

IP Inclusive: LEO's report 2Q 2022



IP INCLUSIVE

Working for diversity and inclusion in IP

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1 General

The annual meeting on 26 April 2022, hosted online by Abel + Imray, brought together around 90 IP Inclusive stakeholders. In addition to updates from our various communities, networks and working groups, and from the Advisory Board, breakout discussions yielded valuable feedback to help shape our 2022-23 plans.

There were important developments on the operational front this quarter, with the establishment of online accounting and outsourced payroll systems, appointment of an intern (see 8.3.3 below) to help with the increasing LEO workload, and the creation of our first ever impact report (7 below).

2 Careers in Ideas (CinI)

- June: task force met to review updates and discuss in particular:
 - How to reach and involve more business support professionals
 - A potential 2023 “summer school” campaign of coordinated awareness-raising events and activities and work experience/open day opportunities across the IP professions
- June: established a CinI Instagram presence
- Mentoring Hub continued to be a success
 - 35 mentors and 46 mentees at the end of 2Q 2022; new mentees being recruited
 - Receiving positive feedback from both mentors and mentees; several mentees have now obtained trainee posts in the IP sector
 - MentorLoop platform subscription renewed for a further 6 months in May, taking the scheme beyond the “pilot” phase
- June: assistance with CinI projects (in particular the Instagram account) provided by our four-week “LIFT” intern Susan Nelson (see 8.3.3 below), who will continue to support the campaign in her new role as an IP Inclusive-funded intern

3 The EDI Charter

- May: Scotland Network in-person breakfast meeting to discuss the return to work and hybrid working, in association with Women in IP; format similar to the informal Women in IP coffee dates, hosted by CMS Cameron McKenna Nabarro Olswang

4 The six communities

All six communities were involved in our May “Mental health & intersectionality” webinar: see 5 below.

Following the annual meeting in April, a small group has been discussing the possible creation of a new community for IP professionals who have retired, are approaching retirement or are otherwise considering winding down their IP professional activities.

4.1 IP & ME

- During 2Q 2022, over 20 new committee members were recruited and the committee restructured into working groups focused on events, internal comms, external comms and “empowerment”
- The IP Inclusive AskME directory: development of the online functionality progressed and the directory should be ready to go live in the first half of 3Q 2022
- April: committee co-leads created a short introductory video to attract and welcome new IP & ME members

4.2 IP Ability

- April: website “News and Features” posts by committee member Debra Smith for MS Awareness Week
- May: updated compilation of links and sources to help the IP professions become more disability-confident, published on the IP Ability page of the website
- May: News and Features post by Debra Smith to mark World MS Day
- June: joint webinar with CIPA on workplace adjustments

4.3 IP Futures

- May: in-person panel discussion and networking event hosted by Finnegan Europe in London, on “Navigating your career in IP”; the event was open to would-be recruits as well as early-career IP professionals

4.4 IP Non-traditional Family Network

- Nothing further to report

4.5 IP Out

- April: committee co-leads created a short introductory video to attract and welcome new IP Out members
- June: to mark Pride Month:
 - Two guest posts on the website News and Features page
 - A mini-series of quotes from committee members, about the value of involvement in IP Out, on Twitter

4.6 Women in IP

- May: book club-style online “coffee date” discussing *The Authority Gap* by Mary Ann Sieghart¹, as a precursor to the annual event in June
- May: breakfast event in association with the Scotland Network (see 3 above)
- June: annual panel event, “Mind the Gap!”

¹ See <https://www.penguin.co.uk/books/112/1120787/the-authority-gap/9781784165888.html>

- The theme was again the “authority gap”
- Allyship was an important aspect of the discussions; the panel featured both women and men
- Originally intended as a hybrid event, hosted by Gowling WLG in-person in London and online; due to the rail strikes, rescheduled as a virtual event, with the promise of a replacement in-person get-together at Gowling in the autumn

