The IP Inclusive Annual Meeting and IP Inclusive Management AGM was held on 16th April 2024. The event was held as a hybrid event, with participants either at Allen & Overy's London office or on-line.

The hybrid aspect of the event generally worked well. There were some initial problems with on-line participants being able to dial-in, but Allen & Overy swiftly attended to this. During the "break-out" wrap-ups, it was sometimes difficult for the on-line participants to hear those in the room.

The Main Themes identified from the Breakout Room discussions:

Values

IP Inclusive is a community of like-minded individuals with a mission to create "better" places to work for all.

This mission is achieved in a number of ways, including:

- **Informing** by sharing of ideas and best practices within the IP sector.

- **Empowering** IP professionals to raise EDI issues within their organisations, with the backing of a credible, sector-wide authority.
- **Lobbying** (e.g., around access to the IP professions and potential barriers to entry)

Career Paths

Alternative entry routes: High academic requirement (and associated costs) can restrict entry of a diverse range of talent (particularly becoming patent attorneys). Consider alternative routes e.g., Apprenticeships, US-style Patent Agents.

Alternative career tracks: Not every IP professional wants to become a Partner (with the associated business responsibilities, or has the appropriate skill set (IQ v EQ). Consider Partner tracks that are "Manager" or "Technical".

Future Activities

Maximising reach: Encourage members of the IP Inclusive community to bring non-members (e.g., an ally / someone who's not yet involved with IP Inclusive / a more junior colleague / a colleague in a different (e.g., business support role) to events. Consider "Bring an Ally" events.

Maximising education and support:

- **Manager training:** Hybrid working has made identifying EDI issues at an early stage a challenge. Formal "one-to-ones" are not happening. More management/leadership training on EDI is required within firms.   Could IP Inclusive offer some "bite size" training on key skills? Could IP Inclusive get involved in a Middle Leadership Development Programme (MLDP)?

- o **Tailored Training**: Host events/provide resources to help organisation design "tailored" training, e.g. using different formats to suit different accessibility requirements (e.g., neurotypes, visual impairments).

- o **Join forces**: Work alongside organisations to cross-pollinate resources.

Remain relevant: Important to ensure that the IP Inclusive Communities remain relevant and reflect the needs of all.

Connected events: Ensure members of the IP Inclusive feel like they are part of a larger community through connected events.

Evidence Gathering: Should IP Inclusive gather evidence about what organisations are doing on the EDI front, and of good management practices?

New Communities

Administrative Staff Community: A community for and run by administrative / business support staff could help to engage this part of the IP sector. Concern about how some support staff would get the time to organise anything like this so it would require a supportive organisation.

Virtual Community: Regional networks have varying success. Most have events held in cities, which may involve significant travel time and cost. Some people may find attending in-person events intimidating.