

IP Inclusive: LEO's report 2Q 2024



IP INCLUSIVE

Working for diversity and inclusion in IP

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1 General

This quarter has seen a lot of events, including from the communities and also in the regions. It has also been extremely busy preparing for and promoting the *Summer of IP* campaign, which begins in earnest on 1 July but has already been generating resources, event plans and employer opportunities – plus an early June launch event. This year’s campaign has again seen high levels of engagement among IP professionals and their organisations.

On the administrative front, additional help from an intern and a new volunteer has been invaluable but also required management, as has planning for staffing into the 2024-25 budgeting year. Discussions on improving our fundraising capabilities next year have featured highly among IPIM and Advisory Board members.

2 Allyship

The theme of “allyship” is key to our 2023-25 business plan and underpins all our work this year.

Things done on this front during 2Q 2024 include:

- April: event on conversations about EDI and allyship, hosted by Mills & Reeve in Cambridge and online.
 - Involved representatives from all six communities.
 - Report and follow-up resources published on the website News and Features page in June.
- April and May: my allyship-focused contributions to CIPA’s Student Conference and Scotland meeting (see 10.2 below).
- June: webinar with IP Inclusive partners Focal Point about tackling sexual and other forms of harassment at work, in particular through effective allyship.
 - Follow-up workshop organised for September as an in-person event hosted by Keltie in London.
- Helen continued to work on allyship guidelines, to include input from the communities on what allyship looks like for the people they represent.
 - May be combined with an IP Inclusive “ally’s pledge” for promotion later in the year.
- EDI starter pack (8.2 below) will also include a section on the basics of effective allyship and why it matters.
- New ally pin badges distributed to in-person attendees at the April annual meeting and other subsequent events.
 - More have been sent to supporters who requested them.
- Also in the planning:
 - Talks on allyship at CIPA’s Manchester regional meeting (10.2 below).
 - Recording some of these talks for use as a general IP Inclusive resource.

- Other regional events, including in Birmingham on allyship for the LGBTQ+ community and in Leeds on the use of reverse mentoring to encourage, inform and empower allies.

3 Careers in Ideas

3.1 *Summer of IP 2024*¹

This programme of awareness-raising events and work experience/taster opportunities launches officially on 1 July 2024. Some employer opportunities were already on offer in the second half of 2Q 2024, much of which was spent planning the introductory events from Careers in Ideas and promoting the campaign to our target audiences. The main campaign will run throughout July, August and the first half of September 2024.

An early “launch event” at the start of June introduced *Summer of IP* to university careers advisers and outreach charities. It was also a chance to showcase Careers in Ideas more generally and provide an overview of IP sector careers. Originally organised as an in-person event on 8 May, it was rescheduled due to train strikes and converted to an online format; this actually greatly improved registration numbers. Breakout rooms were used in the second half to allow delegates to chat to individual IP professionals in a range of roles. Marks & Clerk hosted the event and did much of the planning and organising beforehand. Several IP professionals assisted with talks (all recorded for use as a future resource) and with breakout room hosting.

Work on *Summer of IP* has been led by Helen Smith, Sara Belazregue and me, with help from members of the Careers in Ideas task force. During June our intern Jessica Anderson (see 9.3.3 below) helped us promote the campaign to potential recruits and their advisers. Sara helps prepare employer event posts and runs the “coffee date” scheme (see below).

- Introductory events (provided by Careers in Ideas; recordings available afterwards):
 - Will either run online/hybrid or be available as pre-recordings.
 - Ten live introductory events scheduled for July, run by the Careers in Ideas task force and/or supporting organisations (CITMA, Kilburn & Strode, Mishcon de Reya and Powell Gilbert).
 - Include new events tailored for people with specific technical backgrounds.
 - Recordings from last year’s events, if not being repeated, will be made available to this year’s participants.
 - Pre-recorded videos providing general information about IP, IP careers, Careers in Ideas and *Summer of IP* will also be available from 1 July.
- Employer opportunities (provided by individual employers but promoted centrally through Careers in Ideas):
 - 27 posted by end of 2Q 2024; more to be added during July.

