the start of 2021, IP Ability had 70 subscribers to its mailing list, 214 followers on Twitter (@IP_Ability) and 64 members in its LinkedIn group (these figures at the start of 2020 were 21, 57 and 20 respectively). In addition it had 14 members in its Facebook group, set up in the second quarter of 2020.

2.3.2 Other 2020 highlights

- February: webinar on inclusivity and the menopause, with Women in IP; the outcomes included links to relevant resources and suggestions for workplace adjustments.
- September: webinar on “Invisible disabilities”.
- September: session on disability awareness and the work of IP Ability, presented by a group of its committee members, at the annual CIPA Congress.
- September: launch of a survey on the accessibility of the UK and European patent attorney exams, distributed through CIPA.
 - A committee sub-group aims to use the results to support approaches to relevant examining bodies over problems identified by the survey.
- October: webinar on “Dyslexia and dyspraxia demystified”.
- December: online event to mark International Day of Persons with Disabilities, including a review of IP Ability’s work during 2020 and a chance, in breakout discussions, to help shape their plans for 2021.

Outgoing committee co-lead Francesca Rivers has published an excellent review of the community’s first year, which is available on our website⁹.

⁹ See <https://ipinclusive.org.uk/newsandfeatures/ip-ability-reflects-on-its-first-year/>

2.3.3 2021 plans

IP Ability hopes to continue highlighting disability-related issues via social media, articles, podcasts and events, and to develop the work of its committee sub-groups which focus on specific aspects of disability and caring. It is keen to keep growing its network across the UK, and to capitalise on the wider use of virtual meetings so as to improve access and involvement and generally push disability awareness further up the IP sector's agenda.

With IP Ability's help, IP Inclusive as a whole will continue to explore ways to make its events and resources more accessible for disabled people (including, we hope, the website: see 6.1.4 below).

Ensuring that disabled people and carers are properly supported in the post-lockdown workplace is also likely to be a key part of IP Ability's focus during 2021. In this, as in other aspects of its work, it will be guided by its supporters as to the issues that most need to be addressed; the discussions at its December 2020 event will feed into that.

2.3.4 Key contacts

The current IP Ability committee members are Jonathan Andrews (Reed Smith); Victoria Barker (Finnegan); Fran Bleach (CIPA); Caelia Bryn-Jacobsen (Kilburn & Strode); Becky Campbell (Marks & Clerk); Chris Clarke (Vectura); Nicholas Fischer (Marks & Clerk); Karen Genuardi (AA Thornton); Rob Knight (Cummins); Beth Marshall (Murgitroyd); Carolyn Pepper (Reed Smith); Marianne Privett (AA Thornton); Megan Rannard (Marks & Clerk); Michael Reynolds (D Young & Co); Francesca Rivers (Cancer Research Technology); Kerry Russell (Shakespeare Martineau); and Debra Smith (Mayfin IP).

Committee leads: Marianne Privett and Francesca Rivers; from January 2021, Marianne Privett and Chris Clarke.

2.4 IP Futures

2.4.1 General

IP Futures is our networking and support community for early-career IP professionals. We define "early-career" loosely as meaning the first 5 or 6 years or so in the IP professions.

2020 was a tough year for IP Futures' constituents. When the first lockdown began in March, many were less used to working from home than their more senior counterparts, and less well equipped. Alongside the practical challenges of their new working environments came uncertainties about their training and assessment; the qualifying exams for European patent attorneys were completely cancelled, whilst other exams moved to new online platforms. Peer support, vital in a person's early career, was harder to come by – as was access to supervisors for some.

Nevertheless the IP Futures committee continued to organise events – taking advantage of the new virtual format and in particular the chance to hold smaller discussions in online breakout rooms – and to publish content to provide support and companionship for their peers. IP Futures members

were also involved in the new Careers in Ideas task force (see 1.4 above), in particular its “Careers in Ideas Week” campaign in November 2020. The community has provided enthusiastic support for projects relating to careers outreach, especially our work to improve social mobility and access to the IP professions. It has also joined the other four communities in projects relating to allyship (see 1.1.1 above) and in IP Inclusive’s response to the killing of George Floyd in June (see 1.3 above).

At the start of 2021, IP Futures had 140 subscribers to its mailing list and 119 members in its LinkedIn group (these figures at the start of 2020 were 75 and 53 respectively). It also had 223 connections through its LinkedIn profile page.

2.4.2 Other 2020 highlights

- January: informal breakfast networking event, to chat about people’s experiences of finding out about the IP professions and the subsequent recruitment processes, and how to improve things going forward.
- March: blog posts and LinkedIn conversations about lockdown, working from home and the particular challenges they brought for more junior staff.
- May: virtual coffee morning, with informal breakout discussions on the theme of “how to work effectively with your supervisor whilst working remotely”.
- June: virtual pub quiz evening.
- August: virtual “drinks evening”, again using breakout rooms to facilitate informal and candid discussions on “post-Covid expectations”.
- October: Halloween-themed virtual event with informal discussions around the questions “How did you get into IP?” and “What barriers have you faced along your IP journey?”
- November: online “careers clinic” for Careers in Ideas Week (see 1.4.7 above).
- December: Christmas-themed virtual social event.

2.4.3 2021 plans

In 2021, IP Futures are planning to continue with their programme of regular informal virtual events. They also hope to organise events focussing on how to engage with senior management on D&I-related topics, and another centred around education about IP careers.

2.4.4 Key contacts

The current IP Futures committee members are Agata Antepowicz (Carpmaels & Ransford); Katie Atkinson (Allen & Overy); Rachel Bell (Marks & Clerk); David Ewing (BAE Systems); Sanam Habib (Finnegan); Thomas Hailes (Beck Greener); Molly Harte (J A Kemp); Jamie Ingram (Murgitroyd); Rebecca McBride (Mishcon de Reya); Monifa Phillips (Venner Shipley); Mehreen Sattar (Kilburn & Strode); and Giovanna Verganò (Cleveland Scott York).

Committee lead: Rachel Bell.

2.5 IP Out

2.5.1 General

IP Out is our networking and support community for LGBT+ professionals and their allies. Despite the challenges brought by Covid-19, it organised more events during 2020 than in 2019, some educational and some purely social, all of them popular and successful. In these it made creative use of the new virtual format, including among its 2020 activities a virtual guided tour of Soho, a virtual treasure hunt and a number of “networking roulette” sessions. Like many of the IP Inclusive groups, it found the “breakout room” feature highly effective to emulate the networking part of its pre-pandemic events.

In addition to their events, IP Out committee members have been key contributors to the IP Inclusive website “News and Features” page. In February we published an excellent series of weekly blog posts by committee member Conor Wilman, to mark LGBT+ History Month, covering a range of LGBT+-related issues and culminating in a collection of useful resources and entertainment. We also published posts to mark International Day Against Homophobia, Transphobia & Biphobia (17 May), Pride Month (June) and World Suicide Prevention Day (10 September). IP Out also collaborated with the Careers in Ideas task force and the IPO’s iPride network on a series of posts on the Careers in Ideas website during Pride Month (June), with personal stories about being “out” at work.

