



**IP INCLUSIVE**

Working for diversity and inclusion in IP

# Annual Report 2021

## Contents

	<b>Page</b>
<i>IP Inclusive spreads its wings: foreword by Andrea Brewster OBE</i> .....	3
1 Our 2021 strategic objectives.....	5
2 Our EDI Charter (objective 1).....	5
3 Post-lockdown support (objective 2).....	9
4 Careers in Ideas (objective 3).....	13
5 Widening participation (objective 4).....	16
6 Resources (objective 5).....	20
7 Impact evaluation (objective 6).....	22
8 Structural, governance and management changes (all objectives).....	22
9 Supporting our volunteer base (all objectives).....	27
10 The six communities.....	28
11 Other activities.....	38
12 Financial matters.....	43
13 Other operational matters.....	44
14 Acknowledgements.....	48
15 Notes.....	50
Annex I: IP Inclusive Advisory Board members.....	51
Annex II: IP Inclusive Management 2021 Financial Report.....	52
Annex III: IP Inclusive contact details.....	53

# IP Inclusive Annual Report 2021

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## **2021: IP Inclusive spreads its wings** **Foreword by Andrea Brewster OBE**

In some ways the IP Inclusive I write about now, at the start of 2022, is very different to the one I was leading a year ago. Yet in other, crucial respects, I believe it has hardly changed. Yes, it has grown in size, strength and confidence, but it has also held true to its underlying principles: inclusivity, accessibility, integrity and trust.

Involvement in, and the benefits of, IP Inclusive remain free and open to all UK-based IP professionals. We are driven by volunteers and generosity, by people determined to share best practices throughout the community and to unite and broaden perspectives rather than to divide and jealously protect. We are not here to make a profit, only to pursue our core objectives: to promote and improve equality, diversity, inclusivity and wellbeing in the UK's IP professions.

The first half of 2021 saw key changes to our structure, governance and management, designed to make the initiative more sustainable for the longer term. We became independent of our founding organisations – who nevertheless continue to work alongside us as supporters and partners; improved our governance structures with a new constitution for our governing body IP Inclusive Management and an Advisory Board to guide and support them; and streamlined our planning, budgeting and fundraising procedures.

But at the day-to-day level, the volunteers who are our life-blood should not have noticed too much change. The measures we took are designed to provide them with better support whilst maintaining their freedom to do what they do best, unfettered by undue bureaucracy yet underpinned by suitable safeguards. We believe our governance is sound but proportionate for an initiative of IP Inclusive's size, resources and operating style.

The changes have taken time and energy and we have been hugely grateful to our volunteers for their patience and their input into the process. Many supporters have donated to ensure we continue to thrive. And we are indebted to the founding organisations for having the courage and foresight to relinquish their former control in favour of a new type of partnership.

The real credit, however, must go to the individuals who have kept the IP Inclusive show on the road throughout. The communities, regional networks, Careers in Ideas task force and Mental Health First

Aiders' Network have continued to organise events, raise awareness, provide support and generate useful resources. Careers in Ideas now has an important new mentoring hub. We have gained a sixth community, the IP Non-traditional Family Network. A directory of minority ethnic speakers, content providers and other volunteers is well on its way. Sadly Covid-19 is not yet a thing of the past, but IP Inclusive and its volunteers have remained a source of reassurance, guidance and inspiration as we grapple with its ongoing impact in the workplace. Lots has been happening, in fact – you can read all about it in the report below – and there is more in the pipeline.

Which brings me to one last thing. We have enough funding now to take on some part-time staff to help us do more and do it more efficiently. I will very much look forward to that; the administrative burden for the Lead Executive Officer is high now and I know that means I haven't always been able to support other volunteers as well as I'd like. It is however testament to the growing IP Inclusive community that we have all continued to muddle along together, look out for one another and share the workload. In the process we have yet again achieved some fantastic things in a year full of uncertainty and upheaval.

There is plenty to look forward to as we move into 2022. IP Inclusive has spread its wings and is now well and truly airborne. We have good reason to be optimistic.

Andrea Brewster OBE  
Lead Executive Officer  
IP Inclusive

## 1 Our 2021 strategic objectives

Our business plan for 2021-22, published in April 2021<sup>1</sup>, outlined six high-level objectives around which we intended to focus our activities over the following twelve months. For most of 2021 we have been working on those areas, and we intend to continue during the early months of 2022, pending the creation of a new business plan for 2022-23.

The six objectives are:

1. Improving our engagement with, and support for, our EDI Charter signatories (see section 2 below).
2. Supporting IP professionals and their organisations as they emerge from the Covid-19 lockdown, to help ensure that diversity and inclusion (D&I) and wellbeing are appropriately addressed in the new working arrangements and that positive aspects of the 2020 changes can be retained (section 3).
3. Increasing upstream awareness of the IP professions and improving access, in particular for disadvantaged and currently under-represented groups (section 4).
4. Widening participation in IP Inclusive throughout the IP professions (section 5).
5. Improving coordination of our resources, activities and associated communications, both internally and alongside relevant external organisations (section 6).
6. Measuring and evaluating our impact (section 7).

The business plan also:

- Outlined our internal plans for the year, intended to put us in a better position to pursue our strategic objectives by strengthening and streamlining the supporting infrastructure (section 8).
- Emphasised the importance of continuing to support our volunteers, whose work is crucial to achieving our objectives (section 9).

This report describes the specific things we did during 2021 to pursue the above objectives.

## 2 Our EDI Charter (objective 1)

*Improving our engagement with, and support for, our EDI Charter signatories.*

### 2.1 General

Our EDI Charter<sup>2</sup> signatories were a key source of support and feedback during 2021. Our restructuring was informed by signatories' responses to a consultation survey in late 2020, which

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<sup>1</sup> See <https://ipinclusive.org.uk/newsandfeatures/the-road-ahead-ip-inclusives-2021-22-business-plan/>

<sup>2</sup> See <https://ipinclusive.org.uk/about/our-charter/>

provided evidence of the value of the initiative to organisations of different types, and vital information about how they would like it to develop.

Although the survey revealed a fair amount of support for the concept of a Charter signatory subscription, not all signatories felt the same way and it was clear that different organisations would feel comfortable with different subscription levels. For this reason we decided (see 8.6 below) that the “Wikipedia” funding model would be more appropriate and inclusive, a decision that paid off as a large number of signatories did indeed contribute generously to our fundraising campaign last year. We are hugely grateful to those donors; they are acknowledged at 14.2 below.

During 2021 we acquired 9 new Charter signatories; these included in-house departments and private sector patent and trade mark practices, general law firms and barristers’ chambers. Following data clean-up checks, 5 signatories were removed from our database during 1Q 2021, primarily organisations that no longer existed independently. A further signatory was removed during 3Q 2021 due to failure to supply up-to-date contact details. The remaining signatories (153 in total at the start of 2022, all listed on our website<sup>3</sup>) continue to represent a wide range of entities in terms of size, structure, location, areas of practice and business model; they include membership bodies, suppliers to the IP sector, the IP Regulation Board (IPReg) and the UK Intellectual Property Office (IPO).

In 2022 we will work with the IP Federation on potential updates to the Charter wording, to encourage greater take-up from their members. We also hope to run another signatories’ survey, for which see 7 below.

## 2.2 The regional networks

Our four regional networks of Charter signatories 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 local organisations.

During 2021 the regional networks continued to work alongside the six communities (see 10 below) on a range of events and resources. Their joint projects included:

- In January, March, May and June, Women in IP coffee dates (see 10.7.2 below). Each of these events comprised a series of virtual meetings led by hosts around the country: the “venues” included Belfast, Cambridge, London, Midlands, North of England (including Leeds, Liverpool and York), Scotland, the South West and Wales. The September and December

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<sup>3</sup> See <https://ipinclusive.org.uk/about/charter-signatories/>

coffee dates had an alternative, more centralised format but the regional networks were still involved in helping to promote them and to host breakout discussions.

- In March, a Midlands Network and IP Ability webinar on “Reasonable adjustments – what are they, and how can we get them right?”
- In July, a North of England Network event to mark their second anniversary, which included updates from all the communities and informal breakout discussions about future plans and priorities.
- In August and September, a series of summer social “park meets” in various locations, coordinated with help from the CIPA Informals and involving various regional networks as well as the IP Non-traditional Family Network. Gatherings were held in Bath, Cambridge, Cheltenham, Leeds, Nottingham and Sheffield.

Aside from the park meets, the regional networks continued to operate online; events organised by one of them could therefore be accessed by IP professionals anywhere in the country.

Sadly, the South West Network’s planned July “Picnic in the Park”, to mark the Bristol Pride celebrations, had to be cancelled due to a sudden strengthening of Covid-19 restrictions. However, the network had better news in October when IP Inclusive won the 2021 Bristol Law Society Diversity, Inclusion and Wellbeing Award, having been nominated by the network’s co-lead Megan Jefferies. The winners were announced at the Society’s 250th anniversary gala dinner, where several South West Network committee members were present, with our Lead Executive Officer Andrea Brewster, to collect the trophy.

Led by Laurence Cheney, the Scotland Network committee was revitalised in early 2021, with new volunteers and re-allocated roles and responsibilities. The network ran two events during the year, focusing on the impact of the Covid-19 lockdown on working arrangements. The first, in May, was entitled “Flexible working in IP – embracing the benefits for all”, whilst the second, in October, discussed “The way we work now – promoting inclusivity or leaving some behind?”; both of these were virtual events and open to all IP Inclusive supporters.

Each regional network has its own section in the IP Inclusive mailing list, allowing it to target notifications, updates and invitations to relevant people. These sections included, at the start of 2022, 41 subscribers for the Midlands Network, 70 for the North of England, 54 for Scotland and 105 for the South West (these figures were 35, 67, 50 and 110 respectively at the start of 2021). The North of England Network has its own email address, YouTube channel and LinkedIn group, of which the latter had 60 members at the start of 2022 (51 at the start of 2021). The Scotland Network’s LinkedIn group, established in early 2021, had 48 members. We also have a website page dedicated to our regional networks and events<sup>4</sup>.

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<sup>4</sup> See <https://ipinclusive.org.uk/our-regional-edi-charter-networks/>

## 2.3 Charter signatory resources and comms

Much of our focus during 2021 was on helping Charter signatories with the transition to post-lockdown working arrangements. See 2.2 above and 3 below regarding our events and guidelines on inclusivity in new working models, including the Scotland Network’s contributions to the debate.

Our Women in IP community (see 10.7 below) collated suggestions for ways in which signatories could improve D&I levels in their organisations. These “quick wins” were based on discussions at its February and March events on the same theme, and an associated survey seeking delegates’ ideas about effective D&I-improving measures. We hope to publish them in early 2022.

Other resources added to the IP Inclusive website during the year (see 6 below) will, we hope, have been of help to signatories in fulfilling the six Charter commitments<sup>2</sup>. These include recordings of events such as our December webinar on the workplace impact of unconscious cognitive biases (see 6.2 below). The Women in IP coffee dates have also proved excellent opportunities for IP professionals in signatory organisations to share ideas and best practices, and to collaborate to improve standards across the sector: the discussion outcomes are published in website “News and Features” posts and provide an excellent long-term resource for those wishing to establish more inclusive workplaces.

We have continued to update the Charter signatories’ “designated EDI Officers” on our work, roughly fortnightly, through our mailing list.

We are hopeful that our new Advisory Board (see 8.5 below) will help us bring together ideas and volunteers to support and develop the Charter accreditation scheme. Appointing administrative support (8.4 below) should make it easier for us to administer the scheme, maintain up-to-date records and communicate with signatories.

## 2.4 The Senior Leaders’ Pledge

Our Senior Leaders’ Pledge, introduced in July 2021, has strengthened our engagement with many signatories, particularly those in the patent and trade mark sector (see 5.3 below). The pledge is intended to encourage visible championing of D&I at the highest levels of our signatory organisations. It involves eight high-level commitments, alongside suggestions for practical steps that could be taken to demonstrate each of them<sup>5</sup>: these we believe will be of help to all signatories hoping to improve D&I within their organisations.

The Senior Leaders’ Pledge was created by our senior leaders’ “think tank”, which since its inception in the autumn of 2020 has helped to raise awareness of IP Inclusive’s work and its value to our signatory organisations. Its members ensure that their organisations’ engagement with the IP Inclusive Charter has the requisite authority and support.

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<sup>5</sup> See <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>



## 2.5 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); Alison Lawson (Zacco); Claire O'Brien (Mills & Reeve; Women in IP representative); Gareth Probert (EIP); Kevin Rich (Potter Clarkson; IP Out representative); Hannah Thorne (Marks & Clerk; IP Futures representative); Nirmal Trivedy (Potter Clarkson; IP & ME representative); Jennifer Unsworth (HGF; committee co-lead from 4Q 2021).
- 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); Kerry Russell (Shakespeare Martineau); Vanessa Stainthorpe (HGF; committee lead); Joanna Thurston (Withers & Rogers).
- Scotland: the Scotland network is led by Laurence Cheney (Murgitroyd); the committee members are Margaret Hastie (Murgitroyd), Rachel Gillan (CMS) and David Blair (AA Thornton). The committee is supported by 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 who have been involved in its recent activities, as have a number of in-house IP professionals.
- South West: Susan Antoine and Caroline Day (Haseltine Lake Kempner); Megan Jefferies (Thrings; committee co-lead); Andrew Mears (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).