¹ See <https://ipinclusive.org.uk/careers-in-ideas/summer-of-ip-2024/>

- Include “taster” events, webinars and online discussions, workshops, a CV drafting clinic and work experience placements.
- Embrace a range of IP sector roles including patent attorney, trade mark attorney, IP solicitor, IP barrister and business support professional.
- Locations in Bath, Birmingham, Bristol, Cambridge, Cardiff, Guildford, Liverpool, London, Manchester and Marlow – also some online events.
- Participating employers include in-house IP departments as well as private practice firms.
- IP Inclusive South West and Scotland Networks also organising events, as collaborations between several local employers.
- Careers in Ideas also offering, during July and August, one-to-one online “coffee date” chats with IP professional volunteers in a range of roles.

3.2 Mentoring Hub

- Registered participant numbers at end of 2Q 2024: 46 mentors; 83 mentees.
- 79 participants matched since the scheme began in autumn 2021.
- “Mentoring quality score” currently 4.25 out of 5 (Mentorloop benchmark is 4.2).
- Mentorloop subscription renewed in May.
 - Additional funding from IPReg allowed expansion from 100 to 250 participants.
 - May also allow for a small trial of a Women in IP mentoring scheme (5.7 below).

3.3 Website rebuild

- Dogged by delays, some with the developers which then led to other IP Inclusive projects having to take priority in 2Q 2024.
- Test site now coming together, however.
 - Initial feedback gathered from website working group and other interested parties; largely positive due to a more modern appearance and better structure than the current site.
 - I have had some training in the use of the new editing system, which is an updated, more versatile version of that for the IP Inclusive website.
- Jessica Anderson and Sara Belazregue will work with us as part-time interns, over the summer, to create and upload new content and also migrate existing content from the current site; the 2023-24 budget included provision for this. See 9.3.3 below.

3.4 Other activities

- Careers in Ideas LinkedIn page very active with posts to promote *Summer of IP*; had 602 followers at the end of 2Q 2024.
- Instagram account revived in June by intern Jessica Anderson, again in particular to promote *Summer of IP*.

4 The EDI Charter

- Signatory changes during 2Q 2024:
 - 1 new signatory: Openshaw & Co.
 - Leading to a total of 157 signatories.
- During the quarter, 13 signatories contributed to our 2023-24 fundraising campaign (including one donation specifically for expanding the Careers in Ideas Mentoring Hub: see 3.2 above).

5 The six communities

5.1 General

- April: Cambridge event on conversations about EDI and allyship (see 2 above) included representatives from all six communities.
- All communities contributing to the EDI starter pack (8.2 below), with video clips from their committee members about the benefits of getting involved with IP Inclusive.

5.2 IP & ME

- May: informal online coffee date on the theme of “Why is EDI still important?”.
- June: online “lunch-&-learn” event, “How to take your power back”, with coach Sadia Salam, about tackling your negative inner voice.
 - Report published on the website News and Features page the following week.
- Also organised / in the planning:
 - July lunch-&-learn, “Through a different lens”, with guest speaker Vandita Chandrani looking at improving awareness of the EDI issues that impact other people.
 - August “book club”-style discussion to mark South Asian Heritage Month, with simultaneous events in Birmingham and London.

5.3 IP Ability

- April: website News and Features post reporting key findings from the 2023 survey on disability and caring responsibilities in the IP professions.
- May: “All you need to know about the new Carer’s Leave Act” webinar about carers’ rights.
- May: welcome and introductory video added to the IP Ability webpage.
- June: online coffee date on “Myth-busting disability and neurodiversity”.
- June: joint webinar with CIPA, “Knowing me, knowing you? ADHD and the IP profession”.
 - Report published on the website News and Features page the following week.
- Also in the planning:
 - An event, probably in 3Q 2024, on women’s health issues.
 - Upgrades to the IP Ability webpage to include clearer signposts to IP Ability content and other relevant resources.
- See also the IPause work on (peri)menopause support (5.4 below).