Alongside the other communities, IP Out has taken part in this year’s joint projects relating to allyship (see 1.1.1 above) and IP Inclusive’s response to the killing of George Floyd (see 1.3). It has also continued to liaise with other LGBT+ initiatives and committee member Darren Smyth attended the 2020 LGBT STEMinar, promoting the IP professions and IP Inclusive initiatives.

At the start of 2021 IP Out’s LinkedIn group, “IP Out Network”, had 135 members. It had 266 followers on Twitter (@ip_out) and 519 subscribers to its mailing list. (These figures at the start of 2020 were 99, 242 and 407 respectively.)

The IP Out committee structure was formalised during 2020, assigning clearer roles to individual committee members as shown at 2.4.4 below. It also has representatives on the Midlands and South West regional network committees, in the latter case yielding a Bristol-based IP Out event in February 2020.

2.5.2 Other 2020 highlights

- January: evening discussion: “David Stone: in conversation with Stuart Baran”. Solicitor advocate, notary and Deputy High Court Judge David Stone talked with IP barrister Stuart Baran about his career as an out gay man and the changes he has witnessed in LGBT+ inclusion and acceptance.
- February: informal social gathering in Bristol organised jointly with the IP Inclusive South West network.

- June: committee member Darren Smyth took part in an episode of CIPA’s “Two IPs in a Pod” podcast series, discussing among other things diversity, sexuality, racial inequality and the mental strain of isolation.
- June: online social event combining a virtual LGBT+ history tour of Soho, by Queer performer and activist Dan de la Motte from Queer Tours of London, with “networking roulette”.
- July: webinar on “An introduction to non-binary identities”, presented by committee member Al Skilton.
- October: online talk on “An intro to asexuality and aromanticism”, by Katie Lewis from the AVEN (Asexuality Visibility and Education Network).
- December: online festive social, incorporating more “networking roulette”, a virtual treasure hunt and accompanying mulled wine recipes.

2.5.3 2021 plans

In 2021 and into 2022 IP Out is planning events on the topics of intersectionality – including LGBT+ and religion and LGBT+ and disability – as well as LGBT+ parenting and trans identities. Social-only events will also continue and new formats will be explored.

Already planned is a joint coffee date with Women in IP in mid-January, with the discussion theme of “bringing your whole self to work”.

A further series of blogposts for LGBT+ History Month in February is also being prepared, in collaboration with CIPA.

2.5.4 Key contacts

The current IP Out committee members are Isobel Barry (Carpmaels & Ransford; co-chair); Triona Desmond (Pinsent Masons; LinkedIn director); Georgina Hart (Wiggin LLP; secretary); Tobias Hawksley-Beesley (NBCUniversal); Tom Leonard (Kilburn & Strode; co-chair); Jonny Lerwill (Airbus Defence & Space; communications director); Martyna Polenska (Appleyard Lees; email director); Al Skilton (UK IPO); Darren Smyth (EIP; Twitter director and IP Inclusive liaison); Vicki Taylor (Legal Media Group); and Conor Wilman (Dehns).

Committee chairs: Isobel Barry and Tom Leonard.

2.6 Women in IP

2.6.1 General

Women in IP is our networking and support community focussing on issues that can predominantly affect women in the IP professions. It is open to people of all genders, as are its events.

2020 proved to be another busy year for the community. Although it managed to fit in its annual flagship event in February, later plans for the year had to be adapted to suit the lockdown environment. However, its committee continued to meet monthly to ensure a focused pipeline of

events and activities, and it quickly established a strong presence as a source of virtual support and comradeship, in particular through its series of “coffee dates”. These became increasingly popular as the year wore on; each relied on hosts in a number of UK regions running small meetings, which were informally chaired around a particular discussion theme. The hosts kindly gathered, and the Women in IP organisers collated, the discussion points and ideas, which were reported on our website News and Features page. The community ran six of these events between April and December 2020.

A Women in IP survey in mid-2020 sought supporters’ input on preferred event timings, both during and outside of lockdown. The results revealed mixed preferences and subsequent coffee dates have been run at a range of times to try to widen accessibility.

The coffee date format proved a useful way for Women in IP to extend their reach and encourage stronger allyship within the IP Inclusive community. In June 2020, we ran our first “Men in IP coffee date”, discussing work-life balance and parenting in particular in view of the lockdown (see 1.1.1 above). October saw a joint coffee date with IP & ME, a similar collaboration with IP Out being planned for January 2021. The coffee dates have also attracted interest from overseas: see 3.6 below.

Women in IP committee members contributed a good number of “News and Features” posts for the IP Inclusive website during 2020, in particular advice and suggestions from their many events. In March they organised a social media campaign to mark International Women’s Day, with quotes and photos from a range of IP professionals on the theme #EachforEqual. The committee leads Joanna Conway and Susi Fish participated in an episode of CIPA’s “Two IPs in a Pod” podcast series, to discuss the community’s current and future work, whilst other committee members contributed to our own “Allies and Intersectionality” interviews (see 1.1.1 above).

Women in IP distributes an occasional e-newsletter to its mailing list subscribers, flagging relevant events, resources and comment; there is an archive of these newsletters on its website page. At the start of 2021, it had 911 subscribers to its mailing list, 532 followers on Twitter (@WomeninIP) and 1,116 members in its LinkedIn group, all significant increases on the same figures at the start of 2020 (759, 353 and 799 respectively).

2.6.2 Other 2020 highlights

- February: annual event, in the form of a panel discussion and Q&A session entitled “Be yourself – everyone else is taken”. The discussions were aimed at shedding gender stereotypes and recognising individual character traits to create inclusive teams.
- February: webinar on inclusivity and the menopause, with IP Ability (see 2.3 above).
- March: informal lunch-time “coffee date” in London (the last of the live versions) on the International Women’s Day-inspired theme of “How will you help forge a gender equal world?”

- April: virtual coffee mornings to mark World IP Day, including discussions about strategies for coping with lockdown and its impact on our future working lives.
- June: virtual coffee mornings on “What we have learned about ourselves during lockdown”.
- June: webinar on “How to say no”, with career coach Jo Maughan.
- July: virtual lunch dates on “Putting yourself forward”.
- July: webinar on “Learning through lockdown”, with Nikki Alderson, a corporate and executive coach, author and former barrister.
- August: virtual coffee mornings on “Banter”.
- October: virtual lunch dates with IP & ME, to explore the impact of the #BlackLivesMatter movement and related issues during the summer of 2020.
- November: committee members Triona Desmond and Emily Teesdale recorded a video for Women in IP, which was shown during session breaks at CITMA’s virtual autumn conference.
- December: virtual coffee mornings on “Emotions in the workplace”.

2.6.3 2021 plans

Women in IP already have plans in place for their next flagship event in February 2021. Intended as a collaboration with the other communities, this will aim to establish “quick wins” to help IP Inclusive Charter signatories to support people in under-represented groups (see 1.5.5 above). They also have more coffee dates planned, including a joint one with IP Out in January and another to mark International Women’s Day in March.