## 3 Post-lockdown support (objective 2)

*Supporting IP professionals and their organisations as they emerge from the Covid-19 lockdown, to help ensure that D&I and wellbeing are appropriately addressed in the new working arrangements and that positive aspects of the 2020 changes can be retained.*

### 3.1 General

The impact of the 2020 Covid-19 pandemic continued to be felt throughout 2021, as organisations tentatively emerged from lockdown. Most IP sector employers opted for a more flexible approach to working arrangements, allowing their staff a mixture of home and office working. We felt it was important that inclusivity be at the heart of the new arrangements, that account be taken of

people’s individual needs and preferences, and that particular groups (eg disabled and neurodiverse people, parents and carers, early-career professionals) were not disadvantaged by the changes.

We provided a number of resources around this theme, including an April webinar with Focal Point Training on “Time to... RESET!” and guidance published in May about post-lockdown inclusivity. The webinar focused on the unique opportunity to think differently about how we work from now on, exploring how to take stock, harness the positives and identify what to build into future models. The guidance, aimed in particular at leaders and managers, took the form of ten tips for making the most of the transition out of lockdown and ensuring an inclusive workplace post-Covid: it was created with input from the IP Inclusive communities, Focal Point Training and Jonathan’s Voice.

Inevitably, questions about what we had learned from lockdown, and how that should shape our new working arrangements, were visited in many contexts through our 2021 activities, events and publications, in particular those relating to mental health (see 11.1 below) and disability (10.3 below). These topics were also addressed in international events such as Women in IP’s June and December collaborations with Chicago Women in IP (see 10.7 below) and the EPO, WIPO and AIPLA events to which our Lead Executive Officer Andrea Brewster contributed (see 5.4 below), providing valuable insight into how the Covid-19 pandemic had affected IP professionals in different countries.

### **3.2 The communities and regional networks**

Much of the support that we provided for IP professionals during this time of flux came from our networking and support communities and our regional networks. They continued to provide safe spaces in which people from specific groups could exchange ideas, share best practices, raise concerns, and generally reassure and support one another.

Specific pieces of work from the communities and regional networks included:

- In April, an IP Ability webinar about managing stress when navigating a “post-Covid” world, particularly for disabled people (see 10.3 below).
- In May and October, two Scotland Network events about post-lockdown working practices (2.2 above).
- In June, Women in IP coffee dates on the theme of “New working models”, exploring the impact of changes to working arrangements on people’s career development (10.7 below).
- In August, an IP Futures event giving people the chance to share their hopes and fears around returning to the office (10.4 below).

### **3.3 Lobbying**

Lockdown had also brought changes that impacted on IP professionals’ core work, for example to the format of tribunal hearings and professional exams and to regulatory arrangements. IP Inclusive

contributed to public consultations on these issues, to help ensure that the needs of all groups were taken into account in decisions about, for example, online (“ViCo”) oral proceedings at the European Patent Office (EPO) and IPReg’s practising fee waiver for those suffering hardship as a result of the pandemic. See 11.3 below for more about these and other lobbying activities.

### 3.4 Our events

During the first half of 2021 we continued to organise exclusively virtual events. We had found them to be more widely accessible, easier to schedule and administer, and free of hosting and hospitality costs. Even purely social events (for example the Women in IP coffee dates and other community discussions) continued to work well online and to allow a wide range of people to get together.

However, in 3Q 2021 we began to receive questions about our plans for future events and offers to host face-to-face versions. Some of our supporters were returning to their offices on a limited, and generally flexible, basis, and although still happy to work online as well, it was clear that many would appreciate the chance to network “in real life”.

Our West of England Network was the first to organise a face-to-face event, scheduled as a July outdoor picnic in Bristol. Although that had to be cancelled when Covid infection rates rose again, later in the summer the regional networks and IP Non-traditional Family Network were able to run outdoor social gatherings in the form of “park meets” in various locations (see 2.2 above).

In early November, IP Out successfully ran our first “hybrid” event (see 10.6.2 below). Both “live” and virtual delegates were able to participate in the Q&A session that followed the main panel discussion – and indeed both did so. The live event in London included networking drinks. Those attending in person were encouraged to do a lateral flow test beforehand, even if vaccinated, in order to reduce the risks to other delegates. They were asked not to attend if they or anyone they lived with had recently received a positive test result for Covid-19 and/or was showing symptoms. IP Out ensured the meeting space was well ventilated and made clear that guests were more than welcome to wear a mask if they wished.

IP Out were also set to hold a fully face-to-face social event at an external venue in December. Sadly, that had to be cancelled as concerns over the rapid spread of the Omicron variant caused tighter restrictions and the work from home requirement returned.

“No-show” rates have inevitably increased – it is easy to register for an online event and equally easy not to attend – but we factor this into our planning and registration systems and most events have still been better attended than they would have been pre-pandemic.

### 3.5 What next?

It is clear from the events of 2021 that Covid-19 will not go away any time soon. Despite the incredible vaccine rollout, infection rates and concerns continue to fluctuate. We will need to be ready to support IP professionals, in particular those in more vulnerable groups, as working and social restrictions come and go and uncertainty remains a significant problem. Wherever possible, we will share information and guidance with the people making management and strategic decisions, to help them safeguard inclusivity throughout the necessary changes to their working environments. We will signpost relevant resources available elsewhere and where we can, bring in external experts to assist.

Our communities and regional networks will continue to be key to this aspect of our work. Importantly, our new Advisory Board will help us keep informed of the impact of the pandemic on different sections of the IP community.

We did not manage to re-run our Mental Health Awareness Week survey as we had hoped to in 2021. We will however do that in 2022, in collaboration with Jonathan's Voice (see 11.1 below). We will include questions to gauge the impact of the pandemic on IP professionals, relative to the situation when we last ran the survey in the spring of 2019. The results, along with LawCare's *Life in the Law* survey results<sup>6</sup>, will further inform our work on mental wellbeing post-lockdown.

There are many aspects of the Covid-19 lockdowns that have brought benefits to IP Inclusive. Our supporters are, on the whole, far more comfortable now with online communications; this has allowed us to provide more accessible events and resources, to reach more people and generally to streamline our activities and communications. The increased availability of online platforms and tools is of huge value to a small organisation like ours with few financial or human resources at its disposal. We will continue to make the most of these changes, whilst also listening to our stakeholders to ensure that our work continues to align with their needs and preferences. It is important, for example, to take account of the many other demands on our volunteers' time as their "day jobs" undergo Covid-related changes, and to recognise that some groups will be less active than they might like at certain times. That is how a volunteer-driven organisation works, and we must collaborate to help the initiative as a whole remain focused on its objectives. Also vital will be to ensure that "hybrid" events are suitably inclusive, for both online and in-person participants.

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<sup>6</sup> See <https://www.lawcare.org.uk/news/lawcare-launches-ground-breaking-research-study-life-in-the-law>

## 4 Careers in Ideas (objective 3)

*Increasing upstream awareness of the IP professions and improving access, in particular for disadvantaged and currently under-represented groups.*

### 4.1 General

We are addressing objective 3 through Careers in Ideas<sup>7</sup>: this is IP Inclusive's outreach initiative, designed to raise awareness of IP-related careers and encourage recruits from a wider range of backgrounds.

During 2021 we continued to grow our Careers in Ideas task force and to progress its various projects, in particular aspects related to improving social mobility and access to the professions. The creation of a new mentoring scheme for would-be recruits was a particular highlight, as was a new collaboration with the senior leaders' think tank. These, together with additional funding received for Careers in Ideas projects, positioned the campaign well for making further progress in 2022: see in particular 8.4 below regarding a potential intern to support its work.

The task force met in March, June, September and December 2021 to coordinate the activities of its various working groups.

### 4.2 The Careers in Ideas Mentoring Hub

Much of 2021 was spent planning and preparing for this new mentoring scheme, designed to help higher and further education students navigate their way into IP sector careers. The brain-child of task force member Carol Nyahasha, it was formally launched in December following the recruitment and training of a first cohort of mentors from a range of IP sector roles and career levels. At the start of 2022 we had 27 mentees and 17 mentors signed up to the scheme.

The Mentoring Hub is hosted on the online MentorLoop<sup>8</sup> platform. This helps us streamline processes, reduce the administrative burden and generally ensure that both mentees and mentors get the best out of the scheme. Mentor-mentee matching and communications take place via the platform, so as to provide an appropriate degree of privacy and protection for all participants. Our initial six-month trial of MentorLoop was funded by a private donation; if the trial goes well, we will need to secure further funding to continue with the scheme from May 2022.

The mentor training was delivered primarily by task force member Julie Barrett (Purposive Step Consulting), whose pro bono workshops provided excellent insights into the role and remit of a mentor and practical guidance for the situations they might encounter. This was supplemented by guidance on the MentorLoop platform, and on the formal support and safeguards available for participants through IP Inclusive, from Carol Nyahasha and Andrea Brewster.

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<sup>7</sup> See <https://ipinclusive.org.uk/careers-in-ideas/> and <https://careersinideas.org.uk/>

<sup>8</sup> See <https://mentorloop.com/>

The hub hosts a collection of resources for both mentees and mentors, including the mentor terms of reference, mentee guidelines, general information about IP-related careers, and recordings and presentations from the mentor training sessions.

### 4.3 Events

During 2021 we re-ran two of our more popular Careers in Ideas Week<sup>9</sup> events from autumn 2020. These included a June “masterclass” offering guidance on the application and interview process for students hoping to train as patent and/or trade mark attorneys; and a September “careers clinic” with IP Futures (see 10.4 below). They helped us establish an appetite for, and potential recruits to, the new mentoring scheme.

In September we also ran an event with the IPO, supported by the Judicial Appointments Commission, about careers as an Appointed Person. This was aimed at people already in the IP professions, in a range of roles, and thus helped us reach areas of the IP sector that had previously been less involved with IP Inclusive and Careers in Ideas.

### 4.4 Other 2021 highlights

Task force members David Joo and Cherry Shin established a new working group in the second half of 2021, to coordinate university outreach. Initial contact has been made with some university careers departments, the focus being on those that have not previously had links to the IP sector. The working group is also looking to develop our database of UK universities, the courses they offer and their student demographics; this is intended for use by IP professionals in planning and targeting their outreach activities and will help us align these efforts across the sector.

A November meeting of the senior leaders’ think tank (see 5.3 below), focused on outreach and access to the IP professions, provided an excellent opportunity to spread the word about Careers in Ideas. Task force members provided updates on their current projects, including the Mentoring Hub, and ideas for how think tank members and their colleagues could both benefit and contribute. We are hopeful that this will yield more volunteer mentors and speakers, wider use of the Careers in Ideas resources, and closer working relationships between the IP professions and relevant charities and outreach organisations.

Meanwhile some work has been done on compiling a directory of volunteers willing to do outreach work on behalf of Careers in Ideas. We aim to establish an associated mailing list, through which to communicate and coordinate opportunities for both volunteer IP professionals and those seeking their help. Again we hope to work with the senior leaders’ think tank to increase uptake.

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<sup>9</sup> See <https://ipinclusive.org.uk/careers-in-ideas-week/>

## 4.5 Social media and comms

A team of people from the task force update the Careers in Ideas website, email inbox, LinkedIn group and Twitter account. The LinkedIn group had 99 members at the start of 2022 (79 at the start of 2021). The Twitter account (@CareersInIdeas) had 591 followers at the start of 2022, compared to 546 at the start of 2021.

During 2021, the Careers in Ideas website carried news posts about summer internship opportunities with an IP organisation, National Careers Week in March 2021, and the new Mentoring Hub. A June post on the IP Inclusive website News and Features page covered collaborations between IP sector organisations and the social mobility charity In2scienceUK, largely brokered through Careers in Ideas. In October the IP Inclusive website also carried a report of our September event on careers as an Appointed Person (see 4.3 above).

One of our short-to-medium-term goals is to upgrade the Careers in Ideas site to be better structured, more user-friendly and easier for us to edit and maintain (see 13.2.2 below). We hope to revive its “opportunities” page, so as to provide would-be recruits with up-to-date information about open days, work placements, internships and similar opportunities. A new site could also provide a platform for an updated, more accessible and potentially more interactive version of the existing “careers pathways map”.