5.4 IPause

- April: “It takes a village”, informal “Menopause Matters” online coffee date, to discuss activities and priorities for the newly-formed community.
- April: publication of “Our menopause stories” on the website.
 - Short video interviews and blog posts from individual IP professionals sharing their experiences and suggestions on aspects of the (peri)menopause.
- May: committee meeting to discuss future plans, which include:
 - Webinar on legal aspects of menopause inclusivity in the workplace, “reasonable adjustments” and employers’ obligations (in collaboration with IP Ability and Women in IP).
 - Potentially facilitating “menopause champion” training for IP professionals, ideally beginning with one or two working group members who can then provide a webinar on the subject to the wider IP Inclusive community.
- LinkedIn and WhatsApp groups continue to generate supportive and enlightening conversations between IP professionals on issues relating to (peri)menopause.

5.5 IP Futures

- March newsletter call yielded several new committee members, who were assigned specific projects to progress.
- April: new committee met to discuss future plans.
- May: launched a survey of early-career IP professionals to gather their opinions on EDI and assess where more work can be done to encourage social mobility.
 - Intended as a follow-up to a similar survey in 2019 to mark IP Futures’ launch.
- Committee member Tom Hailes continues to be closely involved in Careers in Ideas and its *Summer of IP* events (3.1 above), in particular co-organising an introductory event at Kilburn & Strode with Carol Nyahasha.
- IP Futures also planning a networking event for *Summer of IP* participants during 3Q 2024.
- Committee working with IPO staff to explore potential collaborations and mutual support.

5.6 IP Out

- May: hybrid event, “Five decades of Switchboard”, with guest speaker Bob Hughes from the national LGBTQIA+ support line Switchboard.
 - Hosted online and in London by Kilburn & Strode.
- May: welcome and introductory video added to the IP Out webpage.
- June: social event at Zodiac Bar in London.
 - Postponed from April due to event clashes.
 - IP Out funded the first drink for all guests, including some new supporters.
- June: £800 donation from Triona Desmond, which the committee will use for example to cover external speaker fees at its events, charitable donations and first drinks at social gatherings such as the one above.
- April and June: articles by committee co-lead Darren Smyth:
 - In *WIPR*, about being “out” on work trips abroad (April).

- In *Managing IP*, “Why Pride is both a protest and celebration” (June, to mark Pride Month).

5.7 Women in IP

- April: collaborated with AIPLA for their Women in IP global networking events.
 - In-person gatherings took place in Leeds, London and Manchester, hosted with the help of Women in IP committee members.
 - This year’s theme was “Cultivating leaders”.
- May: small amount of social media activity around Mental Health Awareness Week, encouraging people to share stories of their activities to mark its "Moving more for our mental health" theme.
- June: events focus group member Laura Cassels chaired our webinar with Focal Point on allyship and preventing sexual harassment (2 above).
- Next online coffee date scheduled for mid-July, on the theme of “Empathy – extending it to others and ourselves”.
- Plans progressing well for the October 2024 annual event:
 - To be hosted by Lewis Silkin in a hybrid format, in London and online.
 - Panel discussion will be based around the book: *The Fix, how to overcome invisible barriers that are holding back women at work* by Michelle King.
 - Will also address “invisible barriers” for allies.
 - Supporters being encouraged to organise simultaneous regional viewings of the online event, with networking opportunities, along the lines of the February “Connected Bubbles” programme.
- Mentoring focus group planning a survey to gather supporters’ views on the types of mentoring wanted and how best to deliver them. A trial scheme may be established using space on the Mentorloop platform we use for Careers in Ideas (3.2 above).
- Main committee continues to meet monthly. Focus groups meet separately to progress their own projects; each includes at least one main committee member to ensure coordination.
- See also the IPause work on (peri)menopause support (5.4 above).