2.6.4 Key contacts

The current Women in IP committee members are Isobel Barry (Carpmaels & Ransford); Andrea Brewster (IP Inclusive); Megan Briggs (Burness Paull); Joanna Conway (Deloitte, formerly Kemp Little); Triona Desmond (Pinsent Masons); Susi Fish (Boult Wade Tennant); Barbara Fleck (Appleyard Lees); Sarah Kostiuk-Smith (Mewburn Ellis); Yelena Morozova (Finnegan Europe); Wendy Peet (Procter & Gamble); Lucy Samuels (Gill Jennings & Every); Tara Sarwal (GSK); and Emily Teesdale (Abel + Imray).

Committee leads: Joanna Conway and Susi Fish.

3 Other activities

3.1 Mental health and wellbeing

We believe that mental health support is key to an inclusive working environment, and rarely has that been more so than during the 2020 pandemic. Covid-19 disrupted normal working practices as well as causing additional anxiety and grief for many people. Mental wellbeing grew in importance as the impact of the lockdown on our personal and professional lives became clear. There is more about IP Inclusive’s response to the mental health impact of Covid-19 in section 7 below.

3.1.2 Mental wellbeing surveys

This year we did not run the mental wellbeing survey that we had instigated in 2018 (for the patent profession) and repeated in 2019 for both the patent and trade mark professions. This was because we thought it more appropriate to support LawCare’s intended survey on mental wellbeing throughout the legal sector (from which we would be allowed access to IP sector-specific data). In the event, thanks to Covid-19, the LawCare survey was postponed until the autumn; it was launched in October, in time for World Mental Health Day, under the banner “Life in the Law”.

3.1.1 Working with mental health charities

We continued to work with existing mental health charities, in particular LawCare (which supports all legal professionals) and Jonathan’s Voice (which focuses more on the patent and trade mark professions). We are keen to avoid either duplicating or diluting the excellent work they are doing in this context, and equally to ensure that it remains accessible to, and appropriately tailored for, IP professionals. As a LawCare “champion”, and a long-standing supporter of Jonathan’s Voice, our Lead Executive Officer Andrea Brewster is well placed to connect the three organisations.

Both charities provided content for posts on our website News and Features page, as did many of our individual supporters. Jonathan’s Voice helped us to update the resources available through our website Mental Health and Wellbeing page, the creation of which they had sponsored in 2018. Together we helped ensure that mental health remained on the agenda and was more widely talked about, in turn reducing some of the stigma associated with mental health problems.

During the first half of 2020 we provided input into a Jonathan’s Voice guidance booklet for patent and trade mark professionals, including a version for leaders and managers. We helped to promote the first guide following its release in July, in particular through a recorded interview with the charity’s co-founder Graham McCartney: this is now accessible via the IP Inclusive website and can be used as a resource by other IP sector organisations.

3.1.3 Mental health “first aid”

During 2020 we paid more attention to the growing number of trained mental health “first aiders” (MHFAers) in the IP professions. We believe their work will be vital to promulgating good mental health throughout the sector, and that their roles are likely to become more important – but correspondingly more demanding – as a result of new remote working arrangements.

In June 2020 we therefore established a support network for MHFAers in the IP professions, which we hope will become a focus for IP Inclusive’s future work on mental health and wellbeing. A small group of enthusiasts set up private LinkedIn and WhatsApp groups, which MHFAers can apply to join, with a rota for checking and refreshing LinkedIn content every few days. The new network aims to provide peer support, share ideas and experiences, and link to useful resources elsewhere; it will not provide advice or counselling. It continued to thrive through the second half of 2020, growing gradually although still manageable in size, with occasional intra-group exchanges of ideas and reassurance.

3.1.4 Other 2020 highlights

- April: three mental health-related webinars:
 - “The mental health impact of working from home” (organised as part of our immediate response to the lockdown, with CIPA, LawCare, Smart Working Revolution and the IPO).
 - “Mental health challenges in the IP professions, and what YOU can do to address them” (with CIPA and LawCare, tackling issues such as stress, burnout and addiction).
 - “Mental health first aid: help for the helpers” (with CIPA, Jonathan’s Voice and LawCare, about supporting mental health first aiders in IP sector organisations).
- May: Ben Buchanan (IPIM Chair) and Andrea Brewster (IP Inclusive Lead Executive Officer) took part in CIPA’s “Two IPs in a Pod” podcast about mental health and lockdown.
- May: Mental Health Awareness Week (the theme for which had been changed from “sleep” to “kindness” in light of Covid-19):
 - Our North of England network published collated comments from IP professionals about adjusting to life in lockdown.
 - A Midlands network virtual coffee morning discussed what “kindness” looks like, in particular during lockdown.
 - IP & ME’s survey for World Cultural Diversity Day (see 2.2 above) included the question “How can people be kind to others who do not have the same cultural beliefs as them?”
 - Various other posts, on the website News and Features page and the communities’ LinkedIn groups, featured contributions from around the IP community and also links to relevant third party content and resources.
- September: session with LawCare Chief Executive Elizabeth Rimmer at the CIPA Congress, on “Mental health and wellbeing: what everyone needs to know”.

3.1.6 2021 plans

Through the MHFAer network, we have already organised a webinar for January 2021. Mental health champion Debs Carter from Touch will speak about the power of storytelling to help people overcome mental health challenges. We hope this will be the first of a series of “lunch-and-learn”-type sessions provided through the network, on topics of interest to its members and with inspiring speakers.

We will continue to work with LawCare and Jonathan’s Voice, and also with the CIPA Informals, who have recently become more active in the mental health and wellbeing spheres and are interested in running joint events and in promoting one another’s work to our respective supporters. Since the Informals are also working closely with Jonathan’s Voice, this nicely links the three organisations and ensures their work can be coordinated and focused.

We will also be looking forward with interest to the results of LawCare’s “Life in the Law” survey, which should be available in time for Mental Health Awareness Week in May 2021. Depending on

the IP sector-specific data we are able to access from that, we may consider re-running our own survey for the patent and trade mark professions, building on the two conducted in 2018 and 2019 and paying particular attention to the mental health impacts of Covid-19: for that we would of course work closely with CIPA, CITMA and the CIPA Informals, as we did in 2019.

Mental wellbeing is likely to become more important if the pandemic restrictions continue, particularly following what is likely to be a difficult winter for many people. We will continue to ensure that it remains on the agenda in the work that we do to support IP professionals, and will do what we can to inform, reassure and signpost appropriate resources.

3.1.7 Key contacts

Our work on mental health and wellbeing is coordinated by our Lead Executive Officer Andrea Brewster. She also co-leads the MHFAer network with Jonny Lerwill (Airbus Defence & Space).