## 4.6 Key contacts

The Careers in Ideas task force lead is Chris Burnett (Birkett Long). Its current members are: Dionne Alleyne (Dehns); Julie Barrett (PurposiveStep Consulting); Andrea Brewster (IP Inclusive); Rebecca Brooks (Mewburn Ellis); Julie Browne (Shell); Gemma Christie (Keltie); John Enser (CMS-CMNO); Sally Lingjun Gao (Mathys & Squire); Joshua Green (Kilburn & Strode); Thomas Hailes (Beck Greener); Rebecca Halford-Harrison (RSC Law Group); Gordon Harris (Gowling WLG); Jay Janusz (Boult Wade Tennant); David Joo (Aon); Philip Lawrence (IPO); Alison Lawson (Zacco); Stephanie Learoyd; Joseph Letang (Dehns); Ayesha Malik (University of Law); Carol Nyahasha (Barron Warren Redfern); Zahra Panchbhaya (Lawrie IP); Natasha Perks (Abel + Imray); Monifa Phillips (Appleyard Lees); Anna Rice (IPO); Heather Scott (Gill Jennings & Every); Polly Shaw (Dehns); Cherry Shin (Appleyard Lees); Sheila Wallace (Marks & Clerk); Ellie Wilson Kirkland & Ellis); and Connor Yap (Sagittarius IP).

The Mentoring Hub is run by Carol Nyahasha (project lead), Julie Barrett and Natasha Perks.

## 5 Widening participation (objective 4)

*Widening participation in IP Inclusive throughout the IP professions.*

### 5.1 General

One of the key ways in which IP Inclusive has been able to widen its reach this year is through its restructuring. New IP Inclusive Management (IPIM) members have introduced stronger links with the Intellectual Property Lawyers' Association (IPLA) and the IP Bar Association, whilst the Advisory Board (see 8.5 below) has brought in volunteers representing a range of IP sector roles and career levels.

The 26 Advisory Board members represent, for example, IP solicitors, IP paralegals, IP Office examiners, IP commercialisation specialists, recruitment consultants, and HR and other business support professionals working in the IP sector. Some work in-house and others in the private sector. They range from those who have only just joined the IP professions to those who have recently retired. They also work in a variety of UK locations. The Board's virtual meeting format, with which it is likely to continue whatever happens on the Covid-19 front, has helped us to recruit a more diverse membership. These people will be able to improve our understanding of, and hence engagement with, a larger proportion of the community that IP Inclusive serves.

Our annual meeting in March 2021, at which all UK-based IP professionals were welcome, provided a useful opportunity for us to raise awareness of IP Inclusive's work and inspire new volunteers, as well as to consult with our stakeholders about future plans and priorities: see 13.1 below.

### 5.2 Relationships with other IP sector organisations

The initiative's new-found independence from its founding organisations, which were focused on the patent and trade mark professions, has also helped us get the message across that we are here for *all* IP professionals. Strong links have continued with those organisations, however: we collaborated with all of them on D&I-related projects in 2021, in particular our June global IP meeting (see 5.4 below).

We benefit from our relationships with these and other IP sector organisations, learning from one another's efforts in the D&I space. We have, for example, worked with the IPO, its senior staff and its internal support networks, ensuring that IPO staff can also engage with IP Inclusive activities and events. Representatives from the IP Federation sit on both IPIM and the Advisory Board, helping us to tailor our offering to those working in-house and to share their D&I expertise with the private sector.

Our communities have had the opportunity to address IP paralegals, through CIPA's October conference (see 10.1 below), and our Lead Executive Officer Andrea Brewster to speak to new CITMA members at its online induction day, also in October. CITMA kindly opened its D&I-related webinars, free of charge, to all IP Inclusive supporters: these included two on mental wellbeing, and



events to mark International Women’s Day in March, Pride Month in June, Black History Month in October and UK Disability History Month in November.

In addition we continue to collaborate with the IP and legal sector mental health charities Jonathan’s Voice and LawCare: see 11.1 below.

We are grateful to all these organisations for their continuing support, both financially and through involvement in specific events and projects.

### 5.3 The senior leaders’ think tank

The work of our senior leaders’ think tank, established in November 2020, has become increasingly important. Although it is still focused on private sector patent and trade mark practices, it has in that sphere greatly increased engagement from leaders and managers, who are in turn able to champion D&I from the highest level and have helped to raise awareness of IP Inclusive throughout their organisations. Many of these people might not have considered themselves members of any particular “minority” group and had not previously been involved with IP Inclusive, yet they represent a valuable addition to our community of “allies”.

Involvement in the think tank has for many become a badge of honour. Its members help us to promote it, and to promote IP Inclusive more generally, by publishing about its work.

The think tank met in early May to progress some of the objectives from its inaugural meeting, specifically those about embedding D&I throughout corporate systems and practices, and supporting the HR teams and managers who help make that happen. This event included a presentation by Eifion Morris, senior diversity champion at Stephenson Harwood, and his diversity colleague Liz Cope entitled “A whole-team approach to D&I”. It hosted guests in senior HR roles within participating firms, to bring more of them into IP Inclusive and create a more joined-up approach to D&I between people in different roles within the sector.

Based on the May discussions, the think tank created an IP Inclusive “Senior Leaders’ Pledge”. This was launched in July 2021 with the publication of personally-tailored pledges from 73 senior people representing a range of organisations, including the Chief Executives of CIPA and CITMA. Another 15 sign-ups followed during 3Q 2021, the initiative enjoying high levels of engagement among its target audience. The pledge is now being considered by other IP Inclusive supporters and Charter signatories, and the IP Federation are working with us on a version tailored for in-house department heads.

In November 2021 the think tank met again, this time to address a specific commitment from the Senior Leaders’ Pledge – to “share our privileges” – as well as the externally-facing objectives from the inaugural 2020 meeting. The 2021 event focused on outreach and access to the IP professions. It included updates on various Careers in Ideas projects (see 4 above) and a keynote talk from Nicholas

Cheffings, Chair of the PRIME Commitment. As with earlier meetings, we hope to generate specific practical commitments by way of outcomes in early 2022. As far as possible, these will be progressed in collaboration with Careers in Ideas, working together to improve access to the patent and trade mark professions and related careers.

The leaders' think tank is a joint project with CIPA and CITMA, led by CIPA's Honorary Secretary Gwilym Roberts and our Lead Executive Officer Andrea Brewster.

## 5.4 International collaborations

2021 was also a year in which interest in IP Inclusive grew outside the UK. Following a number of enquiries about our work from overseas IP professionals, we organised a global diversity meeting in June to showcase IP Inclusive to the wider IP sector. This collaboration with the founding organisations and other key IP sector bodies (including the IPO and IPReg) proved highly popular and was attended by representatives from around the world. Run twice on the same day so as to accommodate delegates from different time zones, it included talks on IP Inclusive generally, its communities and Careers in Ideas, plus others from the IPO's Chief Executive Tim Moss and the founding organisations. These presentations, along with delegate responses, helped to strengthen the business case for D&I, demonstrating its value as a selling point for the UK professions.

Breakout discussions allowed for the exchange of ideas with our overseas counterparts; they were facilitated by a wide range of our supporters, including representatives of the IP Inclusive communities, Careers in Ideas, IPReg, IPLA, the IP Bar Association and Jonathan's Voice. Delegate feedback from the meeting was positive and included enquiries about potential overseas membership of our Charter scheme and/or other forms of international affiliation. Whilst we do not yet have the resources to extend our remit outside the UK, IP Inclusive has not ruled out engaging in such projects in the future, not only to incentivise UK professionals to lead the way on D&I but also to help them select overseas suppliers with aligned D&I credentials. Where we receive expressions of interest, and requests to collaborate, from overseas, we will endeavour to offer advice and ideas.

Our Women in IP community also collaborated specifically with their US counterparts, organising two 2021 events with Chicago Women in IP and assisting the AIPLA in promoting their global Women in IP networking events (see 10.7.3 below). Their coffee date series (see 10.7.2) also included three Dublin events run "in association with" IP Inclusive.

During the year our Lead Executive Officer Andrea Brewster participated in three events with international audiences:

- In May, a panel discussion on D&I at the EPO Academy's "Examination matters reloaded" conference.
- In June, an AIPLA IP Practice in Europe Committee event on global and national approaches to making D&I policies "systemic", to mark the end of their virtual European trip. This event

was open to all IP Inclusive supporters and included panellists from the UK, US, France, Germany, Italy and the World Intellectual Property Organization (WIPO).

- In October, a WIPO conference addressing the gender gap in global IP systems.

Relationships with diversity champions in official bodies such as the EPO and WIPO can be of particular value for exchanging ideas and pooling resources. In particular they can help us influence the D&I agenda in wider forums that still ultimately, through the global nature of the IP system, impact on UK professionals. We were therefore pleased that in October 2021, IP Inclusive supporters became involved in a new ad hoc D&I working group established by the board of the Institute of Professional Representatives before the European Patent Office (epi). The working group will look at bringing D&I to the epi Council and wider membership.

## 5.5 Careers in Ideas

Our Careers in Ideas task force (see 4.1 above) includes a mix of participants from different IP sector roles and career levels. Their work has proved an excellent way of uniting people through their desire to make the whole sector more accessible.

In addition to the Careers in Ideas collaboration with the senior leaders' think tank (see 4.4 and 5.3 above), a September 2021 event about Appointed Persons (4.3 above) helped the campaign to reach more solicitors, barristers and trade mark attorneys, all historically less well represented in IP Inclusive than patent attorneys.

## 5.6 Men in IP

In November 2021 we co-hosted an informal discussion with the IPO's Men's Network, to coincide with "Movember", about what people had done to keep busy during lockdown and the importance of "me time" hobbies and interests for mental wellbeing. Unusually for IP Inclusive, the event was only open to IP professionals who identified as men; it was intended as a safe space to discuss specific personal issues and we hope will have helped more men to engage with IP Inclusive. An event earlier in Movember focusing on men's mental health and suicide risks was open to both men and their allies (see 11.1.2 below).

Our Women in IP community has always been open to people of all genders, and men were involved in many of their 2021 coffee dates (see 10.7.2 below). There is, however, still room for improvement in our engagement with male allies, considering their importance for the pursuit of gender equality.

## 5.7 General accessibility

Our events continued to be primarily virtual during 2021, helping us to reach people in a wider range of working environments and geographical regions. People have been better able to get involved

whatever their role and however heavy their workload. The Women in IP coffee dates, hosted from “venues” and/or by facilitators from around the country, have proved particularly effective at this (see 10.7.2 below). However the Covid-19 pandemic progresses during 2022, we will likely continue to hold as many as possible of our events either virtually or as a suitably inclusive “hybrid” of both in-person and online models: see 3.4 above.

We now provide automatic closed captions for most IP Inclusive events and larger meetings, to improve their accessibility. Our event recordings also carry YouTube’s free automatic subtitles. Wherever possible, we offer support to people who have special access requirements for specific events.

## **6 Resources (objective 5)**

*Improving coordination of our resources, activities and associated communications, both internally and alongside relevant external organisations.*

### **6.1 General**

IP Inclusive aims to provide cost-effective, accessible and appropriately-tailored training for IP professionals in D&I-related issues. Our resources include events, access to discussions, guidelines, template documents, and social media content on relevant topics to share best practices and spark further discussion.

Our events continue to be open to all our UK-based supporters, free of charge, being largely developed and hosted by volunteers. This helps 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 the events yield follow-up resources, including speaker presentations and supplementary materials, recordings, guidance notes and discussion outcomes: these are available, also free of charge, on our website.

On the whole our training and resources were well received in 2021, 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 attorneys<sup>10</sup>.

### **6.2 2021 resources**

During 2021 we posted 22 new resources on our website resources page<sup>11</sup>. These included 17 event recordings; associated materials such as speaker presentations and guidance, meeting outcomes and event reports; content from our June global diversity meeting (see 5.4 above) and November

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

<sup>11</sup> See <https://ipinclusive.org.uk/resources/>

introduction to Careers in Ideas for the senior leaders' diversity think tank (5.3 above); tips for creating an inclusive workplace post-lockdown (3.1 above); and a collection of links to resources – from both IP Inclusive and elsewhere – to help organisations recruit more fairly and inclusively.

We also published our Senior Leaders' Pledge (5.3 above), with practical guidelines for fulfilling its commitments.

In addition we worked on the following, which we hope to launch in the first half of 2022:

- The AskME directory (see 10.2.2 below): this should be a valuable resource for improving the visibility and influence of minority ethnic professionals in the IP sector.
- Women in IP's "Quick wins" toolkit (10.7.1 below).
- Basic guidelines on D&I data gathering (11.2 below).

Further links and resources are available from our website Mental Health and Wellbeing page (which the charity Jonathan's Voice continued to help us update), and from specific community pages (for example the disability-related resources collated by IP Ability: see 10.3.3 below).

In terms of events, most are organised through our communities, regional networks and Careers in Ideas task force, and are discussed elsewhere in this report. However, we also broadcast a webinar in early December 2021, on "Better decision-making (and how diversity can help)". This was intended to yield fresh insight into – and hopefully wider engagement with – the impact of unconscious biases, ways to combat them and the business case for doing so. The recording and speaker slides were published alongside a set of suggestions for follow-up exercises.