5 Mental health and wellbeing

- April & May: working with Jonathan’s Voice, ran a repeat of our 2018 and 2019 mental wellbeing surveys to mark Mental Health Awareness Week (MHAW) in May
 - Covered CIPA and CITMA members, with separate versions for both students and paralegals; this year it also extended to “business support” professionals working in patent and trade mark firms/departments
 - Included questions on the impact of Covid-19 on mental wellbeing; these aligned with questions in LawCare’s 2020-21 “Life in the Law” survey² to enable comparisons with the wider legal sector
 - Survey open throughout May; aiming to review and report the results over the summer; also planning to re-open for a period in July to increase uptake from CITMA members (May coincided with their membership survey)
- Two webinars organised jointly with Jonathan’s Voice:
 - In May (during MHAW), “Mental health & intersectionality” – panel discussion with representatives from the six IP Inclusive communities, to discuss the intersections between mental wellbeing, diversity and inclusion
 - In June, alongside the wellbeing support consultancy Illuminate VR Services, “The sticking plaster and the stairwell” – about how organisations can take a more systematic and holistic approach to mental wellbeing
 - Resulted in several new members for our Mental Health First Aiders’ Network
- May: I wrote a post on “The loneliness of the IP professional”, based on the MHAW “loneliness” theme, for *World IP Review*; re-published on our website News and Features page
- May & June: working on autumn webinars with Jonathan’s Voice, to mark World Suicide Prevention Day and International Men’s Day (UK)

² See <https://www.lawcare.org.uk/latest-news/life-in-the-law-new-research-into-lawyer-wellbeing-makes-the-case-for-profession-wide-change/>

6 Extending our reach

- Annual meeting breakout discussions yielded strong support for prioritising outreach to business support and other non-attorney professionals, who are not currently well engaged with IP Inclusive; this will be a key part of our 2022-23 business plan
- Senior leaders' diversity think tank:
 - Plenary catch-up meeting in June reviewed the impact of the Senior Leaders' Pledge³ and discussed improving take-up, support for signatories and the sharing of best practices
 - Now planning a series of informal, drop-in online discussion forums for signatories and their colleagues to share their experiences – and occasionally hear from external experts – regarding specific aspects of the Pledge and its implementation
- IP paralegals and business support professionals:
 - Our Mental Health Awareness Week survey (see 5 above) was also open to business support professionals this year; it was created with input from paralegal and business support professionals in the patent and trade mark sector
 - The survey asked about interest in a potential IP Inclusive network/community for paralegals and business support professionals; the response was encouraging
 - Attendees' senior HR and management colleagues were invited to the June meeting of the senior leaders' think tank and made valuable contributions; they will be involved in the follow-up
 - I have been invited to address CITMA's paralegals' conference in September, about EDI issues and IP Inclusive's work
- IP Inclusive was represented at the annual CIPA and AIPLA diversity breakfast in June, in a panel discussion on the theme of "allyship" chaired by IP Ability co-lead Marianne Privett

7 Impact evaluation

- Key findings from the February 2022 impact survey were outlined at the annual meeting in April
- During June, intern Susan Nelson (see 8.3.3 below) prepared an official 2021-22 impact report based on the survey results and the 2021 Annual Report; she presented it informally to some IPIM and Advisory Board members in June
- The report was ready for publication by the end of June
 - It takes the form of a slide set with good visual impact that will lend itself well to publication on social media as well as in more formal settings, and that can be tailored for presentations to specific audiences if necessary
 - Susan also recorded a video presenting key features of the report, as an additional medium to widen accessibility

³ See <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>

- The impact report will accompany the 2022-23 business plan and budget, to reassure last year’s donors and encourage contributions to our 2022-23 fundraising campaign

8 Operational

8.1 IPIM

- AGM incorporated into the annual meeting on 26 April 2022
 - 2021 Annual Report (including the 2021 Financial Report) formally accepted⁴
 - Officers elected for 2022-23: Michael Silverleaf as Chair, Julia Florence as Secretary and Gordon Harris as Treasurer
- Other meetings held on 5 April, 10 May and 28 June 2022
- April: updated Register of Interests published⁵

8.2 Advisory Board

- Meeting held on 9 June 2022
 - Discussed the draft 2022-23 business plan, in light of discussions at the 26 April annual meeting; outcomes will be fed back to IPIM to help shape the final plan
- Some Board members attended a preliminary presentation, by our intern Susan Nelson, of the 2021-22 impact report she had prepared (see 7 above) and provided their feedback