3.2 D&I data gathering

3.2.1 2020 work

The importance of gathering, and sharing, D&I data has grown since IP Inclusive was established in 2015, as has the appetite for it among our supporters. Both of our key sector-wide events (on BAME representation levels in July 2020 and on social mobility and access in September) agreed that more and better data was needed to incentivise, justify, inform and support positive change. Our November “think tank” of senior patent and trade mark leaders similarly prioritised the issue in its initial commitments (see 1.1.3 above).

In order to encourage and support our Charter signatories’ data gathering efforts, we organised a panel discussion and workshop on D&I data gathering in September 2020. This explored the benefits and the challenges (including potential legal and data protection issues) of gathering diversity data, and discussed best practices for both signatories and IP Inclusive itself. The published outcomes included that IP Inclusive should (a) continue to gather sector-wide data, and also information about best practices; and (b) encourage and support (but not require) its Charter signatories to gather D&I data.

As a result, in November and December 2020 we repeated our sector-wide benchmarking survey. It ran on similar lines to the 2019 version (voluntary, anonymous and open to all types of IP professionals) and with very similar questions, although tweaked in response to feedback from the first survey, the September event outcomes and advice kindly provided by the IPO’s experts. Sadly, the 2020 survey did not attract such a high uptake as in 2019, potentially due to overlap with Careers in Ideas Week communications, but we are hopeful it will suffice to indicate how the landscape has changed over the last twelve months, which will help us evaluate the impact of our work and target our future plans.

3.2.2 2021 plans

We hope to build now on the momentum gathered at our 2020 events, to encourage and support our Charter signatories' data gathering efforts. IP Inclusive guidance and templates have been suggested and we could explore providing these, with the help of appropriate experts. It may also be useful to consult with our Charter signatories about the D&I-related practices they have adopted and their efficacy: this will provide another route to engaging with our signatories (see 1.5.5 above) and to sharing best practices throughout the IP Inclusive community.

We will consider establishing a sector-wide working group, to progress D&I data gathering objectives from our key 2020 projects.

3.3 Other training events and resources

3.3.1 2020 work

IP Inclusive aims to provide cost-effective, accessible and appropriately-tailored training for IP professionals in D&I-related issues. In turn it increases IP professionals' awareness of, and willingness to undertake, such training.

Most of our 2020 events and resources have been discussed under previous headings, including those organised by the regional Charter networks (see 1.5.4 above), the five communities (2 above) and the Careers in Ideas task force (1.4). The following are also of note, however.

In January our annual meeting was incorporated into a full-day diversity conference. Taking place in the pre-lockdown days, and generously hosted by Kilburn & Strode in London, we hoped that this format would make the trip more worthwhile for those who had further to travel for our once-a-year update and planning session. It proved incredibly popular, with four fully-booked workshops and standing room only at the annual meeting itself.

The workshop topics included resilience, personal confidence, workplace banter and careers outreach (the latter with guided discussions around the Careers in Ideas resources). At the annual meeting we heard updates from the communities, regional networks and Careers in Ideas team, and discussed plans and priorities for the year ahead. The day culminated in a panel discussion entitled "Boardrooms on board!", looking at inclusive leadership practices.

In February we provided a webinar, hosted by CIPA, on the basics of unconscious bias. It covered why and where unconscious bias happens, how to recognise it, the impact it can have in the workplace and practical tips for reducing it.

As in previous years, our 2020 events were developed and hosted entirely by volunteers. This meant not only that they could be opened to all our supporters, free of charge, but also that they helped to foster a sense of involvement in the IP Inclusive cause, as well as creating networking, business development and PR opportunities for speakers, hosts and delegates. Many of them yielded follow-

up resources, including speaker presentations and supplementary materials, event recordings, guidance notes and discussion outcomes: these are available free of charge on our website. Notable such resources during 2020 included the outcomes from our June event on D&I in recruitment and retention (see 1.1.2 above) and our September event on D&I data gathering (3.2.1 above); “Practical steps to improve BAME representation”, from our July round-table (1.3.2); “Steps to improve social mobility and access to the IP professions”, from our September think tank (1.4.6); and the “Ask Me Anything” allyship recordings (1.1.2).

On the whole our training and resources have been well received, and experts from both within and outside the IP professions have been happy to contribute. IPReg’s CPD guidelines continue to recognise the CPD content of our events for patent and trade mark attorneys¹⁰.

3.3.2 The move online

A significant change during 2020 was of course the Covid-19-enforced move to virtual working. As discussed in 7 below, this presented an opportunity for IP Inclusive to redesign its events and resources in a way that made them more widely accessible. The purchase of a basic-level Zoom account proved a valuable investment, as we could organise and administer our own online events and generate and host recordings afterwards. Although we cannot afford a dedicated webinar platform, nevertheless we have successfully used Zoom meetings as pseudo-webinars, at times for over 60 attendees, and received generally positive feedback.

The Zoom account also made it possible for us to host large round-table discussions (we welcomed over 70 to our July meeting on BAME representation levels). Through judicious use of breakout rooms, and plenty of preparation, we found a format that yielded highly constructive discussions and meeting outcomes.

We created a YouTube channel to host our new event recordings: see 6.3.4 below.

3.3.3 2021 plans

Suitable topics for 2021 events will be discussed at our next annual meeting. Most of the impetus is likely to come from the communities and regional networks, many of whom already have plans in the pipeline, but other projects may arise out of the round-tables and think tanks we hosted during 2020.

We hope to run at least one follow-up training event on unconscious bias during 2021.

¹⁰ See IPReg’s guidance on CPD activities at <https://ipreg.org.uk/pro/cpd/cpd-activities>

3.4 Lobbying/influence

3.4.1 General

Although we do not get involved in political lobbying, we do try to encourage positive change throughout the IP sector, and where we become aware of inequalities, or policies that impact negatively on D&I in the IP professions, we seek to catalyse improvements.

We continue to welcome requests and suggestions from IP professionals who are affected by relevant issues, and where feasible we will help them address those issues. Our five communities also provide forums through which to channel concerns about challenges affecting specific groups within the IP professions: IP Ability, for example, would be keen to hear about, and help with, accessibility problems, and during 2020 took a particular interest in the accessibility of patent attorney qualification and assessment systems (see 2.3 above).

3.4.2 2020 work

In February 2020 we filed submissions in response to the call for evidence in CIPA's Mercer Review into the Education, Training and Assessment of UK Chartered Patent Attorneys¹¹. Our response, which was based on input from our community committees and the Careers in Ideas task force, commented on the potential impact of patent attorney training systems on diversity and inclusivity in, and access to, the UK patent profession. We called for EDI (Equality, Diversity and Inclusion) impact assessments to form part of the design of future assessment and qualification systems, and for better wellbeing support for trainees and trainers.

3.4.3 2021 plans

In early 2021 we plan to respond to the call for evidence in the IP Regulation Board's (IPReg's) review of its regulatory arrangements for patent and trade mark attorneys¹².

3.5 Awards

In June 2020 our Lead Executive Officer Andrea Brewster was named in *World Intellectual Property Review's* list of "Influential Women in IP 2020". Publicity like this helps to raise the IP Inclusive profile, and positions us better to advocate for positive changes in the UK's IP sector.