### **6.3 Resource coordination**

Our resources are flagged regularly in our update newsletters. However, we recognise that their accessibility and uptake could be improved.

Once we have recruited some additional administrative support (see 8.4 below) we would like to do more to raise awareness of, and improve access to, these resources. We hope to provide our supporters with better information about the materials available on the website and how to filter and access them. In time we hope to cross-reference or supplement them with the outcomes from IP Inclusive events and relevant posts on our News and Features page<sup>12</sup>.

Where feasible, we will collate ideas, best practices and resources available from relevant external organisations – with the help of our Advisory Board, communities, regional networks, Careers in Ideas task force and Mental Health First Aiders' Network. We will also work with IP sector

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<sup>12</sup> See <https://ipinclusive.org.uk/newsandfeatures/>

membership bodies to improve the communication and promotion of action points from key events, to encourage their uptake throughout the IP professions.

## **7 Impact evaluation (objective 6)**

*Measuring and evaluating our impact.*

We plan to pursue strategic objective 6 during the first few months of 2022, to feed into the preparation of our 2022-23 business plan. We have enjoyed just over half a year now of our new, more independent structure (see 8 below), so this feels like the right time to take stock and to feed back to our stakeholders.

We hope to gather information about, and evidence of, the impact of IP Inclusive's work on diversity, inclusion and wellbeing for organisations, individual IP professionals and the IP sector as a whole. For this we will consult with our Charter signatories, our Advisory Board (see 8.5 below) and with our other volunteers for instance in the communities, regional networks, Careers in Ideas task force and Mental Health First Aiders' Network.

In particular we hope to run a survey seeking Charter signatories' views on the impact IP Inclusive has had in their organisations, what more they would like it to provide and how they can help. This may also prove useful as the basis for an annual procedure for signatories to reconfirm their commitment to the Charter pledges, check their contact details, share updates and ideas from their own experiences with D&I issues, and generally strengthen their sense of involvement in the IP Inclusive community.

Based on the material gathered, we hope to publish a basic impact assessment alongside our 2022-23 business plan, to support the associated fundraising campaign.

We will continue to consider the feasibility of gathering quantitative measurements of our impact, for example by conducting another sector-wide diversity benchmarking survey and comparing the results with those from our 2019 and 2020 surveys. However, in a field like ours we believe the qualitative data are likely to be just as, if not more, meaningful.

## **8 Structural, governance and management changes (all objectives)**

### **8.1 General**

2021 saw major changes to the structure, governance and management of IP Inclusive. These were intended to put us on a more sustainable footing for the future, and to equip us to pursue our six strategic objectives by strengthening and streamlining the supporting infrastructure.

Based on our “To Diversity and Beyond” (TDAB) stakeholder consultation survey in 4Q 2020 and 1Q 2021<sup>13</sup>, and discussions among the then IPIM members (including our founding organisations), we created a proposal<sup>14</sup> that brought the initiative closer to – but not at this stage as far as – incorporation as a Community Interest Company (CIC). These plans were presented to the annual meeting on 23 March 2021. Input from that meeting reassured us that the plans would be broadly acceptable to IP Inclusive’s stakeholders, on the basis of which the 2021-22 business plan and budget were prepared; these were published in April<sup>1</sup>, closely followed in May by the launch of a fundraising campaign to raise the money necessary to implement the business plan.

There is more information about the TDAB consultation, and the resultant proposals, on the IP Inclusive website<sup>15</sup>.

The new proposals altered our governance and management in several ways. At the start of June 2021, IPIM was reconstituted with individual rather than organisational members, giving IP Inclusive greater independence. From now on it will work in partnership with the four founding organisations (the Chartered Institute of Patent Attorneys (CIPA), the Chartered Institute of Trade Mark Attorneys (CITMA), the UK association of the International Federation of Intellectual Property Attorneys (FICPI-UK) and the IP Federation), who continue to support the initiative both financially and with their expertise, guidance and networks. IPIM’s constitution was updated to reflect this change and to clarify IP Inclusive’s objectives and remit, the community it serves, its avoidance of political activities and its not-for-profit operating model. In May and June we invited applications for additional IPIM members, resulting in two new appointments in August 2021.

In September 2021 we established a new Advisory Board<sup>16</sup> to guide and support IPIM’s work. This is a non-executive body and currently has 26 members representing a range of IP sector roles, backgrounds and career levels, who we hope will bring fresh and diverse perspectives to IP Inclusive’s future plans. See 8.5 below for more about the Advisory Board.

During the autumn of 2021 we also established a Volunteers’ Code of Conduct for people acting under the IP Inclusive banner. This applies to, among others, members of IPIM and the Advisory Board.

The 2021-22 fundraising campaign brought in sufficient for us to establish a small contingency fund to mitigate risk and protect key stakeholders: see 8.6 and 12 below for more about the IP Inclusive finances.

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<sup>13</sup> See the report published in February 2021: <https://ipinclusive.org.uk/newsandfeatures/to-diversity-and-beyond-survey-results/>

<sup>14</sup> See <https://ipinclusive.org.uk/newsandfeatures/to-diversity-and-beyond-plans-for-ip-inclusives-future/>

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

<sup>16</sup> See <https://ipinclusive.org.uk/the-ip-inclusive-advisory-board/>

## 8.2 IP Inclusive Management (IPIM)

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<sup>17</sup>.

Until 7 June 2021, IPIM's members (appointments confirmed at the 2021 AGM) were:

- CIPA, represented by Sheila Wallace
- CITMA, represented by Mark Foreman and Richard Goddard
- FICPI-UK, represented by Liz Dawson (Treasurer)
- The IP Federation, represented by Julie Browne
- The IP Bar Association, represented by Michael Silverleaf QC and James St Ville

The Chief Executives of CIPA and CITMA (Lee Davies and Keven Bader) served in an advisory capacity. Ben Buchanan, representing the UK Intellectual Property Office, was involved in IPIM as an observer and non-executive Chair, and Julia Florence (former CIPA representative) as Secretary.

At an IPIM meeting on 7 June 2021, Andrea Brewster, Julia Florence, Gordon Harris, Michael Silverleaf QC and James St Ville were appointed as new IPIM members, all acting in a personal capacity as opposed to formally representing an organisation. The organisational members CIPA, CITMA, FICPI-UK, the IP Bar Association and the IP Federation formally confirmed their withdrawal.

We are hugely grateful to the original organisational members, who in establishing and running IPIM allowed IP Inclusive to develop with confidence and sound governance to the position it has reached today. Their generosity in allowing the initiative to progress to a new, more independent, phase was both valuable and timely. Over recent years their representatives have contributed a great deal of time and expertise to IPIM, as has Ben Buchanan, and we are delighted to see their continuing involvement either as individual IPIM members or as members of the new Advisory Board.

The current members of IPIM, at the start of 2022, are:

- Michael Silverleaf QC, 11 South Square (Chair)
- Julia Florence (Secretary)
- Gordon Harris, Gowling WLG (Treasurer)
- Andrea Brewster (IP Inclusive Lead Executive Officer)
- Alicia Chantrey, Associated British Foods
- Julie Dunnett
- James St Ville, 8 New Square

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<sup>17</sup> See <https://ipinclusive.org.uk/ip-inclusive-management/>



IPIM met on 20 January, 9 March, 20 April, 7 June, 6 July, 13 September and 6 December 2021. Its formal AGM was incorporated into IP Inclusive’s annual meeting on 23 March 2021. The minutes of all IPIM meetings are available from the IP Inclusive website<sup>18</sup>.

### **8.3 The Lead Executive Officer**

Andrea Brewster remains in post as IP Inclusive’s Lead Executive Officer (LEO), her contract having been updated and renewed for a further twelve months from 1 July 2021. She became a member of IPIM on its reconstitution in June 2021 (see 8.2 above).

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. During 2021 she additionally oversaw the structural changes outlined at 8.1 above, the consultations that preceded them and all associated stakeholder communications. She works as a contractor to IPIM and her fees, including for additional work on the structural changes, are provided for in the 2021-22 budget. Her 2021 quarterly reports to IPIM are published on the IP Inclusive website<sup>19</sup>.

### **8.4 Other executive staff**

The LEO’s workload was high in 2021, typically requiring between three and four days a week rather than the two days provided for contractually. Crucial to IP Inclusive’s ongoing success will be the appointment of administrative support so as to allow the LEO to focus her time on strategic and management issues. This was included in the 2021-22 budget and business plan, the intention being to appoint someone to provide two half-days (8 hours) of support a week, primarily online. Having raised sufficient funds for this during 2021, we hope to begin recruiting in early 2022. Appropriate professional advice will be sought regarding the employment law and tax implications of expanding the IP Inclusive team in this way.

If finances allow, we may also appoint someone to assist specifically with IP Inclusive communications (in particular social media, website and mailing list updates), again for approximately two half-days a week. This role would be ideally suited for an intern who hoped ultimately to join the IP professions. We also raised enough in 2021 to appoint a part-time intern to help coordinate projects, relationships and comms for Careers in Ideas.

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<sup>18</sup> See <https://ipinclusive.org.uk/newsandfeatures/ipim-meeting-minutes-2021/>

<sup>19</sup> See <https://ipinclusive.org.uk/newsandfeatures/lead-executive-officers-reports/>

## 8.5 The Advisory Board

Our new Advisory Board<sup>16</sup> is intended to act as an informal sounding board and “critical friend” to IPIM, and to introduce a range of perspectives to strengthen IP Inclusive. According to its terms of reference<sup>20</sup>, the Board and its members will, among other things:

- Advise on IPIM’s strategies and plans in light of its constitution and objects.
- Make recommendations where appropriate based on their knowledge of the IP sector and of relevant best practices elsewhere.
- Update IPIM on developments and opportunities they become aware of in the IP sector or in the context of equality, diversity, inclusivity and wellbeing more widely.
- Help IPIM take account of the needs and views of the community it serves.
- Act as links between (i) IPIM and (ii) the people and organisations they represent or have access to.
- Act as ambassadors for the IP Inclusive and Careers in Ideas initiatives.

The Board’s current members are listed in Annex I. They were recruited through an open call for volunteers during the summer of 2021 and appointed by IPIM in September. IPIM invited Ben Buchanan from the IPO (former IPIM Chair) to chair the inaugural Advisory Board meeting held on 10 November; at that meeting the other members confirmed him as Chair for a further twelve months.

The inaugural meeting allowed the new Board members to meet one another and representatives from IPIM, to establish some basic formal and administrative aspects of the Board’s operation and to discuss, informally, IP Inclusive’s ability to reach different sections of the IP professions. Those discussions yielded valuable insights into areas where better engagement is needed, in particular among non-fee-earning professionals.

Further meetings are being planned for 2022. In accordance with the Board’s terms of reference, at least two of those will also involve IPIM.

## 8.6 Funding

Based on the results of our TDAB stakeholder consultation, we took the decision to fund IP Inclusive purely through voluntary donations. The consultation revealed support for a Charter signatory subscription scheme but indicated that it might have limited value: in particular it could be counter-productive in terms of the initiative’s overall objectives; difficult to administer; and not certain to raise sufficient funds. We felt it was important, for inclusivity, that our events and resources remained free at the point of delivery to all UK-based IP professionals, so on balance favoured the

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<sup>20</sup> See <https://ipinclusive.org.uk/wp-content/uploads/2021/10/211011-ipi-advisory-board-terms-of-reference.pdf>

“Wikipedia” model that has since been adopted, asking supporters to give what they can, when they can. This also simplifies our tax and accounting obligations.

We will now run an annual fundraising campaign to secure funds to implement the following year’s business plan. Our 2021-22 campaign was launched in May 2021, through our mailing lists, website and other social media comms. We also set up a JustGiving page<sup>21</sup> for individual donations, and a new fundraising page on our website<sup>22</sup>. We were delighted at the level of support received, particularly from the patent and trade mark sectors. Many of our Charter signatories made generous donations; these included substantial amounts from our founding organisations, and it was reassuring to have their continued support following their withdrawal from IPIM membership.

By the end of 2021, we had raised just over £70,000 of our £80,000 target. In addition we received donations (a) specifically for IP Out and (b) to fund both a six-month trial of an online mentoring platform for Careers in Ideas (see 4.2 above) and the development of the AskME directory for IP & ME (see 10.2.2 below).

Further donations are still expected from specific supporters before the end of this budgeting period, to which we hope to add during 1Q 2022 by reminding other Charter signatories of the opportunity to contribute.

## **9 Supporting our volunteer base (all objectives)**

Our volunteers are crucial to achieving our strategic objectives. IPIM, in particular through its Lead Executive Officer, continues to support the work they do under the IP Inclusive banner, with guidance, coordination, administrative and organisational backup, comms and promotion.