8.3 Executive staff

8.3.1 Lead Executive Officer (LEO)

- May: LEO contract updated and signed for the period 1 July 2022 to 30 June 2023
 - At its 10 May meeting IPIM agreed an increase in payable hours from 2 to 2.5 days a week, with a pro rata increase in remuneration, due to the LEO’s increasing workload
 - It will be the LEO’s responsibility to provide for this in the 2022-23 budget and ensure sufficient funds are raised to cover it
- June: additional payments made to cover supervision of our intern Susan Nelson (see 8.3.3 below); budget available for this due to delays in appointing support staff during 2021-22 thus far
- Work done during 2Q 2022 included in particular:
 - Drafting a 2022-23 business plan in light of the annual meeting discussions and Advisory Board input
 - Supervising Susan
 - Working with her on the 2021-22 impact report
 - Progressing the AskME website build for IP & ME

⁴ See <https://ipinclusive.org.uk/newsandfeatures/our-2021-annual-report/>

⁵ See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

- Shorter hours worked for two weeks in May while recovering from surgery; this did not affect IP Inclusive’s day-to-day operations

8.3.2 *Administrative support*

- Contract prepared, based on the template and associated advice from Emphasis HR & Training⁶ (appointed to advise us on the legal and other HR aspects of recruiting, appointing and employing staff members)
- Advertising for the role has been delayed however due to pressure of work

8.3.3 *Intern*

- From 30 May to 24 June 2022 we were joined by intern Susan Nelson, a future trainee at Clifford Chance who funded her placement under their “LIFT” internship scheme
- The internship went very well and Susan provided valuable help, in particular:
 - Reviewing the February 2022 impact survey responses and writing a formal summary
 - Creating our 2021-22 impact report and associated presentation, video and social media content
 - Preparing various event and meeting reports
 - Involvement in the Careers in Ideas task force, setting up a CinI Instagram account and assuming oversight of the CinI gmail account for website visitor contacts
 - Helping create update newsletters
 - Posting content on the IP Inclusive Twitter account, in particular to mark Pride Month and other awareness dates
- Great way of establishing that a graduate intern can be a useful and appropriate resource for IP Inclusive
- Susan accepted a continuing, IP Inclusive-funded internship from 27 June onwards, for two (flexible) days a week; working online from her home, she will be tasked with supporting both Careers in Ideas and more general IP Inclusive activities

8.4 **Websites**

- 11 “News and Features” posts published on the IP Inclusive website during 2Q 2022, including IP Inclusive news, event reports, guest blogs and comment
- 2 news posts on the Careers in Ideas website during the same period: one a guest post about new in-house trainee opportunities, the other about the new Careers in Ideas Instagram account
- Added 2 items to our website Resources page in 2Q 2022, including webinar follow-up materials such as presentations, recordings and reports

8.5 **Financial**

- Bank account balance at 30 June 2022 = £46,896.94
 - £10,000 of this is a ring-fenced contingency fund

⁶ See <https://www.emphasis.uk.com/>

- Key expenditure during 2Q 2022 included renewal of the MentorLoop subscription for the Careers in Ideas Mentoring Hub (see 2 above; c£3,000)
- IPIM accounts now set up on the cloud-based accounting platform Xero, which is linked with the IPIM bank account
 - Gordon Harris (IPIM Treasurer) and I completed basic training in the use of Xero with our accountants Haines Watts, who set up and now host the Xero account for us
- Outsourced payroll set up with Haines Watts for the new intern
- Donations pledged from both FICPI-UK and IP Federation, to cover the proportion of intern costs expected to relate to Careers in Ideas activities over the coming year

8.6 Other

- IPIM liability insurance – insurers informed about our internship arrangements (both the initial LIFT term and the subsequent IP Inclusive-funded arrangement); no change to premium or terms

9 Miscellaneous

- Partnering with *World IP Review* over their autumn 2022 diversity publication
 - Allows us input into the compilation of their lists of 2022 diversity champions and trailblazers, as well as a foreword and a longer personal article in the publication
 - Has also provided opportunities for several of our communities to contribute content on relevant topics
- Invited to attend an IPReg stakeholder meeting in July to discuss follow-up to their regulatory review consultation earlier this year
- Invited to participate in the Global IP Alliance: Gwilym Roberts (co-leader of the senior leaders' think tank and CIPA Honorary Secretary) has kindly agreed to act as an IP Inclusive representative and rapporteur in that group

ARB

5 July 2022