3.6 Interest from overseas

During 2020 we saw increasing interest in the IP Inclusive initiative from IP professionals outside of the UK. Some have asked about setting up or attending IP Inclusive events, or signing up to our Charter. Thus far we have taken the line that IP Inclusive is for UK-based IP professionals only, but that groups in other countries may if they wish run events that are "inspired by" – or in cases where

¹¹ See <https://ipinclusive.org.uk/newsandfeatures/our-mercer-review-submissions/>

¹² See <https://ipreg.org.uk/call-for-evidence>

we have better contact “associated with” – IP Inclusive. This has led to several successful Women in IP coffee dates in Ireland, running alongside our own UK-based events.

In August 2020 our Lead Executive Officer Andrea Brewster took part in an online Q&A event about D&I for YIPATA (the junior section of the Australian patent attorneys’ membership body). We have also responded to enquiries from the IPO (Intellectual Property Owners Association) in the US regarding our D&I data gathering work and our experience of other D&I data sources in Europe.

4 IP Inclusive Management (IPIM)

4.1 General

IPIM continues to oversee activities carried out under the IP Inclusive and Careers in Ideas banners; to be responsible for the assets and liabilities arising from those activities; and to ensure that IP Inclusive functions appropriately at the formal and administrative levels.

IPIM’s current members (appointed at the IP Inclusive AGM on 21 January 2020) are:

- CIPA, represented by Julia Florence (Secretary)
- CITMA, represented by Mark Foreman
- FICPI-UK, represented by Liz Dawson (Treasurer)
- IP Federation, represented by Julie Dunnett and Julie Browne
- The IP Bar, represented by Michael Silverleaf QC and James St Ville

The Chief Executives of CIPA and CITMA (Lee Davies and Keven Bader) serve in an advisory capacity. Ben Buchanan, representing the UK Intellectual Property Office, is involved in IPIM as an observer and non-executive Chair.

At the end of 2020, Julie Dunnett stepped down as IP Federation representative. She is succeeded by Julie Browne. At the 2021 AGM Julia Florence will also step down as both Secretary and CIPA representative, and will be succeeded in the latter role by Sheila Wallace. We are grateful to Julie and Julia for the work they put into IPIM during 2020; they will be missed.

A new Secretary will need to be appointed at the 2021 AGM. Ben Buchanan and Liz Dawson have both kindly indicated that they would be prepared to continue in their current roles as non-executive Chair and Treasurer respectively, subject to AGM approval.

IPIM met on 28 February, 23 March, 4 May, 16 June, 8 September and 8 December 2020. The minutes of these meetings are available on the IP Inclusive website.¹³

¹³ See <https://ipinclusive.org.uk/newsandfeatures/ipim-meeting-minutes-2020/>

4.2 The Lead Executive Officer (LEO)

IPIM has continued to engage Andrea Brewster in the role of IP Inclusive Lead Executive Officer (LEO), following expiry of her initial one-year contract on 30 June 2020. There have been no changes to the associated Memorandum of Governance or to the LEO job description.

The LEO's role is to lead IP Inclusive's activities and day-to-day operations, coordinating and supporting the work of its volunteers in pursuit of the initiative's objectives. The LEO was also tasked with exploring options for future development, including potential new structures and funding mechanisms, and assisting IPIM in putting appropriate plans in place: see 4.3 below.

The LEO works as a contractor for IPIM, meeting its members when necessary to discuss IP Inclusive's operational and strategic priorities. Her 2020 quarterly reports to IPIM are available on the IP Inclusive website.¹⁴

The time occupied by the LEO role increased significantly during 2020, in line with IP Inclusive's activity levels. Originally envisaged to require approximately two days a week, the role now typically requires between three and four. The LEO has no administrative support and in 2021 we will be considering whether some of her current workload could be delegated to an assistant on a different type of contract (again, see 4.3 below).

4.3 Strategic development

In the summer of 2020 the LEO and IPIM together turned their attention to IP Inclusive's longer-term development.

The LEO presented a proposal for the incorporation of IP Inclusive as a Community Interest Company (CIC), in order to put the initiative onto a more sustainable footing for the future. Dubbed "To Diversity And Beyond" (TDAB), the proposal included initial thoughts around funding models and on a stakeholder consultation process.

IPIM approved the TDAB proposal and in September launched a survey of IP Inclusive Charter signatories, seeking their views on the proposed CIC model and their willingness to contribute to its funding, the latter being crucial to the feasibility of the restructuring plans. Views were also sought on the value of IP Inclusive's various activities to its signatories and their more general expectations of its future. A corresponding (but anonymous) version of the survey was also open for individual IP professionals to contribute their thoughts.

Our report of the survey results will be published in early 2021. We believe it provided sufficient mandate to progress to the creation of more detailed proposals for an IP Inclusive CIC funded at

¹⁴ See <https://ipinclusive.org.uk/newsandfeatures/lead-executive-officers-reports/>

least in part through Charter signatory subscriptions. Those proposals will be put to our stakeholders at the 2021 annual meeting, which will take place later than in previous years to allow time for the necessary preparations. We will provide a further consultation period, in which Charter signatories, individual IP professionals and other stakeholders will be able to offer feedback on the more detailed proposals. Only after that consultation, and with the approval of a reasonable majority of the IP Inclusive community, will IPIM make any formal decision about changes to IP Inclusive’s structure.

More information about this process is available on our website¹⁵ and will be updated as plans evolve.

5 Financial matters

IPIM has responsibility for IP Inclusive’s financial affairs. Its 2020 financial report, prepared by its Treasurer Liz Dawson, is annexed.

CITMA’s Chief Executive Keven Bader continues to manage the IPIM bank account. Financial risks are minimised by only raising funds for specific projects and always securing the necessary donations before contracting with suppliers.

The LEO’s fixed monthly fee of £2,000 (which includes all out-of-pocket expenses) is funded by CIPA, CITMA, FICPI-UK and IP Federation. The IPO also contributed to costs to ensure the accessibility of resources and events during Careers in Ideas Week 2020 (see 1.4.7 above). IP Inclusive’s operating costs for 2020 were kindly sponsored by IPReg (third party liability insurance, bank charges, online subscriptions, Data Protection Fee and IP Inclusive website hosting), IP Federation (Careers in Ideas website hosting) and CIPA (domain name registrations).

With the move to virtual event formats and the creation of our own Zoom account, we have needed to rely much less this year on the support of organisations such as CIPA for webinars, teleconferences and event registrations. Nevertheless we are grateful to CIPA for continuing to house our exhibition banners and promotional materials – which inevitably saw little use during 2020 – and for providing us with an “address for service” for formal purposes.

Many other donations – of time, expertise and IT support, and during January and February of meeting venues and refreshments – have also been vital to our work during 2020: see 8 below.