The creation of the Advisory Board (see 8.5 above) allows more volunteers to input into our strategies and policies as well as our day-to-day work. It includes representatives from across our support base. Its guidance will in turn help us provide better tailored support for the people who work with us.

In October 2021 we published a new Volunteers’ Code of Conduct<sup>23</sup>. Its purpose is to help IPIM promote high standards of behaviour throughout the IP Inclusive community, towards one another and towards external stakeholders; and to ensure that all volunteers work together, in a productive and mutually supportive way, to pursue the IP Inclusive objectives. We will ask everyone who works

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<sup>21</sup> See <https://www.justgiving.com/crowdfunding/ipinclusive2021>

<sup>22</sup> See <https://ipinclusive.org.uk/ip-inclusive-fundraising/>

<sup>23</sup> See <https://ipinclusive.org.uk/wp-content/uploads/2021/10/211013-ip-inclusive-volunteers-code-of-conduct.pdf>

for or with us to confirm their compliance; this includes paid personnel such as the Lead Executive Officer.

It is fair to say that our volunteers provide one another with a good deal of support and guidance. The six communities and the four regional networks have continued to organise their own activities and resources to support both the minority groups they represent and also their allies. Their events include networking, mutual support and social opportunities as well as training and awareness-raising sessions. Whilst helping us pursue IP Inclusive’s wider objectives, they also develop projects relevant to their own causes. See 10 below for more about the work of the communities, and 2.2 above for that of the regional networks.

In 2022 we hope to recruit additional staff (see 8.4 above) to improve the support we can provide to our volunteers. This will also facilitate better internal communications to ensure that all parts of IP Inclusive work together in pursuit of our strategic objectives.

## 10 The six communities

### 10.1 General

We now have six networking and support communities<sup>24</sup>, having gained the new IP Non-traditional Family Network (see 10.5 below) in April 2021. Each of the six organises its own social, networking, training and awareness-raising events, and communicates relevant issues and resources via its own communication channels and the IP Inclusive website.

Our communities provide safe spaces for their members to share experiences and seek guidance and support from one another, as well as a focus for those wishing to act as “allies” to the relevant groups, who are welcome to become members. They are valuable ambassadors for the IP Inclusive cause, both within the IP sector and in their relationships with similarly-aligned external groups.

As in 2020, the communities have collaborated with one another and with the regional networks, in particular on events. At CIPA’s IP Paralegals Virtual Conference in October 2021, representatives from all six communities provided a joint presentation on the work of the communities and invited IP paralegals to get involved.

### 10.2 IP & ME

#### 10.2.1 General

IP & ME is our networking and support community for IP professionals from minority ethnic groups, and their allies.

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<sup>24</sup> See <https://ipinclusive.org.uk/community/>

At the start of 2022 it had 430 subscribers to its mailing list, 420 followers on Twitter (@bameipinclusive), 99 members in its LinkedIn group and over 500 connections through its LinkedIn profile page (these figures at the start of 2021 were 377, 382, 81 and 489 respectively). It has representatives on the committee of our Midlands, North of England and South West regional networks.

### 10.2.2 The AskME directory

IP & ME's work in 2021 was largely focused on the creation of a new speaker/contributor directory to help improve the visibility of minority ethnic professionals in the IP sector. Dubbed "AskME", this free online directory will list IP professionals from minority ethnic backgrounds who are willing to speak at events, provide content, contribute to committees, mentor others or act as examiners for professional exams. An online platform will allow access from the IP Inclusive website, both for volunteers who want to be included in the directory and for the "customers" – for example editors or event organisers – who want to search through it.

Although we had hoped to get the directory up and running well before the end of 2021, it became clear that a significant amount of work would be needed to get it appropriately set up with secure online access. We enlisted the help of our website developers Making Websites Better Limited, and having agreed the scope, timings and cost we instructed them to begin work in November 2021. If the project runs to schedule, a prototype should be ready to demonstrate to IP & ME members, and to selected potential customers, in the spring of 2022. These groups have already been consulted during the scoping phase and will continue to provide valuable input as the directory takes shape.

The development costs have been kindly funded by donations from CIPA.

### 10.2.3 Other 2021 highlights

In addition to the AskME project, IP & ME supporters also began holding informal online get-togethers ("Coffee Clubs") organised by committee member Josh McLennon. Open to both minority ethnic IP professionals and allies, the first two were held in June and October 2021.

In July, IP & ME founder and committee co-lead Anita Shaw was included in *World Intellectual Property Review's* 2021 list of Diversity Champions (see 11.4 below).

In October, committee member Josh McLennon also contributed to a post on our website News and Features page, about Black History Month events taking place in and around London.

### 10.2.4 Key contacts

The current IP & ME committee members are Kingsley Egbuonu (Managing Intellectual Property); Richard Goddard (BP); Tasmina Goraya (Taylor Wessing); George Karkera (Withers & Rogers); Krishna Kakkaiyadi (Pinsent Masons); Abdulmalik Lawal (Franks & Co); Joseph Letang (Dehns); Josh McLennon (Kilburn & Strode); and Anita Shaw (IBM).

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

The AskME project is being run by Krishna Kakkaiyadi and Josh McLennon from the IP & ME committee and Jay Janusz (Dehns) from the Careers in Ideas task force, with assistance from our Lead Executive Officer Andrea Brewster.

## 10.3 IP Ability

### 10.3.1 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.

Its committee includes working groups focussed on specific topics: neurodiversity; exam accessibility; invisible/concealed disabilities; physical disabilities; long-term health conditions; carers and caring responsibilities; mental health; and workplace adjustments.

At the start of 2022, IP Ability had 81 subscribers to its mailing list, 272 followers on Twitter (@IP\_Ability), 91 members in its LinkedIn group and 14 members in its Facebook group (these figures at the start of 2021 were 70, 214, 64 and 14 respectively).

### 10.3.2 Events

IP Ability ran several successful events during 2021, an autumn webinar on neurodiversity diagnoses proving especially popular. They included:

- In March, a joint webinar with our Midlands Network on “Reasonable adjustments – what are they, and how can we get them right?”
- In April, a webinar on stress management, in collaboration with LawCare, to mark Stress Awareness Month.
- In May, joint “coffee dates” with Women in IP (see 10.7.2 below); the discussion theme for these related to what disability looks like, how disabled people experience their impairments and how to be better allies.
- In June, a Carers Week webinar with the IP Non-traditional Family Network, about supporting carers and solo parents at work.
- In November, a webinar on “Late diagnosis of, and gender differences in, neurodiversity”.
- In December, an event in honour of International Day of Persons with Disabilities, with the Disabilities and Advocates Resource Group of the US-based Intellectual Property Owners Association. Informal online discussions allowed both UK and US IP professionals to share ideas on disability inclusion and allyship in the IP sector.

In November, IP Ability committee members also contributed to IP Out’s event on disability and LGBT+ intersections (see 10.6.2 below), and a CITMA webinar for UK Disability History Month about increasing understanding and showing support for disability equality.

### 10.3.3 Resources and awareness-raising

IP Ability also continued to raise awareness and educate in other ways, by creating content for both the IP Inclusive website and external publications.

Its contributions to the IP Inclusive website News and Features page included posts on Ehlers Danlos syndrome; the results of its 2020 survey on patent attorney exam accessibility; eating disorders; discussions at the May joint coffee dates with Women in IP; living with multiple sclerosis; Autistic Pride Day; stammering; and how to be a better ally to disabled people. Outgoing committee co-lead Francesca Rivers also provided a January 2021 post reflecting back on IP Ability’s first year.

To mark “Purple Day” on 26 March, IP Ability produced a short video to raise awareness and understanding about epilepsy; this is hosted on the IP Inclusive YouTube channel<sup>25</sup>.

Committee member Megan Rannard contributed an article on invisible disabilities to the November 2021 issue of *CITMA Review*.

In the autumn of 2021 IP Ability updated its compilation of links and sources to help the IP professions become more disability-confident<sup>26</sup>. This includes tools and resources for employers, employees and aspiring IP professionals, highlighting some that relate to specific aspects of disability, neurodiversity, health and caring.

### 10.3.4 Lobbying and influence

IP Ability has been pushing for greater accessibility in professional contexts such as qualifying exams and tribunal hearings. In April 2021 it filed submissions to the EPO’s Enlarged Board of Appeal in case G1/21, regarding the accessibility of “ViCo” (video conference) hearings, and in June a response to the epi’s discussion document on changes to the format of the European Qualifying Exams and their move to an online “e:EQE” model. Committee member Caelia Bryn-Jacobsen spoke to *Managing IP* magazine for a story on ViCo oral proceedings.

The committee has also helped several individuals with concerns about reasonable adjustments in professional exams, by signposting sources of guidance and connecting them to relevant people.

### 10.3.5 Other 2021 highlights

In July 2021, IP Ability founder and committee co-lead Marianne Privett was included in *World Intellectual Property Review’s* 2021 list of Diversity Champions (see 11.4 below).

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<sup>25</sup> See <https://youtu.be/w3CS00Fi4zU>

<sup>26</sup> See <https://ipinclusive.org.uk/wp-content/uploads/2019/10/2109-IP-Ability-Useful-Resources.pdf>

IP Ability has also continued to collaborate, through its events, with other similar groups elsewhere in the legal sector, including the IPO’s disability support networks, the Law Society’s Lawyers with Disabilities Division, the “Legally Disabled” research project, the legal professionals’ society Neurodiversity in Law, LawCare, and the US-based Intellectual Property Owners Association.

### 10.3.6 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 (Mewburn Ellis, formerly Marks & Clerk); Chris Clarke (Vectura); Nicholas Fischer (Marks & Clerk); Karen Genuardi (AA Thornton); Stephanie Jackson (HGF); 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 Chris Clarke.

## 10.4 IP Futures

### 10.4.1 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.

Its committee continued to organise events to support and inspire more junior members of the IP professions. IP Futures members were also involved in the work of the Careers in Ideas task force (see 4 above).

At the start of 2022, IP Futures had 152 subscribers to its mailing list and 118 members in its LinkedIn group (these figures at the start of 2021 were 140 and 119 respectively). It also had 301 connections through its LinkedIn profile page (223 at the start of 2021).

### 10.4.2 2021 highlights

IP Futures’ 2021 activities were primarily in the form of informal online events, some of them in collaboration with other communities or the Careers in Ideas task force. They included:

- In April, a networking and discussion event on the theme of “Positivity and looking forward”.
- In June:
  - A webinar entitled “Mind your head!” on anxiety, depression and practical steps for promoting mental wellbeing, delivered by mental health champion Andrew Wells from Herbert Smith Freehills.
  - A “fireside chat” event with Soni Basra (Haseltine Lake Kempner’s first female ethnic minority partner) on “What I’d tell my younger self”.
- In August, a networking event to chat about returning to the office.



- In September, a re-run of the November 2020 Careers in Ideas Week “careers clinic”, with personal perspectives from early-career IP professionals and facilitated breakout discussions.
- In November, another “What I’d tell my younger self” event, this time with Vanessa Stainthorpe, a partner at HGF and our North of England Network lead. Both these events proved highly popular and IP Futures hopes to run a series along similar lines during 2022, with a range of IP sector diversity champions.

### 10.4.3 Key contacts

The current IP Futures committee members are Rachel Bell (GSK); Kritika Chhokra (BAT); David Ewing (BAE Systems); Sanam Habib (HGF); Thomas Hailes (Beck Greener); Monifa Phillips (Appleyard Lees); Fionnuala Richardson (Finnegan); Mehreen Sattar (Kilburn & Strode); Eilidh Smith (Pinsent Masons); and Giovanna Verganò (Cleveland Scott York).

Committee lead: Rachel Bell.

## 10.5 IP Non-traditional Family Network

### 10.5.1 General

The newest of our communities, the IP Non-traditional Family Network was established in April 2021. It is a network for IP professionals in solo parent families, blended families, adoptive families, LGBT+ families and other non-traditional families, as well as their allies.

It has its own LinkedIn group and blogsite<sup>27</sup> and has already organised several events, some online but others, during the summer, face-to-face. At the start of 2022, it had 52 members in its LinkedIn group.

### 10.5.2 2021 highlights

The IP Non-traditional Family Network’s 2021 events included:

- In June, a Carers Week webinar (with IP Ability) on supporting carers and solo parents at work.
- In August and September, a series of informal “park meets” for supporters and their families in Bath, Cambridge, Cheltenham, Leeds, Nottingham and Sheffield; these were organised in collaboration with the CIPA Informals and the IP Inclusive regional networks (see 2.2 above).
- In October, an official launch event in the form of a “virtual picnic lunch”, with introductions from some network members and a talk from guest speaker Justine Long of the solo parent charity Gingerbread.

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<sup>27</sup> See <https://nontraditionalfamilies.blog/>

### 10.5.3 Key contacts

The current IP Non-traditional Family Network committee co-leads are Stephanie Bartley, Julian Crump and Sarah Phillips (Abel + Imray), and Janine Swarbrick (HGF).

