

# Formal minutes of IP Inclusive Advisory Board meeting 5 June 2024

## CONTENTS OF DOCUMENT:

- Attendance
- Membership updates
- Non-binding suggestions arising from discussions

## ATTENDANCE

### Apologies

Saiful Khan, Sarah Vaughan

### Meeting attendees

Abdulmalik Lawal, Andrea Brewster, Ben Buchanan, Caelia Bryn-Jacobsen, Carol Arnold (chair), David Joo, Josh McLennon, Julie Browne, Liam Lawlor, Megan Rannard, Pete Fellows, Sally Bannan (secretary), Susan Antoine.

### Membership Updates

As previously reported, Julie Barrett, Beatriz San Martin and Liz Dawson have stepped down. As of April, Sarah Phillips and Kathryn Taylor are stepping down, and David Joo will be stepping down in October at the end of the formal 3 year term.

Therefore, from the original Advisory Board 6 will have stepped down by the end of October. Looking at the other survey results, there are 4 who wish to stay beyond October for 2 years, 12 would like to stay for a further 3-year term, of which 4 are willing to be flexible in how long they stay on, and 2 uncertain about how long they wish to stay on.

IPIM decides for extension of term, based on Board's recommendations - IPIM's preference at this stage is to have a rolling program and it looks like this is something we'll be able to do from the survey results.

Only one person has not responded to the survey.

Andrea is also happy that we can have a rolling program and suggests a new recruitment drive, including assessing the gaps that are forming with people leaving.

## A.O.B

### EQE qualification

Sally informed the Advisory Board that a motion was put forward in the most recent epi Council meeting in Sofia proposing to change the minimum technical qualification from a bachelor's to a masters. The epi D&I working group, as well as CIPA, IPFed and others, did a lot of work making Council members aware of the problems that would result, and lobbying against the proposal. A counter-motion was put forward shortly before the meeting proposing that Council did not have sufficient information to make an informed decision and to delay a Council vote. This counter-motion passed with a high majority. Work is ongoing on informing and persuading.

Noted that IPFed no longer has a Business Europe seat at the table but perhaps could make BE members aware of the proposal as the issue will be relevant elsewhere.

### News from Fellows & Associates

The 13<sup>th</sup> Annual Patent and Trademark Attorney Salary Survey 2024 is live and has a large DEI component: [13th Annual Patent and Trademark Attorney Salary Survey 2024 \(smartsurvey.co.uk\)](https://smartsurvey.co.uk).

Fellows are also in the process of finalising research done with UC Riverside California in 5 states (California/New York/Illinois/Florida/Washington) looking at spread of race/gender in the US IP community. The project is continuing and moving to Uni Seattle in Washington and may include more states.

### Advisory Board In-person Meeting

In person Birmingham - anyone with links there please step forward. We're looking at September

Agreed it would be good to set up set rhythm of meetings from 2025 onwards.

## NON-BINDING SUGGESTIONS ARISING FROM DISCUSSIONS

Megan to chase the one remaining answer to the membership survey through her personal connections.

Carol, Sally, Andrea and IPIM to progress autumn 2024 recruitment drive for new IPIAB members.

Sally to link up with Julie in IPFed on DE&I.

All to promote filling in the 13th Annual Patent and Trademark Attorney Salary Survey 2024 accessible at this [LINK](#).

Megan to speak to people about who could potentially host our IPIAB in-person meeting in Birmingham (in September). Sally to send a Doodle poll and liaise with Megan. Make sure social element included in this meeting.

Carol and Andrea to have a conversation about set dates for IPIAB meetings, including joint meetings with IPIM, from 2025.