

## **IP Out Report 2020**

### **1. Committee Structure**

During 2020 it was agreed to formalise our committee structure and assign roles. Up until now, the committee was very loosely organised and responsibilities were not well defined. Positions were assigned partly by election and partly by volunteer. The committee is now:

Isobel Barry – co-chair

Tom Leonard – co-chair

Georgina Hart – secretary

Jonny Lerwill – communications director

Martyna Polenska – email director

Triona Desmond – linked-in director

Darren Smyth – twitter director and IP Inclusive liaison

Al Skilton – committee member

Conor Wilman – committee member

Vicki Taylor – committee member

Tobias Hawksley Beesley – committee member

These positions will be held for 2021 and revisited for 2022.

### **2. Events in 2020**

2020 kicked off with what turned out in the end to be the last in-person event, held in January. This was David Stone in conversation with Stuart Baran, hosted by EIP. David reflected on his career as an out gay man as a solicitor and now a deputy high court judge.

To mark Pride month, on 24 June Queer performer and activist Dan de la Motte from Queer Tours of London gave a virtual journey through Soho's Queer 20th Century Heritage, followed by “networking roulette” using break-out rooms, hosted by Kilburn & Strode.

To mark Non-Binary People's Day on 14 July 2020 IP Out held an event giving an introduction to non-binary identities, hosted by Allen & Overy. The presentation was given by our committee member Al Skilton.

In October 2020 IP Out held a webinar on asexual and aromantic identities, hosted by EIP. This was moderated by Conor and the speaker was Katie Lewis, a volunteer with the AVEN (the Asexuality Visibility and Education Network) project team in the UK. Despite technical issues meaning that the speakers could only be heard and presenting slides was not possible, there was great interaction and fantastically engaged questions.

In December 2020 IP Out held a festive social event by Zoom featuring a treasure hunt and mulled wine recipes, hosted by Kilburn & Strode. This used the breakout room feature which we have found to be really effective to emulate the networking part of our events.

In January 2021, IP Out joined Women in IP in one of their series of coffee dates. This was hugely well attended, and multiple small groups assembled to discuss issues relating to “bringing your whole self to work”.

### **3. Other activities in 2020**

In February 2020 Conor Wilman wrote a fantastic series of blogposts, which were posted on the IP Inclusive website, for LGBT+ history month.

Conor Wilman also wrote a blogpost for International Day against Homophobia, Transphobia and Biphobia (IDAHOBIT) on 17 May 2020.

In June 2020 to mark Pride month, Careers in Ideas hosted a series of blogs from LGBTQ+ people working in the IP profession.

Darren Smyth attended the LGBT+ STEMinar in person in January 2020 and virtually in January 2021, promoting the IP profession and the IP Inclusive initiatives.

### **4. Plans for 2021**

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