## 10.6 IP Out

### 10.6.1 General

IP Out is our networking and support community for LGBT+ professionals and their allies.

At the start of 2022 its LinkedIn group, “IP Out Network”, had 156 members. It had 309 followers on Twitter (@ip\_out) and 559 subscribers to its mailing list. (These figures at the start of 2021 were 135, 266 and 519 respectively.)

The IP Out committee has representatives on the Midlands and South West regional network committees.

### 10.6.2 Events

IP Out ran the usual mixture of educational and social events during 2021. Most were online but the community was also our first to trial a “hybrid” event which could be accessed either in person at EIP’s London offices (with the traditional networking and refreshment opportunities) or online via Microsoft Teams. The committee had also intended to run an in-person social event in December, but sadly had to cancel as Omicron infection levels rose.

Its events included:

- In January, joint “coffee dates” with Women in IP (see 10.7.2 below), with a discussion theme of “Bringing your whole self to work”.
- In March, an online social event on the gather.town platform.
- In June, a webinar on “Religion and the experiences of lesbian and gay people”.
- In August, an event with Global Butterflies on trans and non-binary issues.
- In November, a hybrid panel discussion on the intersections between disability and LGBT+ issues.

### 10.6.3 Other 2021 highlights

On the awareness-raising front, IP Out committee member Darren Smyth contributed three features to a series of seven website “News and Features” posts to celebrate LGBT+ History Month in February 2021. This was a joint project with CIPA, who produced video content on the history and meaning of the Pride flags, and included a guest post by IPReg Chair Lord Chris Smith.

In May, committee member Triona Desmond was published in the *CITMA Review* with an article about her experience as a Stonewall Educational Role Model and her thoughts on the meaning of

Pride events. IP Out committee members also took part in a CITMA webinar to mark Pride Month in June.

In July, IP Out committee member Darren Smyth was included in *World Intellectual Property Review's* 2021 list of Diversity Champions (see 11.4 below).

IP Out was fortunate to receive a private donation in early 2021, from which it was able to make donations in lieu of speaker fees for its August event on trans and non-binary issues (donation to *GiveOut*, an award-winning charity supporting the global struggle for LGBTQI human rights) and the November one about disability and LGBT+ (donation to *Regard*, a national organisation of and for disabled LGBT+ people, which aims to provide information and support, raise awareness of relevant issues and combat social isolation).

#### 10.6.4 Key contacts

The current IP Out committee members are Isobel Barry (Carpmaels & Ransford; co-chair); Joel Briscoe (Haley Guiliano International; CIPA Informals liaison); Rebecca Campbell (Mewburn Ellis; IP Ability liaison); Triona Desmond (Pinsent Masons; LinkedIn director); Georgina Hart (Wiggin LLP; co-secretary); Tom Leonard (Kilburn & Strode; co-chair); Jonny Lerwill (Airbus Defence & Space; communications director); Martyna Polenska (Appleyard Lees; email director); Kevin Rich (Potter Clarkson; co-secretary); Al Skilton (UK IPO); Darren Smyth (EIP; Twitter director and IP Inclusive liaison); and Conor Wilman (Dehns).

Committee chairs: Isobel Barry and Tom Leonard.

## 10.7 Women in IP

### 10.7.1 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.

In the latter part of 2021, its committee decided to update the text on its website page<sup>28</sup> to emphasise the importance of inclusivity to the Women in IP community, in particular in light of the anti-trans rhetoric which was becoming increasingly prevalent in the UK media. The new text, compiled in consultation with IP Out, reads:

*The Women in IP community tries to tackle issues that people face as women within the IP professions. If you live as a woman, you likely face at least some of those issues: different women have different experiences and face different issues. For this reason Women in IP acts*

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<sup>28</sup> See <https://ipinclusive.org.uk/community/women-in-ip/>

*for everyone who identifies as a woman, including women with trans history and non-binary people.*

*If you're an ally but don't identify as a woman, you'll also be aware of, and want to tackle, these issues. That's why involvement in Women in IP is also open to allies.*

Women in IP filled 2021 with events that brought their supporters together from across the UK's IP community and beyond. Their regular online "coffee dates" (six during 2021) continued to be popular. These allowed supporters to network and chat informally on pre-selected themes; several were organised in collaboration with other communities, their themes reflecting the choice of partner. A new centralised format emerged later in the year so as to allow attendees to network with people outside their own organisation or region.

Other Women in IP events were run jointly with, or involved, IP professionals from the US, providing further networking opportunities and a valuable chance to learn from one another about different approaches to D&I.

The committee has been keen to convert these events into longer-term resources. The outcomes of the coffee date discussions are summarised and shared with the wider IP Inclusive community through our website News and Features page, providing a valuable bank of ideas and experiences. Those from the main February 2021 event and the follow-up coffee dates in March, together with an associated delegate survey, have been collated into a set of "quick wins" for IP Inclusive Charter signatories, which we hope to publish in early 2022.

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<sup>29</sup>. At the start of 2022, it had 987 subscribers to its mailing list, 616 followers on Twitter (@WomeninIP) and 1,396 members in its LinkedIn group, compared to 911, 532 and 1,116 respectively at the start of 2021.

### 10.7.2 Events

Women in IP's 2021 events included:

- In January, joint coffee dates with IP Out, hosted from seven locations around the UK plus an associated event in Dublin; the discussion theme was "Bringing your whole self to work".
- In February, the annual flagship event on "'Quick wins' for Charter signatories", with an associated survey seeking delegates' ideas about effective D&I-improving measures.
- In March, a suite of coffee dates hosted from nine locations (including Dublin), partly to mark International Women's Day and partly as a follow-up to the February "Quick wins" event.

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<sup>29</sup> See <https://ipinclusive.org.uk/newsandfeatures/women-in-ip-newsletter-archive/>

- In May, joint coffee dates with IP Ability, hosted from seven locations (including Dublin), with discussions relating to what disability looks like, how disabled people experience their impairments and how to be better allies.
- In June:
  - Further coffee dates, hosted from nine locations, discussing people’s expectations of new working models post-lockdown.
  - A collaboration with Chicago Women in IP on a panel discussion comparing D&I initiatives “Across the pond”.
- In September, a coffee date discussing how people set and achieve their goals, in particular at the start of the new academic year. This was held as a single event with delegates from around the country randomly assigned to breakout rooms to allow people to see new faces, a format that met with approval.
- In December, a coffee date co-organised with Chicago Women in IP, again held as a single event; discussions focused on “Intent vs impact”, and how our words and actions can be perceived by other people.

### 10.7.3 Other 2021 highlights

Other 2021 projects for the Women in IP community included:

- In March, a social media campaign for International Women’s Day. Photos and quotes on the #ChooseToChallenge theme were published on LinkedIn, Twitter and the IP Inclusive website.
- In May, a collaboration with AIPLA to publicise their global Women in IP networking events (two of which were hosted by UK firms).

In July, committee co-leads Joanna Conway and Susi Fish were included in *World Intellectual Property Review’s* 2021 list of Diversity Champions (see 11.4 below). In December Susi Fish spoke at the same publisher’s online “Diversity in IP” conference on how corporations and outside counsel can work together to move the needle on diversity and inclusion.

Women in IP’s contributions to our website News and Features page included posts on assumptions and stereotypes, the use of gendered titles, International Women’s Day, and shaping the path for working women post-Covid, as well as reports from five coffee dates.

### 10.7.4 Key contacts

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

Committee leads: Joanna Conway and Susi Fish.

## 11 Other activities

### 11.1 Mental health and wellbeing

#### 11.1.1 General

We continued to work closely in 2021 with the mental health charities LawCare (which serves the entire legal community) and Jonathan’s Voice (which focuses more on the IP sector), as well as with the CIPA Informals’ Welfare Officer. We promoted their activities and resources via our newsletters and social media communications, and where possible collaborated with them on events for our own supporters. We also helped to promote relevant events and articles from other IP sector organisations, for example CITMA’s webinar for Mental Health Awareness Week in May.

In September 2021 LawCare published the results of its 2020 *Life in the Law* survey<sup>6</sup>. Among other things, they revealed strong intersections between D&I and mental wellbeing. Our Lead Executive Officer Andrea Brewster attended a LawCare round table with other legal sector support groups to discuss the implications of the research and opportunities to collaborate in the follow-up. Andrea also took part in a *World Intellectual Property Review* podcast in December, on mental health in the IP and wider legal sector, alongside LawCare’s Chief Executive Elizabeth Rimmer: this too addressed the *Life in the Law* outcomes and improvements that can be made in response.

Andrea remains a LawCare Champion, and is therefore well placed to help the charity ensure its support is accessible to, and appropriate for, IP professionals as well as the wider legal sector.

We have always believed that mental health support is key to an inclusive working environment. The Covid-19-related events of the last two years have made it even more so, and increased the importance of working with other organisations to widen access to appropriate education and support. Thankfully, this time of change and uncertainty has also raised awareness of the issues, and encouraged more people to talk openly about them and to seek positive changes. We are glad to have been part of that.

#### 11.1.2 IP Inclusive events

Our own 2021 events about mental health and wellbeing included:

In January, a webinar with Touch Network (“Touch Network – an amazing story”) about the power of story-telling to help people overcome mental health challenges.

- In March:
  - A webinar with Focal Point Training on “Building emotional resilience in ourselves and others”.
  - An online masterclass with the CIPA Informals on “Taking back control and redefining failure”, to support people struggling with exam-related stress.

- In April:
  - An IP Futures event on “Positivity and looking forward” (see 10.4.2 above).
  - An IP Ability webinar on stress management (10.3.2).
- In June, IP Futures’ “Mind your head!” webinar (10.4.2).
- In November (to coincide with “Movember”):
  - An event with Jonathan’s Voice on men’s mental health and suicide risks, which included speakers from both Jonathan’s Voice and the Suicidal Behaviour Research Laboratory at the University of Glasgow.
  - A “Men in IP” event about the importance of “me time” hobbies and interests for mental wellbeing (see 5.6 above).
- In December, an event on “MHFA at the IPO – hints, tips and lessons learnt!”, with a speaker from the IPO mental health first aider (MHFAer) team and informal follow-up discussions in breakout rooms.

Some of these were organised by individual communities and others through our MHFAers’ Network<sup>30</sup>. This network continues to provide a (growing) forum for qualified MHFAers and would-be MHFAers in the IP sector to share experiences and support one another. Exchanges take place through both LinkedIn and WhatsApp groups, the former having a rota to ensure content is refreshed reasonably frequently.

In September the network held an informal get-together to discuss potential events and resources. This included an update from Jonathan’s Voice, and breakout discussions which yielded useful ideas and at least one follow-up event. Publicity for the get-together generated several new network participants; the LinkedIn group currently has 54 members.

### 11.1.3 IP Inclusive resources

During 2021 we also published several mental health-related “News and Features” posts on our website, including articles to mark Time to Talk Day, Eating Disorders Awareness Week and World Suicide Prevention Day; regarding the Jonathan’s Voice “Every Mile Matters” campaign and their new mental wellbeing guide for senior leaders; reporting on the CIPA Informals’ “Wellbeing Coffee Club” and their March event with our MHFAer network; and about both mental health in the workplace post-Covid and the impact of banter on mental health.

We also updated our website Mental Health and Wellbeing page<sup>31</sup> with several new resources, including links to our event recordings and the new Jonathan’s Voice guide.

### 11.1.4 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).

<sup>30</sup> See <https://ipinclusive.org.uk/newsandfeatures/our-support-network-for-mental-health-first-aiders/>

<sup>31</sup> See <https://ipinclusive.org.uk/mental-health-and-wellbeing/>

## 11.2 D&I data gathering

Lack of time unfortunately meant we were unable to publish a full report of the benchmarking survey we ran in November and December 2020. The data it generated remains however as a useful resource that we are happy to share with members of the IP professions, and continues to inform our work and that of our six communities.

During 2022 we would like to produce some basic guidance on D&I data gathering for IP Inclusive Charter signatories. Based on input from relevant external advisers, and building on our September 2020 workshop<sup>32</sup>, this will link to suitable templates available elsewhere, and include practical tips for improving survey uptake and acceptance as well as for suitably inclusive approaches to survey design, administration and follow-up. We hope to obtain input and endorsement from IP sector membership bodies and regulators, the IP Inclusive communities and our senior leaders' think tank (see 5.3 above).

We also believe it will 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 and to sharing best practices throughout the IP Inclusive community (see 7 above).

## 11.3 Lobbying/influence

### 11.3.1 General

Although we avoid political lobbying, we do try to encourage positive change in our sector. 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 six communities also provide forums through which to channel concerns about challenges affecting specific groups within the IP professions: see in particular 10.3.4 above and 11.3.3 below regarding IP Ability's work on disability and accessibility.