6 Regional activities

6.1 Regional networks

- Scotland:
 - May in-person event on neuro-inclusion, hosted by Shepherd and Wedderburn in Glasgow.
 - Committee co-leads Laurence Cheney and David Blair met with me in Edinburgh in May; discussed the network’s future plans and opportunities for collaboration with other parts of IP Inclusive.

- Recently recruited several new members, representing a range of roles and working environments.
- Also working to encourage new IP Inclusive Charter signatories and donors in Scotland.
- Network members now collaborating on an event for *Summer of IP* (see 3.1 above).
- South West:
 - April in-person committee meeting; I joined online.
 - Resulted in plans for a September event for *Summer of IP*, involving several local firms and also the IPO.
 - A potential allyship-related event, later in the year, was also discussed.

6.2 Regional events “roadshow”

- Anne and I continue to work on a programme of regional events, in particular on allyship and related themes, taking account of the regional survey results from 1Q 2024.
 - The communities and regional networks will be involved, as appropriate for the chosen themes.
 - Wherever feasible, the events will be hybrid and the key parts recorded.
- First event took place in Cambridge in April and a second has been organised for early July in Birmingham (see 2 above).
- Tentative plans for a Leeds event on reverse mentoring and others in Bristol/Bath and Manchester.

7 Mental health and wellbeing

- April: spoke at the CIPA Student Conference, in a joint session with Jonathan’s Voice.
 - Covered mental health issues for new starters to the patent profession, the value of support networks in reducing or preventing problems, the importance of allyship, and the support available from IP Inclusive and elsewhere.
 - Included a live poll about students’ experiences on joining the profession, which generated an interesting word cloud.
- April: “Workable ranges – a map and method for better balance and wellbeing” webinar with Jonathan’s Voice to mark Stress Awareness Month, about managing our individual resilience to stress.
- May: website News and Features post reproducing an article by LawCare Champion Claire Jacques, on the benefits of “moving with awareness”, drawing attention to Mental Health Awareness Week.
- May: “Mindfulness and anxiety”, a webinar with Jonathan’s Voice during Mental Health Awareness Week, about mindfulness and its use in combating anxiety.
- June: joint event with Jonathan’s Voice: “Fostering openness: men’s mental wellbeing”.
 - Hosted as a hybrid event by EIP, in London and online, allowing for informal networking at the in-person event.

- Speaker James McFarlane (IP solicitor involved with men’s mental health projects, LawCare champion) spoke about his own struggles with mental health and the men’s mental health group he established for lawyers in Scotland.
- Subsequently published a reading list based on James’s recommendations.
- May and June: website News and Features posts reporting on the two previous webinars with Jonathan’s Voice.
- Other News and Features posts throughout the quarter – on menopause, ADHD, tackling the “inner critic” and allyship – also relevant to mental wellbeing.
- Events in the planning:
 - September and November webinars with Jonathan’s Voice.
 - Joint webinar with Jonathan’s Voice, CIPA and CITMA on World Mental Health Day in October, about organisational support for staff wellbeing, mental health and work-life balance, as well as the impact of hybrid working on those issues.
- IPause activities (see 5.4 above) also likely to have value in improving mental wellbeing in the IP professions.

8 Resources

8.1 General

- Published 9 new resources during 2Q 2024, including 8 event recordings (some with associated resources such as speaker slides and workbooks) and a reading list from the June event on men’s mental health (see 7 above).
- Also published 6 website News and Features posts featuring practical tips and supporting resources from IP Inclusive events.
- Further posts provided content relating to the impact of (peri)menopause (5.4 above) and the neuroscientific importance of movement – and of awareness of movement – for mental wellbeing (7 above), as well as the results of the most recent IP Ability survey (5.3 above).