¹⁵ See <https://ipinclusive.org.uk/to-diversity-and-beyond-developing-ip-inclusive/>

6 Other operational matters

6.1 Websites

6.1.1 *The IP Inclusive website*

The IP Inclusive website (www.ipinclusive.org.uk), rebuilt in late 2018 and early 2019, continued to function well during 2020. It was crucial to our communications with supporters, in particular for our events, resources and blog (“News and Features”) posts. It is easy to edit, allowing us to refresh its content frequently and thus – as the embedded analytics tell us – attract a good number of both new and returning visitors.

In particular we increased footfall to the Resources and Mental Health and Wellbeing pages, which was one of our priorities for 2020. We added 41 new items to the Resources page during the year, in the form of event, podcast and video recordings; speaker materials; meeting outcomes; information and guidance; databases and directories; links to relevant third party materials; and outreach resources. Many of these were generated for Careers in Ideas Week (see 1.4.7 above). All are free for site visitors to download and use. Jonathan’s Voice helped us to update the content on the Mental Health and Wellbeing page.

During 2020 we published 115 News and Features posts, the highest number (37) being in November to coincide with Careers in Ideas Week. The posts covered a wide range of topics, and included IP Inclusive news, resources and event reports; comment and opinion; and features containing relevant information and updates. Many were contributed voluntarily by our supporters, sourced by our communities (for example the series for LGBT+ History Month in February) or supplied as guest blogs from external experts.

The site also carried 47 IP Inclusive events posts during 2020. Of these, 27 were organised by the communities, 7 by the regional networks and 6 as part of Careers in Ideas Week. All but 8 of the events took place online. Our round-tables on BAME representation levels and social mobility, and our think tank for senior patent and trade mark leaders, were not posted on the website.

6.1.2 *The Careers in Ideas website*

The Careers in Ideas website (www.careersinideas.org.uk) saw a great deal of activity during 2020 as the Careers in Ideas campaign generally gained more traction. A team from the Careers in Ideas task force collaborates to post new content and share it via our LinkedIn and Twitter accounts, also monitoring queries and requests that reach us via the website contact form. See 1.4.3 above for more information, including on the 2020 website upgrades.

During 2020 we published 12 blog/news posts on the site, 7 event posts and 11 new resources. Most of the events and resources were associated with Careers in Ideas Week.

6.1.3 Administration and maintenance

Both websites are hosted by Making Websites Better Ltd (MWB), which – under its former name Visix Ltd – designed and developed them. This arrangement allows us continued access to people who are well placed to maintain and if necessary develop the sites.

Visitor stats for the IP Inclusive site are collected through the free Google Analytics service and reviewed at intervals in reports to the original site sponsors. They show a pleasing upward trend in traffic levels, especially following the move to virtual working in March 2020.

6.1.4 2021 plans

Funds permitting, there are some aspects of the IP Inclusive site functionality that we would like to improve, in particular the mailing list sign-up form (which does not currently accommodate new communities and regional networks) and the site’s accessibility to disabled people. We had hoped to do this in 2020 but other priorities emerged.

Having increased interest in our outreach work through Careers in Ideas Week, it would also be sensible to upgrade the Careers in Ideas site soon. The current version was designed to be basic and low-maintenance but increasingly lacks the flexibility we need to update its content and support our higher activity levels. This type of project would require significant extra funds, however.

We would also like to revitalise the opportunities board on the Careers in Ideas website, and ensure a more regular flow of new careers stories, information and opportunities.

6.2 Other comms

Our social media activity continues to be vital to our stakeholder engagement efforts, and is used to drive traffic to the websites for more substantive content. As at 16 January 2021, @IPInclusive had 1,955 followers on Twitter, while our LinkedIn discussion group had 494 members (the corresponding figures for the start of 2020 were 1,571 for Twitter and 306 for LinkedIn). Our networking and support communities (see 2 above) have their own LinkedIn groups and Twitter accounts, through which they raise awareness of more specific issues. LinkedIn activity appeared to increase during 2020, particularly following the March lockdown.

We use our Mailchimp mailing lists (a general “IP Inclusive Updates” list; lists for each of the communities and regional networks; and lists for the authorised signatories and EDI officers of our Charter signatories) to make supporters aware of our own activities and of general D&I-related developments. The IP Inclusive Updates list had 708 subscribers at the start of 2021 (compared to 479 at the start of 2020). 439 of those had also subscribed to notifications of new “News and Features” posts on our website (compared to 246 at the start of 2020). During 2020 we sent roughly fortnightly emails to our “IP Inclusive Updates” subscribers, all of which were also copied to the Charter EDI officers.

We have also increased our contributions to relevant external publications, much of them through the communities. We regularly provide content for the *CITMA Review*, as well as monthly updates for the *CIPA Journal*.

6.3 Online accounts

Where possible we use free accounts for our IT and admin support, but certain functions have proved worth paying a little extra for, and some will need to be upgraded as our activity increases.

6.3.1 Mailchimp

During 2020 we managed to avoid upgrading our Mailchimp account to a paid version by “archiving” some of our older contact lists. An upgrade to a basic level paid account will be needed in early 2021 as we approach the 2,000 subscriber limit. Once taken, this step will provide us with more control over the management and timing of our mailing list communications. It should also allow us the space to create a dedicated mailing list for Careers in Ideas supporters.

6.3.2 Zoom

As discussed at 3.3.2 above, our Zoom “Pro” account proved invaluable during 2020. It was set up in March 2020 and is currently shared with, and funded by, our Lead Executive Officer Andrea Brewster. During the year we organised many events using the Zoom platform, from simple planning calls to large round-table discussions, social gatherings to small-scale pseudo-webinars. The breakout rooms function proved especially useful for more interactive discussions, particularly in larger meetings. The ability to record events allowed us to capture useful content and make it more widely available. Some of the communities have also used the account.

6.3.3 SurveyMonkey

IP Inclusive pays for a “standard” level SurveyMonkey account, which provides a fair degree of flexibility in terms of survey build and analysis. This too proved extremely useful in 2020, allowing us to gather valuable information and feedback in a range of contexts, including the IP & ME survey for World Day for Cultural Diversity; the Women in IP survey on preferred event timings; the IP Ability survey on accessibility of patent attorney qualifying exams; our consultations on IP Inclusive’s future (see 4.3 above); and our 2020 diversity benchmarking survey.

6.3.4 Others

We have continued to use the Eventbrite events management platform, which links well to our website event posts and to our Zoom account for access to online events. It is currently free to use so long as event tickets are not charged for, which suits IP Inclusive well.

In June 2020 we established an IP Inclusive YouTube channel, on which we posted 20 recordings during 2020. These included webinars, panel discussions, interviews such as those in the “Allies and Intersectionality” series (see 1.1.1 above), and a video produced for us by the IPO about their

“Cracking Ideas” outreach campaign. YouTube currently generates free, automatic subtitles, which helps improve access to our events.

We post our videos as “unlisted”, so that only people who know the link can find them; this reduces spam and trolling problems. Delegates are informed well in advance if we intend to record meetings; breakout discussions and round-tables are generally not recorded, to allow for greater openness.