### 11.3.2 Regulation

IPReg (the IP Regulation Board) regulates all UK-registered patent and trade mark attorneys. As such, it is uniquely positioned to encourage D&I in a significant section of the IP professions – a diverse workforce being, indeed, one of its regulatory objectives. IPReg has worked with and supported IP Inclusive over recent years, whilst also safeguarding an appropriate independence between the regulatory and representative functions of the two organisations.

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<sup>32</sup> See <https://ipinclusive.org.uk/events/di-data-gathering-making-it-count/>



In February 2021 we filed submissions in response to IPReg’s call for evidence in its review of its regulatory arrangements<sup>33</sup>. Among other things, our response urged the regulator:

- To take due account of the impact of its current and future regulatory arrangements on diversity and inclusivity within, and the accessibility of, the patent and trade mark professions.
- To consider their impact not only on diversity among patent and trade mark professionals, but also on the diversity of business models and consumer choices within the IP sector.
- To commission independent EDI (Equality, Diversity and Inclusion) impact assessments for this purpose, to ensure that the regulatory arrangements do not disadvantage, discourage, or present a disproportionate barrier to entry or progression for, any particular group of people.

We also applauded IPReg’s intention to adopt high-level, broadly-stated regulatory principles where possible and to require evidence to justify prescriptive rules. We pointed out that the more flexibility available to professionals and their employers, in determining how they comply with the high-level principles, the more likely they are to be able to accommodate and nurture a diverse and inclusive workforce.

We met with IPReg in August 2021 to follow up on our response, as did many of its other stakeholders. We took the opportunity to discuss priority areas and future collaborations. In December, IPReg opened a further consultation on proposed changes to the regulatory arrangements and its associated impact assessment. IP Inclusive intends to respond to that consultation before it closes on 17 March 2022, our approach being broadly the same as to the 2021 call for evidence.

In September 2021 we also responded to IPReg’s consultation on its 2022 budget and business plan<sup>34</sup>. That response was broadly supportive of the proposals and their incorporation of both funding for diversity-enhancing initiatives and plans to improve access to the patent and trade mark professions. We welcomed the equality impact assessment that IPReg had conducted to inform its decision on the 2022 practising fees, and offered additional comments and evidence regarding the impact of the Covid-19 pandemic on certain groups, in particular disabled people and carers. Based on that evidence, we made suggestions relating to the scope of the practising fee waiver, which IPReg proposed to continue into 2022, urging its extension to help more people who suffer financial hardship. In response to IPReg’s proposal not to conduct a diversity survey in 2022, we put forward a case for repeating the survey annually in order to provide a sound and up-to-date basis for future equality impact assessments, especially in this time of significant commercial change.

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<sup>33</sup> See <https://ipinclusive.org.uk/newsandfeatures/ip-inclusive-submissions-for-ipregs-regulatory-review/>

<sup>34</sup> See <https://ipinclusive.org.uk/newsandfeatures/ip-inclusive-response-to-ipregs-2022-business-plan-budget-consultation/>

### 11.3.3 Disability and accessibility

IP Ability, our community for disabled people and carers, was also active on the lobbying front during 2021, contributing to consultations regarding the accessibility of both the European Patent Office’s video conference hearings and the qualifying exams for European patent attorneys. See 10.3.4 above. Its committee remains keen to hear about, and help with, specific accessibility problems, in particular those encountered in professional qualification and assessment systems.

## 11.4 Awards and other publicity

Six IP Inclusive people were included in *World Intellectual Property Review*’s inaugural “Diversity Champions” list in July: Andrea Brewster (IP Inclusive Lead Executive Officer); Joanna Conway and Susi Fish (Women in IP committee co-leads); Marianne Privett (co-founder of IP Ability and committee co-lead); Anita Shaw (co-founder of IP & ME and committee co-lead); and Darren Smyth (IP Out committee member).

In September, IP Inclusive won the 2021 Bristol Law Society Diversity, Inclusion and Wellbeing Award, for which it had been nominated by our South West Network’s co-lead Megan Jefferies (see 2.2 above).

These awards are valuable indicators of IP Inclusive’s increasing visibility and influence. The publicity they generate helps to spread the word about us throughout the IP – and indeed the wider legal – communities, including to parts that had previously been less engaged. That in turn positions us better to advocate for positive changes in the UK’s IP sector.

In September 2021 Gowling WLG published a podcast interview between Gordon Harris FRSA (Partner and Strategy Leader for its International IP Practice) and our Lead Executive Officer Andrea Brewster<sup>35</sup>. Among other things their discussions covered the development of IP Inclusive, its objectives, its achievements and its future plans, as well as a call for financial support. The podcast appeared to be well received and again will have reached parts of the IP sector where IP Inclusive was not previously so well known. We are grateful to Gordon, who since the podcast recording has become a member of IPIM and also represents IP Inclusive on the IPLA and the IP Federation’s Diversity Working Group.

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<sup>35</sup> See <https://gowlingwlg.com/en/insights-resources/podcasts/2021/in-conversation-with-andrea-brewster-obe/>

## 12 Financial matters

IPIM is responsible for IP Inclusive's financial affairs. Its 2021 summary financial report is provided in Annex II.

Gordon Harris was appointed Treasurer of IPIM in September 2021. The day-to-day book-keeping and financial management are delegated to the Lead Executive Officer.

2021 saw the IP Inclusive bank account looking healthier than ever, thanks to the fundraising campaign launched in the middle of the year (see 8.6 above). The restructuring that took place during the year (see 8.1) was accompanied by a change of practice with regard to IP Inclusive's income and expenditure. Previously, we had raised funds only for specific projects, with the founding organisations contributing towards payment of the Lead Executive Officer's fees and IPReg supporting our operational costs. We now intend to raise money once a year to cover the whole of the following year's budget and business plan, allowing us more flexibility as to how we spend the donations received. Some donors still prefer us to allocate their contributions to specific projects, but that is no longer our primary funding model.

We were extremely lucky to receive 2021 donations from both the founding organisations and other Charter signatories as well as from some individual IP professionals. We received pledges of just over £70,000 towards our target of £80,000, plus an additional £9,000 for specific items outside of the business plan, and are still expecting a few more donations from specific supporters. This is enough to do most of the things in our business plan, particularly since we were unlikely to be able to recruit the desired paid help (see 8.4 above) for the whole of the year in question.

The 2021 donations were also sufficient for us to establish a £5,000 contingency fund. This amount is smaller than the originally envisaged £10,000, but a useful starting point in view of our likely HR costs over what remains of the 2021-22 budgeting period. We intend to grow the fund each year. It does not affect our not-for-profit method of operating, but a small cushion of cash nevertheless provides useful flexibility when it comes to paying suppliers.

IPIM is an unincorporated association and is not VAT-registered. It does not offer any chargeable services; the money it raises is purely in the form of voluntary donations. All income is used to pursue the IP Inclusive objectives<sup>36</sup> and to ensure that our events and resources remain free at the point of delivery to UK-based IP professionals. To minimise risk, IPIM will only commit to expenditure once we know we have the necessary funds in place. An accountant's advice has been sought regarding IPIM's tax and reporting obligations and with a view to adopting and/or outsourcing more formal accounting and audit systems as our finances grow.

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<sup>36</sup> To promote and improve equality, diversity, inclusivity and wellbeing in the UK's IP professions, and to act for the benefit of the community of UK-based IP professionals and those they work with, and also of those wishing to join that community (see section 2 of the IPIM constitution at <https://ipinclusive.org.uk/wp-content/uploads/2021/06/210607-new-ipim-constitution.pdf>)

CITMA's Chief Executive Keven Bader continues to manage the IPIM bank account for us. We bank with Lloyds Bank plc. Our financial year runs from 1 April to 31 March.

## 13 Other operational matters

### 13.1 Annual meeting

Our annual meeting was held online on 23 March 2021, kindly hosted on the Boulton Wade Tennant Zoom account. All UK-based IP professionals were welcome to attend. Invitations were sent to key IP sector organisations, including the IPO, IPReg and relevant membership bodies. Nearly 100 delegates took part.

The meeting included:

- Updates on our 2020 work from the communities, regional networks and Careers in Ideas task force.
- A presentation from Ben Buchanan (then IPIM Chair) and our Lead Executive Officer Andrea Brewster about the "To Diversity and Beyond" plans (see 8.1 above).
- The formal IPIM AGM.
- Breakout sessions to discuss 2021 priorities and plans, the outcomes of which helped to shape our 2021-22 business plan and strategic priorities as well as the structural and governance changes that followed.

### 13.2 Websites

#### 13.2.1 The IP Inclusive website

The IP Inclusive website ([www.ipinclusive.org.uk](http://www.ipinclusive.org.uk)) continued to function well during 2021 and to be key to our communications with supporters. It is also important as a repository for formal documents and information, for instance about IPIM, the Advisory Board, and IP Inclusive's general structure and governance, thus ensuring transparency and accountability to our stakeholders.

During 2021 we published on the site:

- 63 "News and Features" posts
- 22 items on the Resources page
- 52 event posts

The News and Features 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. The highest number was posted in February, when IP Out ran a series for LGBT+

History Month (see 10.6.3 above). Many were contributed voluntarily by our supporters, sourced by our communities or supplied as guest blogs from external experts (for example, from the IPO about World IP Day, from Focal Point Training about workplace banter, from Jonathan’s Voice on various mental health-related themes and from the social mobility charity In2scienceUK about its links with IP sector organisations). CIPA staff also contributed to the LGBT+ History Month series.

The resources posted are described in more detail at 6.2 above. All are free for site visitors to download and use.

Of the events posted, 24 were organised by the communities, 9 by the regional networks, 3 by the Careers in Ideas task force and 5 by our Mental Health First Aiders’ Network. Six were CITMA events that were open, free of charge, to all IP Inclusive supporters; one was a similarly open AIPLA event. Meetings of our senior leaders’ think tank (see 5.3 above), and the June 2021 event for overseas IP professionals (5.4 above), were not posted on the website. Nor do these figures include the two cancelled events: the South West Network’s summer “Pride” picnic (see 2.2 above) and IP Out’s festive social (10.6.2 above).

### **13.2.2 The Careers in Ideas website**

The Careers in Ideas website ([www.careersinideas.org.uk](http://www.careersinideas.org.uk)) saw less use during 2021 than it had during 2020 (during which Careers in Ideas Week had generated a substantial increase in traffic). 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.

The site was designed to be basic and low-maintenance but increasingly lacks the flexibility we need to support our higher activity levels. Some of its features are also less well supported on the technical side. Because it gives us less editorial freedom, it is no longer the ideal place for us to post relevant content, some of which (for example to do with the new Careers in Ideas Mentoring Hub) has been better located on the main IP Inclusive site. This situation is not ideal and we hope in 2022, time and funds permitting, to rebuild the site with improved functionality, accessibility and editability.

During 2021 we published 3 news posts on the site, 3 event posts and one new resource.

### **13.2.3 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.

In April 2021 MWB fixed a small problem with broken links and outdated “plugins” on the Careers in Ideas site; the cost of this was covered by IPReg’s donation towards our 2021 operating costs.

Visitor stats for the IP Inclusive site are collected through the free Google Analytics service.

### 13.3 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. At the start of 2022, @IPInclusive had 2,073 followers on Twitter, while our LinkedIn discussion group had 584 members (the corresponding figures for the start of 2021 were 1,955 for Twitter and 494 for LinkedIn). Our networking and support communities (see 10 above) have their own LinkedIn groups and Twitter accounts, through which they raise awareness of more specific issues.

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 812 subscribers at the start of 2022 (compared to 708 at the start of 2021). 537 people had subscribed to notifications of new News and Features posts on our website (compared to 439 at the start of 2021). During the year we sent roughly fortnightly emails to the IP Inclusive Updates subscribers, all of which were also copied to the Charter EDI officers.

We also contributed to relevant external publications, many of them through the communities. We regularly provide content for the *CITMA Review*, as well as monthly updates for the *CIPA Journal*.

### 13.4 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 have had to be upgraded as our activity increases.

#### 13.4.1 Mailchimp

In February 2021 we upgraded our Mailchimp account to a paid version to allow us a greater number of contacts, more control over the management and timing of our mailing list communications, and the possibility of creating a new dedicated list for Careers in Ideas supporters. This account hosts all our existing mailing list contacts, including for the communities, regional networks and Charter signatories.

#### 13.4.2 Zoom

Our Zoom “Pro” account proved as valuable in 2021 as it had been in 2020, the Covid-19 pandemic continuing to require virtual events and communications in most contexts. We used it to organise a large number of events, of a range of sizes and formats, both formal and informal, some for individual communities or networks and some for IP Inclusive more generally. The ease of generating and sharing recordings from these events has allowed us to add to our library of resources and make our work accessible to more of our supporters.