8.2 EDI “starter pack”

- Initial draft completed for part one of the starter pack.
 - Contains general information on EDI and IP Inclusive, plus links to useful EDI-related information and resources.
 - Intended for new recruits to the IP professions; designed to fit into employers’ existing induction materials.
 - Currently seeking feedback on the draft from interested groups (eg IP Futures, the CIPA Informals, relevant members of the IP Inclusive Advisory Board and our HR professional contacts).
 - Communities contributing video content: see 5.1 above.
 - Part 2 will focus on allyship.

- Hope to launch at least part 1 in 3Q 2024, and to promote it at the CIPA student induction day in November, which will feature an introduction to IP Inclusive.

9 Operational

9.1 IPIM

- AGM incorporated into the annual meeting on 16 April 2024.
 - 2023 Annual Report (including the 2023 Financial Report) formally accepted.
 - Officers elected for 2024-25: Michael Silverleaf as Chair, Gordon Harris as Treasurer, Clair Curran as Secretary.
- Other meetings held on 16 May and 18 June.
- May meeting:
 - Longer, in-person meeting hosted by Mewburn Ellis in London.
 - Included discussions on wider strategic issues such as progress against the 2023-25 business plan objectives and future fundraising activities.
- June meeting included discussions on:
 - Staff (including LEO) resources, roles and salary reviews.
 - Advisory Board activities and succession planning (see 9.2 below).
 - Fundraising for 2024-25.
- Meetings also scheduled for September and November 2024.
- Updated Register of Interests published 28 June².

9.2 Advisory Board

- Personnel changes:
 - Sarah Phillips and Kathryn Taylor stepped down from the Board in April.
 - David Joo announced his intention to step down in the autumn.
 - Total membership now 21.
- Members have been consulted on their longer-term plans once their initial 3-year term expires in autumn 2024.
 - Recommendations will be made to IPIM for extending the term for those willing to stay on for longer.
 - Recruitment campaign planned for autumn 2024, to replace some of the skills and experience lost through this year's resignations.
- Meeting held on 5 June:
 - I attended to join the discussions, answer questions and take feedback.
 - Addressed progress in delivering on the 2023-25 business plan and associated priorities.
 - Board members provided valuable guidance and ideas for fundraising activities.

² See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

- Included a discussion on succession planning and the proposed recruitment campaign.
- Board hopes to meet next in-person, potentially in Birmingham.

9.3 Executive staff

9.3.1 Lead Executive Officer (LEO)

- May: LEO contract updated and signed for the period 1 July 2024 to 30 June 2025.
 - From 1 July 2024 IPIM will pay the LEO up to £3,025 per calendar month, for 20 hours' work a week; this represents a 10% increase over the previous year's fee and takes account of the increased workload and management responsibilities over that period.
 - It will be the LEO's responsibility to provide for this in the 2024-25 budget and ensure sufficient funds are raised to cover it.
- Work done during 2Q 2024 included in particular:
 - Managing and supporting our employees and other support (9.3.2 and 9.3.3 below).
 - In particular, interviewing, appointing, onboarding and supervising a four-week intern, Jessica Anderson (9.3.3 below), including her mid-point review and final appraisal.
 - Overseeing the IPIM finances, including further fundraising activities (9.5 below).
 - Preparing for and running the 16 April annual meeting.
 - With help from Helen Smith, Sara Belazregue and Jessica Anderson, preparing for and promoting the Careers in Ideas *Summer of IP* campaign (3.1 above), including coordinating events and employer opportunities, recording introductory talks, and associated website and social media comms.
 - Allyship work with Anne Burgato, Helen Smith and the communities (2 above).
 - Overseeing Helen's work on the EDI starter pack (8.2 above).
 - Taking part in and/or managing miscellaneous events, including for the communities, for mental wellbeing-related projects and as part of the allyship focus.
 - Reviewing progress towards the 2023-25 business plan objectives, and initial preparations for the 2024-25 budget, in consultation with IPIM and the Advisory Board.
 - Reviewing and planning future HR resources to align with the business plan and budget.
 - Preparation for and involvement in external publications and events (10.2 below).

