

IPIM meeting with LEO

9 March 2021:

Action minutes



Working for diversity and inclusion in IP

(Meeting convened via ZOOM)

Present: Ben Buchanan (Chair), Andrea Brewster, Julie Browne, Liz Dawson, Julia Florence, Mark Foreman Richard Goddard, Sheila Wallace, Keven Bader, Lee Davies.

Apologies: Michael Silverleaf, James St Ville

Actions from last meeting/background

The key actions from the January meeting were for Andrea to prepare a complete report of the TDAB Survey results and draft a proposal for transition to a CIC. Having completed these actions there was some discussion of the outcomes prior to the present meeting, which were relayed to all IPIM members.

Purpose of Meeting

To agree on an action plan for the future of IP Inclusive which will be presented to the Annual Meeting on 23 March.

Conclusions on TDAB Survey Results and CIC proposal

The survey results indicated a high level of support for IP Inclusive and its activities and for the principle of establishing a CIC funded at least in part by Charter signatory subscriptions. However, they also suggested that the level of funding that could be raised through subscriptions did not enable forming a CIC to be a viable way forward at the present time.

Alternative plan for future of IP Inclusive

In order to allow IP Inclusive to grow and develop as an organisation independent of its founding members, CIPA and CITMA jointly propose to step down from IPIM but pledged to provide a significant amount of funding for 2021 in order to provide Andrea with financial certainty over the coming months. The intention is to change the relationship from one of governance to one of partnership. CIPA and CITMA envisage that they will continue to provide support for IP Inclusive both financially and in other ways, taking into account the future business plan and direction of IP Inclusive as an independent organisation. It was considered that the future structure and governance of IP Inclusive was for Andrea and the IP Inclusive community to determine. Further fundraising would be necessary but based on the survey and the November 2020 Senior Leaders Roundtable there is clearly appetite from the profession for supporting IP Inclusive financially.

It was felt that FICPI and IPFed would also support this proposal, but this needs to be confirmed by their respective Councils.

Ben noted that Michael Silverleaf and James St Ville were aware of the proposals and were happy to support them.

Actions:

- **Andrea to draft high-level plan for the future of IP Inclusive, explaining the benefits to the community.**
- **Liz and Julie to consult respectively with FICPI and IPFed and revert ASAP**

Future of IPIM

The timing of when the founding organisations would step down from IPIM was discussed. Although it would be logical to do so at the AGM a short transition period would assist Andrea in setting up a new governance structure. This may include members of the wider IP Inclusive community in an advisory capacity. Andrea noted that it would be helpful to retain IP Inclusive Management as a legal entity to assist with financial arrangements and other formal matters. It was noted that there will be a need to amend the Constitution.

Actions:

- **Andrea to review the Constitution**
- **Founding organisations to co-ordinate re timing of leaving IPIM**
- **Andrea to consider how to rebuild IPIM for the future**

Annual meeting

The plan for an independent IP Inclusive will be presented to the annual meeting jointly by Andrea and IPIM (Ben). It was agreed that a joint statement from the founding organisations should be issued when the meeting papers are sent to the Community to make it clear that both IP Inclusive and IPIM see the change as a positive step, enabling the evolution of IP Inclusive as an independent partner. IP Inclusive and other members of IPIM may wish to co-ordinate with similar communications. The meeting will include some discussion in break-out rooms and Andrea requested facilitators for these.

Action:

- **Founding organisations to agree a joint statement**
- **All to consider volunteering as facilitators**

AOB

Andrea thanked IPIM for supporting IP Inclusive and its journey to independence.