The Zoom platform continues to be straightforward to use, versatile, and well supported with continuing updates to functionality and security features. Scheduling is easy, as is the linking of Zoom events with the Eventbrite registration system (see 13.4.4 below). In-meeting functionality appears to be intuitive and widely accessible. Although we cannot afford a dedicated webinar platform, nevertheless we have successfully used Zoom meetings as pseudo-webinars, at times for over 70 attendees, and received generally positive feedback. Occasionally we make use of our supporters' corporate webinar platforms instead, for which we have been grateful.

Automatic closed caption subtitles can now be enabled in Zoom meetings: we tend to do this for most IP Inclusive events so as to increase accessibility and general awareness of accessibility issues.

The Zoom account is shared with, and funded by, our Lead Executive Officer Andrea Brewster.

### 13.4.3 SurveyMonkey

IP Inclusive pays for a "standard" level SurveyMonkey account, which provides a fair degree of flexibility in terms of survey build and analysis. We used it less in 2021 than in previous years, although found it helpful for establishing breakout theme preferences for one of our larger events. During 2022 there are plans to use it for a Women in IP supporter survey and for a repeat of our 2018 and 2019 Mental Health Awareness Week surveys; we will therefore maintain the account for a further twelve months but keep its value under review.

### 13.4.4 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 tickets are not charged for, which suits IP Inclusive well.

Our YouTube channel, set up in June 2020, has been invaluable for hosting both event recordings and general resources. During 2021 we posted 24 recordings on it. These included webinars, panel events, individual presentations from within wider events (such as the IP Inclusive introduction from our June global diversity event and the Careers in Ideas update from our November senior leaders' think tank meeting), a video produced by IP Ability to mark "Purple Day" on 26 March, the plenary sessions from our April annual meeting, and mentor training talks for the Careers in Ideas Mentoring Hub. YouTube generates free, automatic subtitles, which again help improve accessibility.

We post our videos as "unlisted", so that only people who know the links 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. We also avoid recording events with sensitive content, for example to do with mental health or personal stories: these decisions are guided by speaker preferences and advice.

## 13.5 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 which includes Rebecca Brooks (Mewburn Ellis), Gemma Christie (Keltie), Joshua Green (Kilburn & Strode), Thomas Hailes (Beck Greener), Jay Janusz (Boult Wade Tennant), Ayesha Malik (University of Law) and Ellie Wilson (Virtuoso Legal).

The IP Inclusive website is curated by Andrea Brewster and Jonny Lerwill (Airbus Defence & Space), with help from Emily Teesdale (Airbus) 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.

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

With increasing IP Inclusive activity, our communications are becoming ever more important for spreading the word through our widening support base and reaching potential new supporters. At the same time, they are also of course growing more time-consuming. During 2022 we hope to recruit one or more paid interns to help with this aspect of both IP Inclusive and Careers in Ideas (see 8.4 above). We will also continue to recruit volunteers from among the IP professionals who support us, so as to benefit from their existing networks and their understanding of the sector.

## 14 Acknowledgements

### 14.1 General

IP Inclusive would like to thank everyone who helped to make 2021 a success, including those who donated funds or administrative support; hosted or organised events; spoke or introduced speakers; housed what few possessions we have (exhibition banners and promotional materials); and contributed time, energy, expertise, ideas and enthusiasm.

Particular thanks go to the individuals who led or contributed to specific projects, such as the Careers in Ideas Mentoring Hub and the AskME directory; to the committee members in the six networking and support communities and the four regional networks; to the Careers in Ideas task force, the Mental Health First Aiders' Network and the newly-established Advisory Board; and to the IP Inclusive Management team, 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.



Thanks too to CIPA for providing us with an “address for service” for formal purposes and both handling and funding our domain name registrations, and to Keven Bader and Joy Dublin at CITMA for looking after the IPIM bank account.

## 14.2 2021 donors

In 2021 we received donations towards our 2021-22 business plan from the following organisations: 8 New Square Intellectual Property, 11 South Square, AA Thornton & Co, Abel + Imray, Appleyard Lees, Barker Brettell, Barnes IP, Beck Greener, Bird & Bird, Boulton Wade Tennant, Brabners, Cameron Intellectual Property, Carpmaels & Ransford, CIPA, CITMA, D Young & Co, Dehns, eccora, EIP, Gill Jennings & Every, Haseltine Lake Kempner, HGF, Hindles, John Gray IP, Keltie, Kilburn & Strode, Marks & Clerk, Mathys & Squire, Mewburn Ellis, Mishcon de Reya, Murgitroyd, Page White and Farrer, Phillips & Leigh, Potter Clarkson, Powell Gilbert, Reddie & Grose, Scintilla Intellectual Property, Sipara, SnapDragon, Stratagem IPM, TLIP, Venner Shipley, and Williams Powell.

In addition we received donations towards our operating costs to May 2021 from CIPA, CITMA, FICPI-UK, the IP Federation, the IPO and IPReg, plus personal donations from Andrea Brewster and Triona Desmond.

## 14.3 Event organisers and hosts

With most of our 2021 events taking place online, we have needed to rely less on third party hosts. Nevertheless we are grateful to several organisations that shared their online meeting facilities with us, in particular for the Women in IP coffee dates, and in many cases also handled the associated registrations and other logistical and technical issues. They are: Abel + Imray, Airbus, Appleyard Lees, BTO Solicitors, Cameron Intellectual Property, Carpmaels & Ransford, Chicago Women in IP, EIP, Finnegan, Forrester, Hanna Moore + Curley (hosts of the associated Women in IP events in Ireland), HGF, the IPO, the Intellectual Property Owners Association, Kilburn & Strode, Mills & Reeve, Murgitroyd, Potter Clarkson, Sacco Mann, Shakespeare Martineau and Thrings. EIP also kindly provided a venue and refreshments for the face-to-face part of IP Out’s November hybrid event.

Special thanks are due to 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.

## 14.4 Other partners

We would also like to extend our thanks to Focal Point Training and Jonathan’s Voice, both of whom worked alongside IP Inclusive on a number of projects during 2021 and who continue to provide support, advice, ideas and welcome opportunities for our supporters to benefit from their work.

## 14.5 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.

## 15 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 2022” were recorded on 5 January 2022. Those listed for “the start of 2021” are taken from the 2020 Annual Report<sup>37</sup> and were mainly recorded on 4 January 2021.

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<sup>37</sup> See <https://ipinclusive.org.uk/wp-content/uploads/2021/02/210226-ip-inclusive-2020-annual-report.pdf>

## Annex I: IP Inclusive Advisory Board members

The following people have been appointed to IP Inclusive’s new Advisory Board:

- Susan Antoine (Haseltine Lake Kempner; South West Network)
- Carol Arnold (retired, formerly Shell)
- Julie Barrett (Purposive Step Consulting; Careers in Ideas task force)
- Julie Browne (Shell; Careers in Ideas task force)
- Caelia Bryn-Jacobsen (Kilburn & Strode; IP Ability)
- Ben Buchanan (IPO)
- Becky Campbell (Mewburn Ellis; IP Ability)
- Liz Dawson (Dentons)
- Pete Fellows (Fellows and Associates)
- Jodie Johnson (Boult Wade Tennant)
- David Joo (Aon; Careers in Ideas task force)
- Dola Kayode-Temenu (NumberFit)
- Saiful Khan (Potter Clarkson)
- Abdulmalik Lawal (Franks & Co; IP & ME; North of England Network)
- Liam Lawlor (TLIP)
- Josh McLennon (Kilburn & Strode; IP & ME)
- Charlene Nelson (Foot Anstey; Mental Health First Aiders’ Network)
- Carol Nyahasha (Baron Warren Redfern; Careers in Ideas task force)
- Sarah Phillips (Abel + Imray; IP Non-traditional Family Network)
- Megan Rannard (Marks & Clerk; IP Ability)
- Beatriz San Martin (Arnold & Porter)
- Rina Sond (Longmores Solicitors)
- Vanessa Stainthorpe (HGF; North of England Network)
- Kathryn Taylor (Ocado Group)
- Sarah Vaughan (CITMA)
- Sheila Wallace (Marks & Clerk; Careers in Ideas task force)

For 2022, Ben Buchanan will serve as Chair and Josh McLennon as Secretary of the Board.

## Annex II: IP Inclusive Management 2021 Financial Report

### Summary of 2021 finances

Opening bank balance 1.1.21:	£4,422.41
Income:	£85,142.22
Expenditure:	£38,469.32
Closing bank balance 31.12.21:	£51,095.31
(incl ring-fenced contingency fund)	(£5,000.00)
Creditors at 31.12.21:	£0
Debtors at 31.12.21:	£0

### Breakdown of 2021 income and expenditure

	In £	Out £
<b>Income:</b>		
Donations towards the 2021-22 business plan	61,346.22	
Donation for Careers in Ideas MentorLoop trial	4,000.00	
Donation towards AskME directory build	5,000.00	
Donations to IP Out	1,400.00	
Other donations (LEO fees & operating costs to May 2021)	13,396.00	
Total	85,142.22	
<b>Expenditure:</b>		
LEO fees <sup>38</sup>		24,896.00
LEO expenses		15.95
Operational costs <sup>39</sup>		2,292.89
MentorLoop 6 month trial for Careers in Ideas (see 4.2 above)		3,828.48
AskME directory build (see 10.2.2 above)		6,936.00
IP Out charitable donations & speaker fees		500.00
Total		38,469.32

<sup>38</sup> Including fees for the restructuring work (as per the 2021-22 budget)

<sup>39</sup> Includes bank account charges, Mailchimp and SurveyMonkey subscriptions, insurance, website hosting, ICO data protection fee and Careers in Ideas website fixes

## Annex III: IP Inclusive contact details

### IP Inclusive

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

### IP & ME

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

### IP Ability

- <https://ipinclusive.org.uk/community/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](mailto:IPAbilityNetwork@gmail.com)

### IP Futures

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

### The IP Non-traditional Family Network

- <https://ipinclusive.org.uk/community/ip-non-traditional-family-network/>
- LinkedIn group: “IP Inclusive: IP Non-traditional Family Network” (<https://www.linkedin.com/groups/12523213/>)
- Blogsite: <https://nontraditionalfamilies.blog/>
- Email: [IPnontraditionalfamilies@gmail.com](mailto:IPnontraditionalfamilies@gmail.com)

### IP Out

- <https://ipinclusive.org.uk/community/ip-out/>
- LinkedIn group: “IP Out Network” (<https://linkedin.com/groups/8488373>)

- Twitter: @ip\_out
- Email: [IPOutNetwork@gmail.com](mailto:IPOutNetwork@gmail.com)

### Women in IP

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

### Careers in Ideas

- <https://careersinideas.org.uk/> (see also <https://ipinclusive.org.uk/careers-in-ideas/>)
- LinkedIn group: “Careers in Ideas” (<https://linkedin.com/groups/12376993/>)
- Twitter: @CareersInIdeas
- Email: [askcareersinideas@gmail.com](mailto:askcareersinideas@gmail.com)

### Regional networks

- <https://ipinclusive.org.uk/our-regional-edi-charter-networks/>
- North of England: [ipinclusivenoe@gmail.com](mailto:ipinclusivenoe@gmail.com); <https://www.linkedin.com/groups/8931689/>
- Scotland: [ipinclusivescotland@gmail.com](mailto:ipinclusivescotland@gmail.com); <https://www.linkedin.com/groups/9028398/>

### Mental Health First Aiders’ Network

- <https://ipinclusive.org.uk/newsandfeatures/our-support-network-for-mental-health-first-aiders/>
- LinkedIn group: “IP Inclusive MHFAer Support Network” (<https://www.linkedin.com/groups/12424438/>)

### The EDI Charter

- <https://ipinclusive.org.uk/about/our-charter/>
- Email: [ipinclusivecharter@gmail.com](mailto:ipinclusivecharter@gmail.com)

### Fundraising

- <https://ipinclusive.org.uk/ip-inclusive-fundraising/>
- Email: [contactipinclusive@gmail.com](mailto:contactipinclusive@gmail.com)

### IP Inclusive Management (IPIM)

- <https://ipinclusive.org.uk/ip-inclusive-management/>
- Chair: Michael Silverleaf QC; [msilverleaf@11southsquare.com](mailto:msilverleaf@11southsquare.com)
- Secretary: Julia Florence; [ipimsecretary@gmail.com](mailto:ipimsecretary@gmail.com)
- Treasurer: Gordon Harris; [gordon.harris@gowlingwlg.com](mailto:gordon.harris@gowlingwlg.com)
- Lead Executive Officer: Andrea Brewster; [abrewsteripinclusive@gmail.com](mailto:abrewsteripinclusive@gmail.com)
- Written correspondence c/o CIPA at Halton House, 20-23 Holborn, London EC1N 2JD

## Advisory Board

- <https://ipinclusive.org.uk/the-ip-inclusive-advisory-board/>
- Chair: Ben Buchanan; [ben.buchanan@ipo.gov.uk](mailto:ben.buchanan@ipo.gov.uk)
- Secretary: Josh McLennon; [jmclennon@kilburnstrode.com](mailto:jmclennon@kilburnstrode.com)