9.3.2 Executive support

- Anne Burgato and Helen Smith continue to provide valuable assistance to the LEO and to many other parts of the IP Inclusive community.
- April: the three of us met in-person at the annual meeting (9.6 below).
 - Helen also spoke at the meeting, with an update on *Summer of IP*.

- Good opportunity for both to meet IP Inclusive volunteers, Charter signatories and other stakeholders, as well as future intern Jessica Anderson and Careers in Ideas volunteer Sara Belazregue (9.3.3 below).
- Anne, Helen, Jessica, Sara and I had lunch together after the meeting and discussed joint plans for *Summer of IP*, the new Careers in Ideas website and general IP Inclusive comms.
- June: I began informal discussions with Anne and Helen about their future plans and availability for work, to help shape resourcing and budget for 2024-25.
 - Salary reviews will also be completed for both by early July, to take effect from 1 August 2024 (the start of the next budgeting year).
 - Anne’s role has developed significantly over the past 12 months, with more functions and responsibility than when she joined us; she and I are working on an updated role specification and this will also feed into her salary review.

9.3.3 Interns

- Joined from 3 to 28 June by intern Jessica Anderson, a future trainee at Clifford Chance who funded her placement under their “LIFT” internship scheme.
- Internship went well; Jessica provided valuable help with promoting *Summer of IP*, in particular through social media but also through personal outreach to university and charity contacts.
- She also:
 - Reviewed Careers in Ideas’ social media platforms, made recommendations for improving their effectiveness and (with help from Carys Beth Bello at Fellows and Associates) created new content for use on a range of channels.
 - Established and populated a Linktree account for us to use as a resource in social media comms.
 - Updated the Careers in Ideas Instagram account, in particular to promote *Summer of IP* but also creating new general content.
 - Met with several IP professionals to learn about their careers in IP.
 - Attended an IP Ability coffee date and webinar and an IP & ME lunch-&-learn event.
 - Wrote reports of the IP Ability webinar and the lunch-&-learn event, for the website News and Features page.
 - Prepared and delivered a presentation to members of the Careers in Ideas task force, the Advisory Board and IPIM, on the effective use of social media with specific reference to her work on *Summer of IP* and more general Careers in Ideas comms.
- Sara Belazregue continued to provide valuable voluntary help with the *Summer of IP* campaign (3.1 above).
- Jessica and Sara worked entirely online, from their own homes.
 - They had, however, met with us in person when they attended our April annual meeting.
- Hope to employ both of them as part-time interns over the summer, to help migrating and creating content for the new Careers in Ideas website (3.3 above).

9.4 Websites and social media

- Progress on the new Careers in Ideas website: see 3.3 above.
- 10 News and Features posts published on the IP Inclusive website during 2Q 2024, including IP Inclusive news, formal documents (eg reports and meeting minutes), event reports, guest blogs and comment.
- No news posts on the Careers in Ideas website during the same period, partly due to the pending site rebuild.
- 9 items added to our website resources page in 2Q 2024 (8.1 above).
- IP Inclusive company page on LinkedIn (<https://www.linkedin.com/company/98183780/>), established in July 2023, now has 1,174 followers (913 at time of 1Q 2024 report).
 - Continues to generate a good level of activity (shares, likes, etc – plus tags from other organisations’ posts).
 - Our newsletters are published on the page as well as via the Mailchimp mailing lists.

