

IPIM Meeting 13 September 2021: Action Minutes



IP INCLUSIVE

Working for diversity and inclusion in IP

(Meeting convened via ZOOM)

Present: Michael Silverleaf (Chair) Andrea Brewster (ARB), Alicia Chantrey, Julie Dunnett, Julia Florence (Secretary), Gordon Harris, James St Ville

New IPIM Members

Alicia Chantrey and Julie Dunnett were welcomed to IPIM.

IPIM Formalities

Gordon Harris was appointed as Treasurer.

All IPIM Board members have confirmed that they have no criminal convictions.

Advisory Board

The Terms of Reference of the Advisory Board (AB) were reviewed, and some changes agreed, in particular to the number of AB members.

Twenty-six applications were received for the AB, and all had been reviewed by IPIM members prior to the meeting. It was agreed that all were excellent candidates who in total represented a good range of diversity in terms of background and experience as well as protected characteristics. IPIM agreed unanimously that all 26 candidates should be asked to join the AB. Although this would make the Board larger than originally envisaged, the increase in numbers would be valuable in reflecting the views of the membership and bringing additional perspectives, thus assisting in its role as a sounding board. It is envisaged that Advisory Board meetings would be held via Zoom (or similar) which works well for large groups. Andrea will notify Ben Buchanan, (the initial AB Chair) prior to confirming with the candidates. Andrea, in consultation with Ben, will draft a Briefing Note for the first Advisory Board Meeting. It was agreed that it would be useful to seek views on IP Inclusive's current activities and reach.

Volunteers Code of Conduct

The wording of the draft Code was reviewed and accepted subject to a few changes. The final version will be sent to all AB members in due course. As a separate matter guidance will be sought from the AB regarding reporting of any concerns by IP Inclusive volunteers.

LEO Report¹

Fundraising is still ongoing, and although still short of the £80K target, there are now sufficient funds to cover a paid admin role of around two half-days per week. ARB will draw up a job spec for this role, for review by IPIM. It is hoped that IP Fed, FICPI UK and the UKIPO will be able to provide additional funding in the form of pledges for specific items in the business plan.

¹ In addition to items reported in the meeting, ARB subsequently reported to IPIM about the launch of the new Senior Leaders' Pledge in July 2021 (see <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>)

IP Inclusive activities have been quieter over the summer but the various communities are planning more for the rest of the year.

ARB took part in an 'In conversation' Gowling WLG podcast with Gordon Harris, on the subject of D&I and has also been invited to give a keynote speech on mental health by WIPR.

Progress has been made with the AskME directory, which will provide details of minority ethnic speakers and contributors on IP topics.

There has also been progress with Careers in Ideas. Carol Nyahasha is setting up a mentoring scheme for those wishing to join the IP professions, using the MentorLoop platform. Sponsorship has been obtained for a six-month trial; if successful then further funding will be required to continue in the long term.

Andrea commended the IPReg business plan for its focus on D&I and its D&I impact report; she will respond positively to IPReg's consultation, on behalf of IP Inclusive.

Andrea will submit an invoice for additional work carried out in relation to setting up the Advisory Board and other IP Inclusive restructuring. This was provided for in the 2021-22 business plan and budget.

IP Inclusive – General matters

Membership term for IPIM members – this will not be fixed at present. However, membership will be reviewed and rotation of members considered at appropriate intervals, as will the possibility of converting to a Community Interest Company.

A register of interests for IPIM and Advisory Board members will be set up; ARB to progress.

ARB will discuss the proposed Complaints Policy with MS.

It was agreed that there is no bandwidth to investigate international affiliations at present. ARB will continue to encourage overseas attorneys to set up similar groups, but not using the IP Inclusive name.

Date of next meeting

6 December 2021, 4 pm. ARB to organise the early 2022 meetings.