



HELP! HOW DO I START A CONVERSATION ON EDI?

IP inclusive

Holly Redman, Trainee Patent Attorney, 23 April 2024



My experiences...



MOTIVATION

- Think about why you are doing this
 - strong sense of fairness
 - anger at how other people are treated
 - wanting to help

LEARN

- Learning about your own prejudices and deconstructing them
- Growth
- Pro-actively seek opportunities for learning
- Use what you've learned to start a conversation
- Understanding lived experiences
- Learning from mistakes

Resources

- [The Guide to Allyship](#)
- Chimamanda Ngozi Adichie - [Talk and Interview](#)
- [What Effective Allies Do Differently \(hbr.org\) – Accompanying Research Article](#)
- [The State of Allyship Report: The Key to Workplace Inclusion \(empovia.co\)](#)

MAKING MISTAKES

- Ally as identity marker – ally is not an identity, but allyship is a continuous journey
 - Do the work – even when no one is watching
- Speaking on behalf of people
 - Give individuals the space to express what they want – if that is what they want
- Using the wrong words that may offend people
 - Acknowledge the mistake, apologise, learn from it, use the correct terms in the future.



ACTION

- Translate learning into action
- Small things can have an impact too
- Start small, and work up to bigger things



SUPPORT

- Seek support
- Share the frustration
- Share ideas
- Keep motivated and inspired



CONCLUDING REMARKS

- ED&I = difficult conversations
- Work through discomfort to get to a better place
- Start small – work up to bigger actions
- Acknowledge mistakes and learn from them
- Seek support



THANK YOU FOR LISTENING

Let's go talk about ED&I!