9.5 Financial

- Total bank account balance at 30 June 2024 = £37,462.80.
 - This is split between the old Lloyds and new RBS accounts (see below).
 - £13,000 of it is a ring-fenced contingency fund.
- Fundraising campaign, to cover our 2023-24 activities (launched in August 2023):
 - Reminder requests sent to Charter signatories’ “authorised signatory” contacts in April.
 - Further call for donations at the 16 April annual meeting.
 - Overall raised a further £15,700 during 2Q 2024, plus additional donations specifically for the Careers in Ideas Mentoring Hub (£800, see 3.2 above) and for IP Out activities (£800, see 5.6 above).
 - Overall, £64,875.55 of the £88,000 target raised by the end of 2Q 2024.
- Key expenditure during 2Q 2024 included:
 - Salaries (including pension contributions): £6,694.27
 - LEO fees: £8,250
 - Executive team travel and office expenses: £612.46
 - Renewal of Mentorloop subscription for the Careers in Ideas Mentoring Hub (3.2 above): £4,437.00
 - Accountants’ fees for ongoing payroll and Xero subscriptions and for preparing the end of financial year (to 31 March 2024) accounts: £1,260
 - Operational items (monthly Mailchimp subscriptions, domain name registrations, Eventbrite charges, bank charges): £366.23
- New RBS “community” bank account:
 - Funds and payment systems being transferred from the existing Lloyds account during 2Q 2024; nearly completed now.
 - Expect to close the Lloyds account early in 3Q 2024, which will relieve us of bank charges.

- Anne Burgato to be allowed access to the account to make routine payments and process donations; currently working with IPIM on terms of reference for this, before applying to RBS for Anne to be added to the list of authorised signatories.
- Working on a new budget for August 2024 to July 2025.
 - Will be published towards the end of July 2024, once approved by IPIM.
 - Next fundraising campaign to begin in August 2024.
- Fundraising discussed at May IPIM meeting and June Advisory Board meeting (9.1 and 9.2 above).
 - Various steps agreed to help us raise funds more effectively from our supporters during the 2024-25 budgeting year, including the possible introduction of mechanisms for individual event attendees to donate, in-person at an event and/or when registering.

9.6 Other

- Annual meeting held 16 April 2024, hosted by Allen & Overy in London and online.
 - Included updates from the IP Inclusive communities and networks and the Careers in Ideas task force, plus the formal IPIM AGM (9.1 above).
 - Breakout discussions yielded useful feedback on IP Inclusive’s value to the IP professions.
 - May IPIM meeting reviewed progress on the 2023-25 business plan in light of the discussion outcomes (9.1 above).
 - Meeting open to all UK-based IP professionals; representatives from key IP sector organisations were personally invited.
 - Hybrid format worked very well; good engagement from both virtual and in-person attendees.

10 Other activities during 2Q 2024

10.1 Senior leaders’ diversity think tank

- After a few months’ break, eighth “Pledge Prattle” forum organised for July 2024, looking at mentoring schemes.

10.2 External publications and events

- April: spoke in a joint session with Jonathan’s Voice at CIPA’s Student Conference (see 7 above).
- May: CIPA’s Edinburgh meeting; gave a talk on allyship and the assumptions that can undermine it.
- June: IPIM member Robert Andrews represented IP Inclusive at a joint CIPA and AIPLA diversity-themed evening reception.
- June: webinar with IP Inclusive partners Focal Point about the Worker Protection Act 2023 and tackling sexual and other forms of harassment at work (2 and 5.7 above).
- June: joint CIPA and IP Ability webinar on ADHD (5.3 above).

- Invited to a July meeting with InterLaw Diversity Forum to discuss joint approaches to EDI data gathering.
- The IPO have established a new team of people to liaise with IP Inclusive, including in specific areas such as Careers in Ideas and the communities.
 - They will continue to support us by communicating and promoting attendance at IP Inclusive events in the IPO, in particular among their network chairs.
 - They will be collaborating with IP Futures and are also keen to support initiatives for male IP professionals.
 - Ben Buchanan plans to stay on the IP Inclusive Advisory Board for the foreseeable future.
- I continue to contribute regular IP Inclusive articles for the *CIPA Journal* and *CITMA Review*.
- CIPA's Manchester meeting, at which I'm to speak about allyship, postponed from June till September 2024.
- See also our work around mental wellbeing with Jonathan's Voice and LawCare (7 above).

10.3 Lobbying and influence

- June: IP Ability provided input into neurodiversity-related aspects of IPReg's proposed 2024 diversity survey.

Andrea Brewster
IP Inclusive Lead Executive Officer
12 July 2024