

Formal Minutes of the Joint IP Inclusive Advisory Board-IPIM Meeting 2 May 2023

Attendance

Apologies:

Susan Antoine, and Becky Campbell.

Advisory Board Attendees:

Carol Arnold, Julie Browne, Ben Buchanan, Liz Dawson, Pete Fellows, Jodie Johnson, David Joo, Saiful Khan, Sarah Phillips, Megan Rannard, Beatriz San Martin, Rina Sond, Kathryn Taylor, Sarah Vaughan, and Sheila Wallace.

IPIM Attendees:

Robert Andrews, Andrea Brewster, Alicia Chantrey, Clair Curran, Julie Dunnett, Lesley Evans, Gordon Harris, Michael Silverleaf, and James St Ville.

Introduction

Item 1: Chair's Welcome. All were welcomed to this Joint meeting, and in particular the new members of IPIM who were able to attend: (Robert Andrews; Clair Curran and Lesley Evans). The fourth new IPIM member Ese Akpogheneta unfortunately was unable to be at this meeting.

IPIAB Updates-1: activities between meetings

Item 2: IP Inclusive Annual Meeting This was held as scheduled on 18 April 2023, with a good attendance. There were some initial Eventbrite-related hiccoughs which Andrea coped with admirably, and some very useful discussions to feed into the IP Inclusive Business Plan for the next year. Amongst the reviews of the past year, Ben Buchanan gave a review of the IP Inclusive Advisory Board's first year as per the Board's review in the December 2022 meeting and brought his review up to date by reporting on our recent meetings. Ben was thanked.

Main Topics

Item 3: IP Inclusive Business Plan 2023/4 Andrea provided in advance of the meeting a 'very rough' document detailing the ideas for the Business Plan that have come inter alia from the Annual Meeting and from IPIAB's previous meeting, and this formed the basis for discussion. Andrea was thanked during the meeting for this very helpful document and for putting it together in such a short timeframe.

The following areas generated detailed discussion

- **Tiered Priorities Business Plan Format** – was liked.
- **Allyship** – many supported this as a good theme for the Business Plan and an important topic to support intersectionality. What allyship means could be different for different communities; allyship between communities as well as within communities was explored as well as the importance of allyship.

- **Inclusive Hybrid Working** – in some sectors pressure to go back into the office appears to be increasing, though in others hybrid working is being embraced and continued but can create difficulties for example for trainees.
- **Widening Our Reach** – working with others, eg IP Offices, possibly internationally. The latter would not be a priority.

Concerns about whether we were spreading ourselves too thinly were raised by a few attendees, as were thoughts on whether we are at a stage where we should be formulating longer term (eg 5 year or 3 year) plans.

Item 4: Process for Considering/Admission of New IP Advisory Board Members

Under the TOR for the IPIAB, new Advisory Board members are appointed by IPIM but taking account of input from existing Board members. It is useful to agree a process for this. The proposal is that where IPIM believes there is a good candidate for the Advisory Board, IPIM provides the Board with details in writing for the Board's approval. We must however ensure that any additional member is recruited onto the Board in a fair, transparent and inclusive manner in accordance with best recruitment practices.

IPIAB Updates-2: activities between meetings

Item 5: Skills Matrix Working Group. Since the last IPIAB meeting, the group has now met twice and has a draft document being worked on.

Item 6: Updates from the floor on relevant activities/speaking events. The MIP IP Conference is holding a closing 'fireside chat' session on D,E & I, currently with two senior members of IP Federation speaking to the subject: 'How diverse is the IP Industry and what can we all do to improve our DEI efforts'. MIP is looking for further speaker(s) to broaden the panel. Details will be provided to the Chair who will circulate to IPIAB members.

AOB

If, following the call for Board members to consider becoming a shadow Secretary or Chair, anyone is interested, please contact the Chair.