6.4 Key contacts

General operational matters and comms are managed by our Lead Executive Officer Andrea Brewster and overseen by IPIM. Andrea also maintains the IP Inclusive and Careers in Ideas Twitter accounts, the latter in collaboration with the Careers in Ideas website and comms team (see below).

The IP Inclusive website is curated by Andrea Brewster and Jonny Lerwill (Airbus Defence & Space), with help from Emily Teesdale (Abel + Imray) in sourcing posts for the News and Features page and from Heather Scott (Gill Jennings & Every) in channelling website updates to the IP Inclusive LinkedIn group.

The Careers in Ideas website and comms team includes Gemma Christie (Keltie); Joshua Green (Kilburn & Strode); Thomas Hailes (Beck Greener); Jay Janusz (Boult Wade Tennant); Anna Rice (IPO); and Ellie Wilson (Virtuoso Legal).

Comms specific to the communities and regional networks are managed by their individual committees.

During 2021 we will continue to recruit volunteers to help with IP Inclusive and Careers in Ideas communications, including website maintenance and social media accounts. As our support base grows, these are becoming increasingly important, and correspondingly more time-consuming.

7 Covid-19 response

7.1 General

It will be clear from the above that a lot of IP Inclusive’s work in 2020 was either a direct or an indirect response to the Covid-19 pandemic and the changes it wrought in IP professionals’ working practices. On the whole we were able to take advantage of the opportunities created by the move to virtual working, which allowed us to organise more accessible events, reach more people and generally streamline our activities and communications.

Through the year it became increasingly important for IP Inclusive to bring people together and strengthen support networks. Our communities and regional networks were key to this, and continued to offer a range of events (both educational and social or networking) and resources. This they did despite the additional pressures that their committee members were under themselves.

Bringing the community and regional network leads together for the May meeting mentioned at 1.5.4 and 2.1 above was a well-timed opportunity to coordinate plans and share ideas about new ways of engaging with our respective supporters. It seemed to inspire and reassure the committees and reinvigorate their efforts.

7.2 The first national lockdown

When the first national lockdown began in March 2020, our approach was that although IP Inclusive could not *advise* people on its impact, we could signpost resources; stimulate conversations; encourage the exchange of support, ideas and best practices; look out for the interests of under-represented groups; and generally be the “glue” that helped hold together an inclusive, empathetic and supportive community. We did this by:

- Promoting IP Inclusive as a source of reassurance and community support on our website, Twitter and LinkedIn.
- Hosting conversations in our various LinkedIn groups, in particular those of the five communities.
- Publishing posts on our website News and Features page on topics related to working from home and other aspects of the lockdown, again many of them sourced through the communities: topics included leadership, allyship, kindness, unconscious bias, respectful working environments, anxiety and other mental health problems, isolation, practical tips for working from home, LawCare’s Covid-19 resources, and the impact of Covid-19 on disabled people.
- Posting links to other resources through the above channels.

We saw an immediate increase in activity levels in our LinkedIn groups, and more comments on our News and Features posts than pre-lockdown.

Like most organisations, we began to explore ways to engage with our stakeholders in the absence of face-to-face events, for example through webinars, podcasts and video recordings. By the middle of 2020 we had a full programme of events that looked if anything busier than under the “old” regime.

Meanwhile our communities kept an ear open for specific challenges affecting their members. We addressed these as best we could, for example by signposting guidance and resources; raising awareness, in particular among employers and managers; and if necessary working with external

bodies (eg the membership bodies and mental health charities) to ensure support reached the right people.

As discussed at 3.1 above, the pandemic caused mental health to assume a higher priority for us than originally foreseen in our 2020 plans. In early April we worked with CIPA and others to organise, at relatively short notice, a webinar on the mental health implications of the new working arrangements. Other subsequent events wove the theme in, looking at the impact of lockdown on for example stress and burn-out (April webinar); the mental health first aider's role (April webinar); managing workplace behaviour and in particular harassment (May webinar); kindness and mental health (May activities for Mental Health Awareness Week); staff recruitment and retention (June round-table); the role of allies (June panel discussion); and various coffee dates for Women in IP, Men in IP and IP Futures.

7.3 The second half of 2020

During the summer of 2020, as the lockdown restrictions eased, many of our supporters were trying to reinstate some semblance of normality. Some even returned to the office and many took the opportunity to holiday. Women in IP hosted a webinar about learning from the lockdown experience, weathering the changes ahead and making the most of the opportunities they brought. Aside from that, we stopped focussing on issues to do with Covid-19, freeing us up to concentrate on bigger projects such as the BAME and social mobility events discussed at 1.3.2 and 1.4.6 above.

Nevertheless, operating remotely had by then become standard for all of us in the IP professions. IP Inclusive had adapted well to the new ways of working, and continued to appreciate the organisational, access and inclusivity benefits – and the corresponding increases in event attendance.

Autumn brought renewed restrictions. Most of our supporters resumed working from home and we continued to organise purely virtual activities and events. Despite this – or perhaps in some senses because of it – we successfully pulled off a major Careers in Ideas Week campaign in November (see 1.4.7 above).

Mental health regained importance due to the longer-term implications of living with Covid-19 and limited social interactions. We continued to collaborate with the mental health charities, and with other related initiatives such as the CIPA Informals' new welfare and wellbeing projects. We had already established our support network for mental health first aiders (see 3.1.3 above), who we believed would play pivotal roles in helping IP professionals through the Covid-19 problems.

Where appropriate, we referenced the impact of Covid-19 in other events. It was, for example, relevant to our September discussions on social mobility and several of the communities' events (see 1.4.6 and 2 above).

7.4 2021 plans

We can expect the impact of the pandemic to last well into 2021, whether or not vaccination programmes yield a return to relative normality. Loneliness, combined in some cases with grief, anger, and of course more practical problems around job security and personal finances, could become serious issues. The wider availability of events and communications may also mean that people are over-committing their time and failing to step away from the workstation (which is now also their home) as much as they should. A difficult winter may exacerbate this, combined of course with the emergence of new, more infectious variants of the virus.

It will remain important for IP Inclusive to provide a safe space in which IP professionals – particularly those who are vulnerable in some way – can access peer support and reassurance. We will listen to what they are saying, including at our events, and attempt to provide appropriate support. This we expect to happen primarily through our five communities and the regional networks, and through our links with the mental health charities.

We will continue to offer online events, which have been well attended even during the period when some people were returning to their employers' workspaces.

Supporting people as they return to a post-Covid workplace will require us to be adaptable, and sensitive to the fact that many (including our own volunteers) will be stressed, tired, and have plenty else to worry about. We will try to make sure that under-represented groups (for example disabled people) are not forgotten during transitions between different working arrangements; again our communities will play a key role in this.

We may also need to be flexible about our plans to change IP Inclusive's structure (see 4.3 above), if our supporters are otherwise occupied or short of resources to commit to external projects. Equally, as in 2020, this next year could present an opportunity for IP Inclusive to be of significant value to organisations who are too busy to do their own D&I but want to see the work continue for the good of the sector and the professionals who work in it. Our initial stakeholder consultations suggested that IP Inclusive's value to its Charter signatories has not been eroded, and to an extent has been improved, by the 2020 lockdowns.

8 Acknowledgements

8.1 General

IP Inclusive would like to thank everyone who helped to make 2020 a success, including those who donated funds or administrative support; hosted or organised events; spoke or introduced speakers; and contributed time, energy, ideas and enthusiasm.

Particular thanks go to the individuals who led specific projects, such as for Careers in Ideas Week; to the committee members in the five networking and support communities and the four regional networks; and to the IP Inclusive Management team (see 4 above), whose guidance is vital to our stability and success. We are also grateful to these people's employers and business colleagues for supporting their involvement in IP Inclusive.

8.2 2020 sponsors

In addition to those who sponsored our 2020 operational costs (see 5 above), including the LEO fees, we have also received donations this year from Dehns, HGF and Murgitroyd towards work on the Careers in Ideas campaign.

8.3 Event organisers & hosts

We are grateful to the following organisations who hosted events for us in 2020: Bird & Bird, Cleveland Scott York, EIP and Kilburn & Strode (all in London) and Murgitroyd in Glasgow and Aberdeen. Kilburn & Strode in particular hosted an entire one-day conference for us, complete with refreshments: see 3.3.1 above.

Several companies shared their online meeting facilities with us for events during lockdown, in particular for the popular Women in IP coffee dates (see 2.6 above). Thank you to Abel + Imray, Allen & Overy, Appleyard Lees, Boulton Wade Tennant, Brodies, Carpmaels & Ransford, CIPA, EIP, Finnegan, HGF, IBM, the IPO, Kilburn & Strode, Mills & Reeve, Sacco Mann, Shakespeare Martineau and Vault IP, and to Hanna Moore + Curley for hosting associated Women in IP events in Ireland.

Thank you also to CITMA and to the Law Society's IP Law Committee, for organising Careers in Ideas Week events (see 1.4.7 above).

Special thanks are due to all the individuals whose hard work ensured the success of these events, and to the numerous speakers and discussion leaders – both within and outside the IP sector – who provided their time and expertise for free so that we in turn could offer free training and resources to the IP Inclusive community. Of these, we would like to highlight the people who provided free workshops at our January 2020 diversity conference: Ian Rustige, CEO and Coach at EnergisedEngagement.com; Karen Crawley of Karen Crawley Coaching; Stella Chandler from Focal Point Training; Julie Barrett of Purposeful Step Consulting and the Careers in Ideas team; Kilburn & Strode's HR Director Jonathan Clarke and Chairman Gwilym Roberts; Jessica Chivers, Founder and CEO of The Talent Keeper Specialists; and Dr Dwain Neil OBE, co-founder and Chair of Reach Society.

Thank you in advance to the individuals and organisations who have already agreed to host 2021 events: Abel + Imray, Appleyard Lees, Boulton Wade Tennant, Carpmaels & Ransford, Hanna Moore + Curley, the IPO, Jonathan Lerwill, Murgitroyd, and Potter Clarkson.

8.4 And finally...

Our thanks go not only to those who are named in this report but also to those who have worked behind the scenes, or simply supported us or spoken about us or attended our events. Sincere apologies if we have omitted to mention you; please know that we are hugely grateful for your contributions.

9 IP Inclusive contact details

IP Inclusive

- www.ipinclusive.org.uk
- LinkedIn group: “IP Inclusive” (<https://linkedin.com/groups/8473869>)
- Twitter: @IPInclusive
- Emails:
 - General queries: contactipinclusive@gmail.com
 - Charter queries: ipinclusivecharter@gmail.com
 - Events queries: ipinclusiveevents@gmail.com
 - Data protection queries: The Data Protection Officer at ipinclusivedata@gmail.com

IP & ME

- www.ipinclusive.org.uk/ip-me/
- LinkedIn group: “IP Inclusive: IP & ME” (<https://linkedin.com/groups/12049564>)
- Twitter: @bameipinclusive
- Email: bameipinclusive@gmail.com

IP Ability

- www.ipinclusive.org.uk/ip-ability/
- LinkedIn group: “IP Inclusive: IP Ability” (<https://linkedin.com/groups/13756630>)
- Twitter: @IP_Ability
- Facebook: IP Ability community (<https://www.facebook.com/groups/3125107824186976>)
- Email: IPAbilityNetwork@gmail.com

IP Futures

- www.ipinclusive.org.uk/ip-futures/
- LinkedIn group: “IP Inclusive: IP Futures” (<https://linkedin.com/groups/8792265>)
- Email: ipfuturesinclusive@gmail.com

IP Out

- www.ipinclusive.org.uk/ip-out/

- LinkedIn group: “IP Out Network” (<https://linkedin.com/groups/8488373>)
- Twitter: @ip_out
- Email: IPOutNetwork@gmail.com

Women in IP

- www.ipinclusive.org.uk/women-in-ip/
- LinkedIn group: “IP Inclusive : Women in IP” (<https://linkedin.com/groups/8557958>)
- Twitter: @WomeninIP
- Email: womeninipnetwork@gmail.com

Careers in Ideas

- www.careersinideas.org.uk
- LinkedIn group: “Careers in Ideas” (<https://linkedin.com/groups/12376993/>)
- Twitter: @CareersInIdeas
- Email: askcareersinideas@gmail.com

Regional networks

- North of England: ipinclusivenoe@gmail.com; <https://www.linkedin.com/groups/8931689/>
- Scotland: ipinclusivescotland@gmail.com; <https://www.linkedin.com/groups/9028398/>

IP Inclusive Management

- Chair: Ben Buchanan; ben.buchanan@ipo.gov.uk
- Secretary: Julia Florence; ipimsecretary@gmail.com
- Treasurer: Liz Dawson; ipimtreasurer@gmail.com
- Written correspondence c/o CIPA at Halton House, 20-23 Holborn, London EC1N 2JD

10 Notes

Unless otherwise stated, references in this report to numbers of EDI Charter signatories, mailing list subscribers, Twitter followers and LinkedIn and Facebook group members “at the start of 2021” were recorded on 4 January 2021. Those listed for “the start of 2020” in the 2019 Annual Report were recorded on 2 January 2020.

Annex: IP Inclusive Management 2020 Financial Report

Summary

Opening Balance:	£5,304.45
Income:	£25,250.00
Expenditure:	£28,132.04
Current balance:	£2,422.41

Breakdown of income and expenditure

	Income	Expenditure	Balance
LEO services – ongoing	£20,000.00	£24,000.00	–£4,000.00
Careers in Ideas projects (including website hosting)	£3,250.00	£2787.00	£463.00
Operating costs (liability insurance, SurveyMonkey account, bank charges, other regular subscriptions)	£2,000.00	£1345.04	£654.96

The current balance of £2,422.41 represents the remainders from fundraising for various projects over the past three years and ongoing expenses and will be ring-fenced for relevant items.

Funding has been pledged for LEO services until mid-September 2021.